



FY 2025-2026 Strategic Plan

AUGUST 18, 2024

JANALEA HEMBREE, ASSISTANT TO THE CITY MANAGER

The Strategic Plan

Vision

- The City of Burleson Strategic Plan, or Guide BTX, communicates the Mayor and City Council priorities to Burleson residents and businesses. The plan's purpose is to set overall focus areas and goals for the city and develop action items to achieve the goals. Residents can track the city's progress toward the stated goals through quarterly plan updates.

Mission

- To provide exceptional, people-focused municipal services and to plan and invest in the future in a financially responsible and innovative manner through a high-performing city team and in partnership with our Burleson community.



Building the Strategic Plan

Developed utilizing

- City's adopted vision and mission
- Comprehensive Plan
- City's Master Plans and Capital Improvement Plans
- Departmental Strategic Plans
- City Council Retreat Meeting in February 2024
- FY 24-25 Strategic Plan

Components

- Develops key focus areas and goals the city will focus on over the next five years.
- Outlines action items to achieve the set goals for Fiscal Year 2025-2026. Action items are updated yearly.
- Determine city council's top and high priorities for the action tasks.





FOCUS AREA 1

High Performing City Organization

Providing Exceptional, People Focused Services

To make the City of Burleson a community of choice by providing outstanding customer service, communication, and community engagement; leveraging technology to be an efficient and responsive organization; being financially responsible; maintaining an organizational culture that values innovation, process improvement, productivity, and teamwork; and focusing training and development opportunities for city employees.

-
- GOAL 1:** Develop a high-performance and diverse workforce by attracting and retaining the very best employees; providing a competitive salary and benefits package; maximizing employee training and educational opportunities.
- GOAL 2:** Continue to improve the efficiency and productivity of operations through the use of technology, innovation, teamwork and continual business process improvement.
- GOAL 3:** Deliver high-quality service to external and internal customers by providing an outstanding customer experience; regularly seeking feedback from citizens and employees through surveys, public forums and other outreach methods; and offering convenient methods for conducting business and communicating with the city.
- GOAL 4:** Be a responsible steward of the city's financial resources by providing rates and fees that represent a strong value to our citizens; providing timely, accurate and transparent financial reporting; and utilizing long-range planning.



FOCUS AREA 2

Dynamic & Preferred City
through Managed Growth

To promote balanced residential and commercial development growth through long-term planning and zoning ordinances; develop and maintain public infrastructure in the city that improves mobility and connectivity; develop superior utility services and facilities; and promote sustainable development and job growth in the city.

-
- GOAL 1:** Attract and retain top-tier businesses to promote high-quality economic development by expanding and diversifying the tax base; and creating jobs that allow our residents to work where they live.
- GOAL 2:** Promote sustainable residential and commercial development through strategic and long-term planning; providing a business-friendly environment; continuing efficient development review process; and enhancing partnerships with the development community.
- GOAL 3:** Enhance connectivity and improve mobility by expanding capacity of existing transportation network, evaluating additional thoroughfare improvements; and improving roadway, bicycle and pedestrian infrastructure.
- GOAL 4:** Implement the city's Capital Improvement Program to improve the quality of life for residents through the completion of projects identified in the city's master plans.
- GOAL 5:** Develop and maintain facilities and utility services that meet the needs of the community through strategic planning, long-term planning and best practices.



FOCUS AREA 3

Beautiful, Safe & Vibrant Community

Provide a beautiful, safe, and vibrant community for those that live, learn, work, and play in the City of Burleson by focusing on beautification programs; providing public art that enhances the community's visual appeal and uniqueness; providing crime prevention and community risk reduction programs; emergency preparedness; and emergency response services.

-
- GOAL 1:** Encourage a clean and healthy community through the promotion of positive behaviors, sustainable practices, outreach programs and city services.
 - GOAL 2:** Encourage placemaking and a sense of belonging in our neighborhoods, parks and key commercial districts by focusing on long-range planning, comprehensive elements and public art.
 - GOAL 3:** Enhance emergency response services provided to the community, including emergency medical, police, fire and public dispatch services.
 - GOAL 4:** Ensure public safety equipment and personnel needs are being met, including staffing, support and training.
 - GOAL 5:** Continue community policing and risk reduction programs that create strong partnerships with the public to promote safety throughout the community.



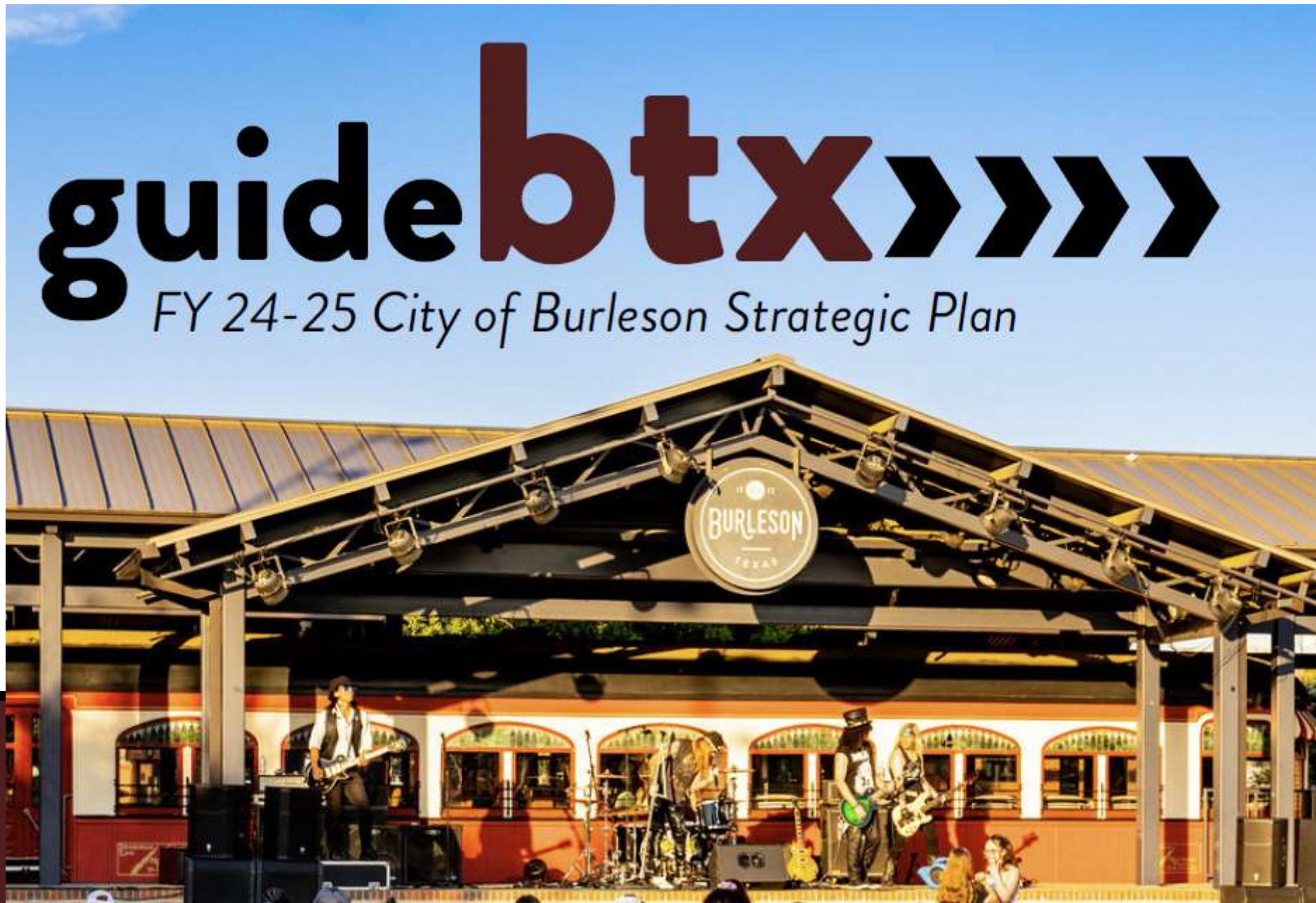
FOCUS AREA 4

Great Place to Live
through Expanded Quality of Life Amenities

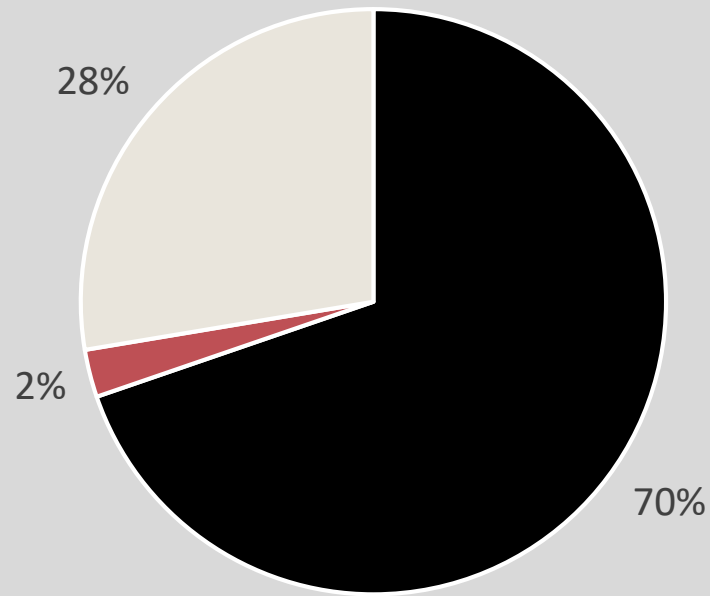
To make the City of Burleson a premier place to live, learn, and play by providing outstanding cultural, recreational, and educational opportunities that enrich the lives of our residents.

-
- GOAL 1:** Provide high-quality parks for residents by expanding park amenities and options; enhancing city's trail network; and improving access to parks facilities.
- GOAL 2:** Provide high-quality recreation opportunities, events and facilities for residents by expanding programs and options for all ages and abilities that enrich the quality of life for residents.
- GOAL 3:** Provide outstanding cultural, educational and entertainment opportunities by cultivating mutually beneficial partnerships with area education and government entities, the business community, and not-for-profits.

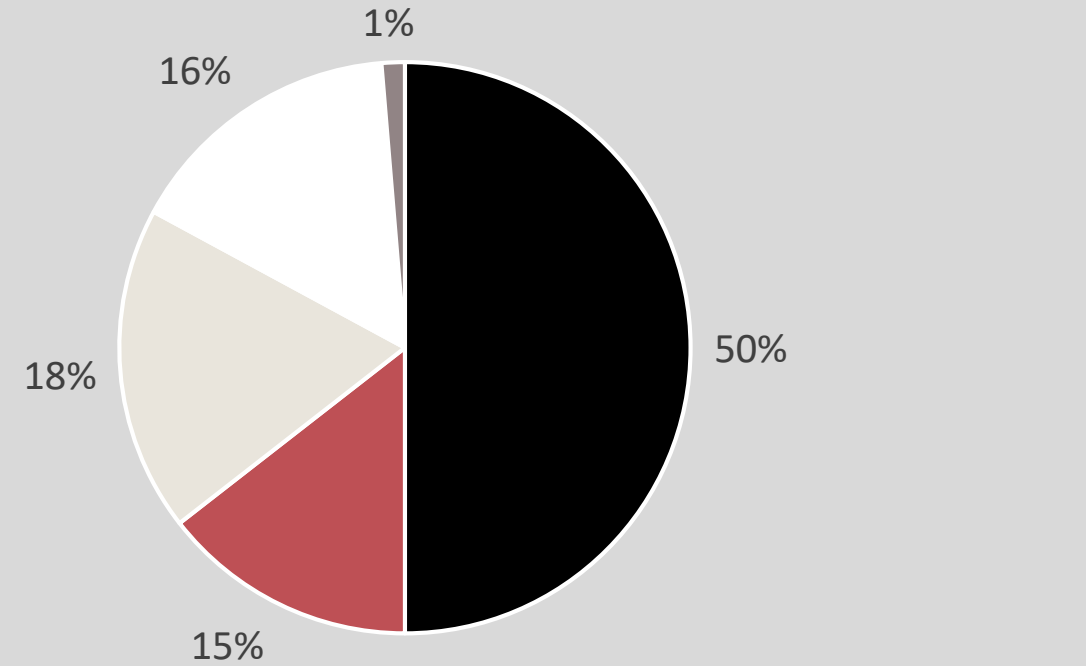
Closing
Out
FY24-25
Strategic
Plan



76 Tasks



■ Completed (53) ■ Discontinued (2) ■ Goal Not Met (21)



■ Remove/Drop Off (38) ■ Roll to FY26 (11) ■ Cont (Finish in FY26) (14)
■ Update Goal (12) ■ Direction Needed (1)

FY2025 Task Summary

Focus Area 1: High Performing City Organization Providing Exceptional, People Focused Services

GOAL 1: Develop a high-performance and diverse workforce by attracting and retaining the very best employees; providing a competitive salary and benefits package; maximizing employee training and educational opportunities.

Task		Department	Target Date	FY25 Status
1.1.1	Continue to ensure competitive compensation and benefits across the city by benchmarking against peer cities, evaluating city compensation plan ranges and adjustments, cost of living adjustments, and performance-based merits; success will be determined by having an employee turnover rate under 12% each quarter	Human Resources	On-going	Completed
1.1.2	Continue to provide growth and promotional opportunities for internal employees through executive and supervisor leadership training and developing a robust succession planning program; Success will be determined by providing 3 leadership classes per quarter	Human Resources	On-going	Completed
1.1.3	Provide a training program that improves management, communication, diversity and inclusion, and leadership training; success will be determined by providing 4 training classes each quarter	Human Resources	On-going	Completed
1.1.4	Continue development of community partnerships to discuss diversity and offer suggestions of inclusion within the police department	Police	On-going	Completed
1.1.5	In partnership with consultant, review and recommend updates to benefit plan designs and carriers based on a RFP process	Human Resources	First Quarter	Completed

Focus Area 1: High Performing City Organization Providing Exceptional, People Focused Services

GOAL 2: Continue to improve the efficiency and productivity of operations through the use of technology, innovation, teamwork and continual business process improvement.

Task		Department	Target Date	FY25 Status
1.2.1	Expand outreach efforts for Burleson 311 and utility billing payment options to increase citizen awareness; FY 24/25 success will be determined by participating in four city/community events, mail postcards to utility customers (one annually), social media posts, city e-newsletter, present to three community groups/stakeholders, presenting informational session to department directors and key staff to help promote 311 to customers	Administrative Services	Fourth Quarter	Completed
1.2.2	Update purchasing and contracting process to ensure continued compliance, efficiency, contract management and document retention	Administrative Services	Third Quarter	Completed
1.2.3	Creation of IT internal knowledge base to expedite IT staff and city staff trouble shooting techniques in an effort to solve issues independently	Information Technology	Fourth Quarter	Completed
1.2.4	Implementation of Windows 11 across the technology ecosystem to mitigate security vulnerabilities and enhance our cybersecurity defenses	Information Technology	Fourth Quarter	Completed
1.2.5	Continue to work with emergency management to integrate 311/CRM into the city's disaster preparedness program	Administrative Services	Fourth Quarter	70% Continue in FY26

Focus Area 1: High Performing City Organization Providing Exceptional, People Focused Services

GOAL 3: Deliver high-quality service and communications to external and internal customers by providing outstanding customer experience, communication and community engagement; regularly seeking feedback from citizens and employees through surveys, public forums and other outreach methods; and offering convenient methods for conducting business and communicating with the city.

Task		Department	Target Date	FY25 Status
1.3.1	Continually assess communications and engagement resources, processes, strategies and materials to seek ways to increase community stakeholder awareness and engagement; FY 24/25 success will be determined by reviewing analytics on a quarterly basis the goal for the enewsletter engagement rate is a 50% open rate, for social media the goal is for average reach post is 4,500 and for the website the goal is 375,000 unique views every quarter; also perform quarterly audits of communication material and strategies to identify strengths, weaknesses, and areas for improvement	Community Services	Fourth Quarter	Completed
1.3.2	Increase community engagement and awareness of library services through outreach programming, partnerships with community organizations, and marketing efforts; FY 24/25 success will be determined by 40 community events and 1,000 social media posts	Community Services	Fourth Quarter	Completed
1.3.3	Continue to provide the public with updates on the status of the 2022 Bond Program Implementation; FY 24/25 success will be determined every quarter if an update was made on social media, in enewsletter, on the dedicated webpage and via the weekly report	Community Services (Marketing and Communications)	Fourth Quarter	Completed
1.3.4	Revise existing subdivision ordinance to improve efficiency of operations for the overall development process.	Development Services	Fourth Quarter	25% Continue in FY26

Focus Area 1: High Performing City Organization Providing Exceptional, People Focused Services

GOAL 4: Be a responsible steward of the city's financial resources by providing rates and fees that represent a strong value to our citizens; providing timely, accurate and transparent financial reporting; and utilizing long-range planning.

Task		Department	Target Date	FY25 Status
1.4.1	Continue implementation of asset management program for public infrastructure and fixed assets; FY 24-25 goal is to establish street operations program	City Manager's Office	Third Quarter	Completed
1.4.2	Explore and conduct an analysis and implementation of a storm water and street maintenance fee to enhance the city's infrastructure	Public Works	Third Quarter	Completed
1.4.3	Review and pursue grant opportunities to offset the cost of planned capital projects through a grant consultant to complete applications with staff to identify additional opportunities in each of the following categories: Water/Wastewater, Streets & Sidewalk Improvements, and Public Safety; FY 24/25 success will be 3 grant applications through the consultant and staff to identify 4 additional grant opportunities	City Manager's Office	On-Going	Completed
1.4.4	Continue to exhibit fiduciary responsibility by providing precise and transparent financial information through the submission of 12 monthly financial reports for FY 24/25, preparation of the ACFR, and the development of the FY25/26 budget	Finance Department	On-Going	Completed
1.4.5	Create website content that will be awarded 4 or more Transparency Stars through a Texas Comptroller program that recognizes local transparency achievements	Finance Department	Fourth Quarter	50% Continue in FY26

Focus Area 2: Dynamic & Preferred City through Managed Growth

GOAL 1: Attract and retain top-tier businesses to promote high-quality economic development by expanding and diversifying the tax base; and creating jobs that allow our residents to work where they live.

Task		Department	Target Date	FY25 Status
2.1.1	Develop a viable plan for the development of hotel/conference center	Economic Development/ Development Services	On-going	Completed
2.1.2	Execute an agreement for the redevelopment of the former Hill College site	Economic Development	On-going	0% Continue in FY26
2.1.3	Continue efforts to attract new-to-market retail establishments and promote tourism; FY 24/25 success will be determined by four new sites	Economic Development	On-going	50%
2.1.4	Continue to pursue industrial development throughout the city and or landbank for future development site; FY 24/25 success will be determined by four new sites	Economic Development	On-going	50%
2.1.5	Pursue and recruit medical professionals to the community that have higher paying jobs than the Johnson County median income; FY 24/25 focus is on a hospital provider as well as medical offices that would provide those jobs in our community	Economic Development	On-going	25% Continue in FY26
2.1.6	Establish a small business incubation project	Economic Development	On-going	Discontinued

Focus Area 2: Dynamic & Preferred City through Managed Growth

GOAL 2: Promote sustainable residential and commercial development through strategic and long-term planning; providing a business-friendly environment; continuing efficient development review process; and enhancing partnerships with the development community.

Task		Department	Target Date	FY25 Status
2.2.1	Identify locations for the implementation of neighborhood empowerment zones	Development Services	Fourth Quarter	Completed
2.2.2	Revise existing interlocal agreement with Johnson County to re-evaluate platting authority within the ETJ	Development Services	First Quarter	Discontinued
2.2.3	Reevaluate the need for the public improvement district and other special district policies	Development Services	Third Quarter	Completed
2.2.4	Finalize review and adoption of the zoning ordinance update	Development Services	Third Quarter	50% Continue in FY26

Focus Area 2: Dynamic & Preferred City through Managed Growth

GOAL 3: Enhance connectivity and improve mobility by expanding capacity of existing transportation network, evaluating additional thoroughfare improvements; and improving roadway, bicycle and pedestrian infrastructure.

	Task	Department	Target Date	FY25 Status
2.3.1	Continuous coordination with NCTCOG for transportation projects on the TIP; FY 24/25 success is measured by always having 2 projects included in the TIP	Capital Engineering	On-going	50%
2.3.2	Assist with the implementation of developing construction schedule for State Highway 174 widening from Elk Drive to Wicker Hill Road	Capital Engineering	Third Quarter	Completed
2.3.3	Complete the Willow Creek and Village Creek updates to the Master Drainage Study and submit letters of map revisions to FEMA	Development Services	Fourth Quarter	Completed
2.3.4	Begin implementation of Intelligent Traffic System (ITS) and Traffic Management Center (TMC), allowing the city to control signal timing throughout the city	Capital Engineering	Fourth Quarter	Completed
2.3.5	Complete the realignment and parking enhancements of Ellison Street project	Capital Engineering	Third Quarter	Completed

Focus Area 2: Dynamic & Preferred City through Managed Growth

GOAL 4: Implement the city's Capital Improvement Program to improve the quality of life for residents through the completion of projects identified in the city's master plans.

	Task	Department	Target Date	FY25 Status
2.4.1	Complete the construction of Lakewood Boulevard to FM 1902 to serve the city's future Hooper Business Park and Chisholm Summit Development	Capital Engineering	Fourth Quarter	Completed
2.4.2	Finalize design and complete construction of the FY 24-25 Neighborhood Street Program	Capital Engineering	Fourth Quarter	5% Continue in FY26
2.4.3	Begin construction for bridge connecting Alsbury Boulevard to CR1020	Capital Engineering	Third Quarter	Completed
2.4.4	Complete design for Alsbury Boulevard extension to Lakewood Drive	Capital Engineering	Fourth Quarter	5% Continue in FY26
2.4.5	Complete design of Hulen Street expansion from SH174 to Candler Drive	Capital Engineering	Fourth Quarter	50% Continue in FY26
2.4.6	Finalize design and begin construction of the Burleson Police Headquarters Expansion	Capital Engineering	Second Quarter	Completed

Focus Area 2: Dynamic & Preferred City through Managed Growth

GOAL 5: Develop and maintain facilities and utility services that meet the needs of the community through strategic planning, long-term planning and best practices.

Task		Department	Target Date	FY25 Status
2.5.1	Complete the feasibility study to identify possible options of a secondary water source	Public Works	First Quarter	Completed
2.5.2	Finalize a facility masterplan that identifies long term spacing needs and current facility condition assessment	Public Works	Fourth Quarter	50%
2.5.3	Complete design and begin construction of the city hall renovations	Capital Engineering	Second Quarter	Completed

Focus Area 3: Beautiful, Safe & Vibrant Community

GOAL 1: Encourage a clean and healthy community through the promotion of positive behaviors, sustainable practices, outreach programs and city services.

Task		Department	Target Date	FY25 Status
3.1.1	Increase adoptions at the Animal Shelter by 5%	Community Services	Fourth Quarter	-10%
3.1.2	Reduce the euthanasia rate of sick animals at the Animal Shelter by 3% by improving early treatment and care	Community Services	Fourth Quarter	Completed
3.1.3	Complete construction of the Greenribbon project located at SH 174 and John Jones Dr. to enhance beautification and cultivate tourism opportunities	Parks and Recreation	Fourth Quarter	50% Continue in FY26
3.1.4	Fully leverage funding for FY 24-25 Home Improvement Rebate Program	Development Services	Fourth Quarter	Completed
3.1.5	Explore RFP opportunities to expand a door-to-door household hazardous waste program	Public Works	On-going	Completed

Focus Area 3: Beautiful, Safe & Vibrant Community

GOAL 2: Encourage placemaking and a sense of belonging in our neighborhoods, parks and key commercial districts by focusing on long-range planning, comprehensive elements and public art.

Task		Department	Target Date	FY25 Status
3.2.1	Finalize the community arts masterplan in FY 24-25	Parks and Recreation	Third Quarter	90% Continue in FY26
3.2.2	Continue to work on redeveloping older centers or new land development on I-35W, Alsbury Blvd, Hidden Creek Parkway and State Highway 174	Economic Development	On-going	Completed
3.2.3	Finalize programming elements and public input for west side masterplan	Parks and Recreation	First Quarter	Completed
3.2.4	Identify potential options for the relocation of existing softball practice fields located on Hidden Creek Parkway	Parks and Recreation	Third Quarter	Completed
3.2.5	Complete the Parks Masterplan and begin CAPRA certification	Parks and Recreation	Fourth Quarter	90% Continue in FY26

Focus Area 3: Beautiful, Safe & Vibrant Community

GOAL 3: Enhance emergency response services provided to the community, including emergency medical, police, fire and public dispatch services.

Task		Department	Target Date	FY25 Status
3.3.1	Design and implement a strategic fire training program to ensure regulatory compliance while fostering company resources to better equip fire personnel to manage job satisfaction and performance.	Fire	Fourth Quarter	50% Continue in FY26
3.3.2	Pursue accreditation through the Association of Public Safety Communication Officials to certify public safety communications training program	Public Safety Communications	Fourth Quarter	Completed
3.3.3	Complete revisions to the fire department's call type designation and response configuration in partnership with the fire department to create an efficient call-taking guide for future use	Public Safety Communications	Third Quarter	Completed
3.3.4	Increase current real-time information and intelligence capabilities by increasing the number of Flock ALPR systems deployed throughout the city.	Police	Fourth Quarter	Completed

Focus Area 3: Beautiful, Safe & Vibrant Community

GOAL 4: Ensure public safety equipment and personnel needs are being met, including staffing, support and training.

Task		Department	Target Date	FY25 Status
3.4.1	Complete construction of Fire Station 1 to provide adequate space for Fire/EMS operations and expand office capacity for administration	Capital Engineering	Second Quarter	80% Continue in FY26
3.4.2	Reestablish fire department curriculum for a rescue task force, training all fire personnel in active threat situations	Fire	Fourth Quarter	Completed
3.4.3	Transition Axon air streaming software to integrate police department's current drones with existing Axon live streaming and digital evidence storage services	Police	Third Quarter	Completed
3.4.4	Deploy new and advanced public safety radios with cellular backup to provide better system redundancy and protection for system operations	Information Technology	Fourth Quarter	Completed

Focus Area 3: Beautiful, Safe & Vibrant Community

GOAL 5: Continue community policing and risk reduction programs that create strong partnerships with the public to promote safety throughout the community.

Task		Department	Target Date	FY25 Status
3.5.1	Continue to conduct emergency preparedness workshops for community members and enhance the CERT program to assist with achieving whole community preparedness; FY 24/25 success will be determined by hosting an annual preparedness fair and bi-annual CERT training	Fire (Emergency Management)	On-going	Completed
3.5.2	Continue to enhance Community Risk Reduction efforts (drowning prevention, CPR, Stop the Bleed, etc.), making the city a safer place to live, work and visit	Fire (Community Risk Reduction Division)	Fourth Quarter	Completed
3.5.3	Enhance drone operations through the addition of a tethered drone that works with Axon software that does not require a certified pilot to operate	Police	Fourth Quarter	Completed
3.5.4	Add 4G camera installation at community parks that have seen an increase of vandalism and other issues to ensure the safety of all park goers	Parks and Recreation	Second Quarter	10% Continue in FY26

Focus Area 4: Great Place to Live through Expanded Quality of Life Amenities

GOAL 1: Provide high-quality parks for residents by expanding park amenities and options; enhancing city's trail network; and improving access to parks facilities.

Task		Department	Target Date	FY25 Status
4.1.1	Continue to implement the 5-year capital program by completing the projects approved in FY 24-25	Parks and Recreation	Fourth Quarter	Completed
4.1.2	Complete essential repairs on 3,300 square feet of concrete sidewalk and common areas at Chisenhall Fields sports complex to enhance safety and accessibility for all visitors and participants	Parks and Recreation	Third Quarter	Completed
4.1.3	Enhance lighting in the Old Town and Mayor Vera Calvin Plaza area	Parks and Recreation	Third Quarter	25% Continue in FY26

Focus Area 4: Great Place to Live through Expanded Quality of Life Amenities

GOAL 2: Provide high-quality recreation opportunities, events and facilities for residents by expanding programs and options for all ages and abilities that enrich the quality of life for residents.

Task		Department	Target Date	FY25 Status
4.2.1	Complete BRiCk lobby renovations	Parks and Recreation	Fourth Quarter	Completed
4.2.2	Expand tournaments at Chishenhall Fields sports complex to host a total of 13 events	Parks and Recreation	Fourth Quarter	Completed
4.2.3	Increase community engagement and awareness of library services through outreach programming, partnerships with community organizations and marketing efforts	Community Services (Public Library)	Fourth Quarter	Completed
4.2.4	Add Mayor Vera Calvin Plaza and Russell Farm Art Center opportunities specific to recreational programming	Parks and Recreation	Fourth Quarter	Completed

Focus Area 4: Great Place to Live through Expanded Quality of Life Amenities

GOAL 3: Provide outstanding cultural, educational and entertainment opportunities by cultivating mutually beneficial partnerships with area education and government entities, the business community, and not-for-profits.

Task		Department	Target Date	FY25 Status
4.3.1	Partner with Johnson County for the development of a Johnson County master thoroughfare plan	Development Services - Engineering	Fourth Quarter	Completed
4.3.2	Implement and host the Burleson 101 Civic Academy for the second year to educate the community on municipal operations and grow partnerships within the community	City Secretary	Third Quarter	Completed
4.3.3	Develop fundraising strategies for the Senior Activity Center by cultivating relationships with donors, seeking out sponsorships from local business and organizations, and planning fundraising that resonate with the community	Community Services (Senior Activity Center)	Third Quarter	Completed
4.3.4	Grow the Project U Leadership Conference to be a premier statewide event, bringing visitors and overnight guests to the city of Burleson	Economic Development	Second Quarter	Completed

FY25-26 Strategic Plan



Focus Area's



FOCUS AREA 1

High Performing City Organization

Providing Exceptional, People Focused Services



FOCUS AREA 2

Dynamic & Preferred City

through Managed Growth



FOCUS AREA 3

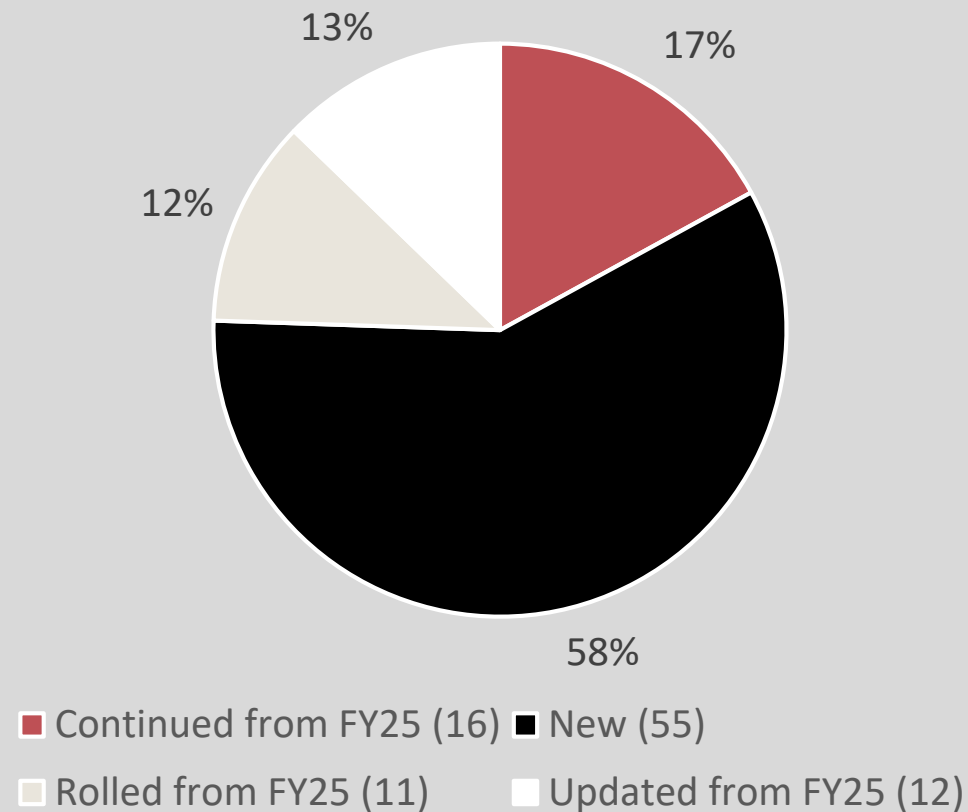
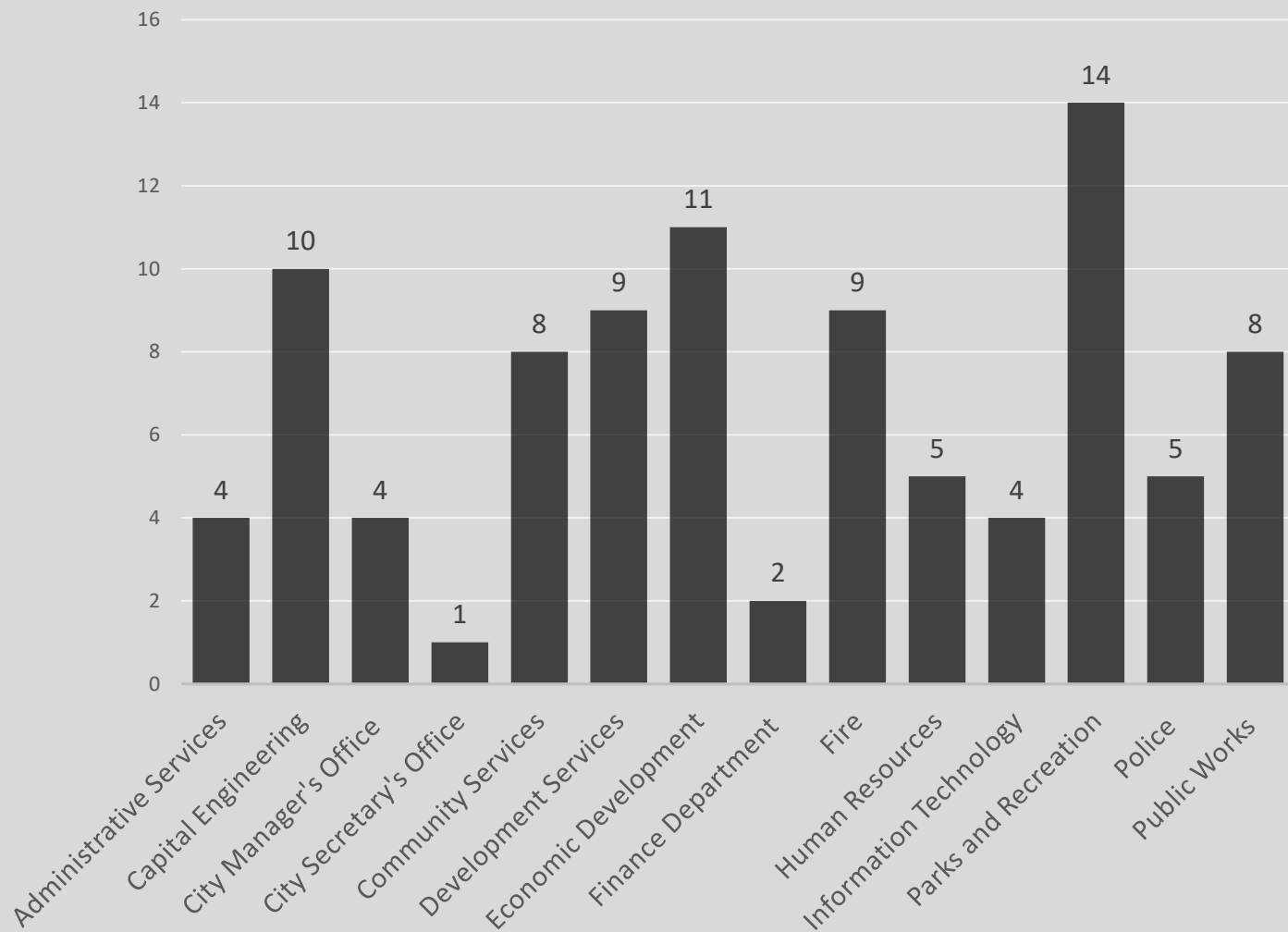
Beautiful, Safe & Vibrant Community



FOCUS AREA 4

Great Place to Live

through Expanded Quality of Life Amenities



FY2026 Task Summary

94 Total Tasks

Focus Area 1: High Performing City Organization Providing Exceptional, People Focused Services

GOAL 1: Develop a high-performance and diverse workforce by attracting and retaining the very best employees; providing a competitive salary and benefits package; maximizing employee training and educational opportunities.



Task		Department	Target Date	Target Matrix	FY26 Status
1.1.1	Mentorship Program We foster professional development through a structured mentorship program that connects experienced employees with emerging talent. By promoting knowledge sharing, guidance, and career support, we strengthen organizational expertise, encourage employee engagement, and cultivate future leaders who embody the City's values and vision.	City Manager's Office	Fourth Quarter	2 Sessions (15 pairings each)	New
1.1.2	Implementation of Standard Operating Procedures We advance operational excellence by adopting the Texas Fire Chief's Association Best Practices, including comprehensive policies, standard operating procedures, and recognized industry standards. This commitment ensures consistent, high-quality service delivery, enhances safety, and promotes accountability across all fire department operations.	Fire	Fourth Quarter	5	New
1.1.3	Provide Growth and Promotional Opportunities Providing opportunities for internal employees through executive and supervisor leadership training and developing a robust succession planning program; Success will be determined by providing 3 leadership classes per quarter.	Human Resources	On-going	3 leadership classes per quarter	Rolled from FY25
1.1.4	Comprehensive Training and Development We provide a robust training program that enhances management skills, strengthens communication, and develops effective leadership. By investing in our employees' growth, we equip them with the tools and perspectives needed to excel in their roles and contribute to a collaborative workplace.	Human Resources	On-going	4 Training classes each quarter	Updated from FY25

Focus Area 1: High Performing City Organization Providing Exceptional, People Focused Services

GOAL 1: Develop a high-performance and diverse workforce by attracting and retaining the very best employees; providing a competitive salary and benefits package; maximizing employee training and educational opportunities.



	Task	Department	Target Date	Target Matrix	FY26 Status
1.1.5	Obtain and Attract Top Tier Employees Our strategic approach to recruitment and retention fosters a thriving, high-performing workforce. By maintaining a selective acceptance rate, we attract top talent whose skills and values align with our organizational goals. At the same time, we focus on reducing turnover and preventing regrettable attrition, ensuring employees feel valued, supported, and motivated to grow their careers with the City.	Human Resources	On-going	85% acceptance rate on job offers	New
1.1.6	Proactive Risk Management We reinforce the City's commitment to workforce safety and asset protection through vigilant monitoring and data-driven action. By tracking workers' compensation claims, we identify trends and implement targeted safety measures to reduce incidents. Likewise, effective management of property and liability claims safeguards operational integrity and minimizes financial impact. Through continuous improvement, proactive risk assessment, and employee engagement, we create a secure, resilient work environment that prioritizes well-being while sustaining productivity.	Human Resources	On-going	< 45 Worker's Comp Claims < 12 Property & Liability Claims	New
1.1.7	Ongoing Workforce Development We demonstrate our commitment to employee growth by providing meaningful learning opportunities that support current roles and prepare staff for future advancement. Through strategic training initiatives, we foster a culture of growth, innovation, and operational excellence, driving both individual career progression and the City's long-term success.	Human Resources	On-going	50 Learning Opportunities	New

Focus Area 1: High Performing City Organization Providing Exceptional, People Focused Services

GOAL 2: Continue to improve the efficiency and productivity of operations through the use of technology, innovation, teamwork and continual business process improvement.



	Task	Department	Target Date	Target Matrix	FY26 Status
1.2.1	Integration of 311/CRM in Emergency Preparedness We collaborate with Emergency Management to incorporate 311 and Customer Relationship Management systems into the City's disaster preparedness program. This integration enhances communication, streamlines information sharing, and ensures residents receive timely, accurate updates during emergencies, strengthening community resilience and response capabilities.	Administrative Services	Fourth Quarter	Complete	Continued from FY25 (70% Complete)
1.2.2	Expansion of Online Utility Payments We aim to increase the percentage of utility accounts paid online to enhance customer convenience, improve payment efficiency, and strengthen overall collection rates. By promoting secure, user-friendly digital payment options, we streamline operations while providing residents with flexible and accessible service.	Administrative Services	On-going	5% Increase	New
1.2.3	Enhanced Purchasing Response Times We will improve initial response times to purchasing inquiries to elevate customer service, reduce delays, and support more efficient procurement workflows. By streamlining communication and decision-making, we ensure timely, accurate support for departments and vendors alike.	Administrative Services	On-going	15% Decrease	New
1.2.4	BTX311 App Engagement We will increase the number of BTX311 app downloads by boosting visibility through community events, social media outreach, and other targeted promotions. Expanding awareness and access to the app empowers residents to connect with City services quickly and conveniently.	Administrative Services	On-going	10% Increase	New

Focus Area 1: High Performing City Organization Providing Exceptional, People Focused Services

GOAL 2: Continue to improve the efficiency and productivity of operations through the use of technology, innovation, teamwork and continual business process improvement.



	Task	Department	Target Date	Target Matrix	FY26 Status
1.2.5	Streamlined Development Review Process We will implement changes to development submittal and review sequencing to improve efficiency and reduce the need for revisions that require resubmittals. By enhancing coordination and clarity in the review process, we expedite project timelines and support a more predictable development experience.	Development Services	Second Quarter	Complete	New
1.2.6	Texas Cyberstar Certification We will complete the DIR Cyberstar Certificate Program, demonstrating our commitment to strong cybersecurity practices. This designation protects City systems, data, and critical infrastructure, aligns with state standards, and strengthens public trust in our technology operations.	Information Technology	Fourth Quarter	Complete	New
1.2.7	Computer Aided Dispatch (CAD) Upgrade & Implementation We will implement an upgraded CAD system to improve emergency response through increased reliability, speed, and integration across Police, Fire, and Dispatch. This upgrade reduces infrastructure costs, streamlines support, and delivers features tailored to Burleson's public safety needs, advancing our long-term technology goals.	Information Technology	Second Quarter	Complete	New
1.2.8	Implementation of LoRa Network LoRa is a long-range, low-power wireless network used to connect sensors and smart devices across the city. It enables real-time data collection with minimal power use and supports our goal of expanding efficient, cost-effective Internet of Things (IoT) infrastructure.	Information Technology	Fourth Quarter	Complete	New

Focus Area 1: High Performing City Organization Providing Exceptional, People Focused Services

GOAL 2: Continue to improve the efficiency and productivity of operations through the use of technology, innovation, teamwork and continual business process improvement.



Task		Department	Target Date	Target Matrix	FY26 Status
1.2.9	Autonomous Mowing Implementation We will transition strategic areas within the parks system to autonomous mowing, increasing efficiency, reducing labor demands, and promoting sustainable maintenance practices. This technology enhances operational capacity while allowing staff to focus on higher-value park improvements and services.	Parks and Recreation	On-going	1	New
1.2.10	CAPRA Accreditation We will achieve our Commission for Accreditation of Park and Recreation Agencies (CAPRA) accreditation, demonstrating our commitment to excellence in parks and recreation management. This nationally recognized standard affirms our dedication to best practices, continuous improvement, and delivering high-quality services to the community.	Parks and Recreation	Third Quarter	Complete	New
1.2.11	Facility Service Request Efficiency We will improve efficiency in resolving facility service requests by streamlining the process and enhancing tracking systems. These improvements will ensure timely responses, strengthen accountability, and promote clear communication across departments.	Public Works	Fourth Quarter	Complete	New
1.2.12	Fleet Management Request and Information Efficiency We will enhance City fleet operations through the implementation of a fleet management information system. This technology will improve maintenance tracking, optimize vehicle utilization, and support data-driven decisions that extend asset life and reduce operational costs.	Public Works	Second Quarter	Complete	New

Focus Area 1: High Performing City Organization Providing Exceptional, People Focused Services

GOAL 3: Deliver high-quality service and communications to external and internal customers by providing outstanding customer experience, communication and community engagement; regularly seeking feedback from citizens and employees through surveys, public forums and other outreach methods; and offering convenient methods for conducting business and communicating with the city.



	Task	Department	Target Date	Target Matrix	FY26 Status
1.3.1	Capital Project GIS Mapping We will develop and maintain a Capital Project GIS map that provides clear, concise information and key project details. This tool will enhance transparency, improve public access to project updates, and support informed decision-making across the organization.	Capital Engineering	On-Going	Complete	New
1.3.2	E-Newsletter Engagement We will enhance community awareness by continually assessing and refining e-newsletter content, design, and delivery strategies. Quarterly analytics will guide improvements to ensure residents stay informed and engaged with City news and updates.	Community Services - Communications	On-going	55% Open Rate	Updated from FY25
1.3.3	Social Media Outreach We will strengthen community engagement on social media by optimizing content, posting strategies, and platform use. Regular review of performance metrics will help expand our reach and encourage active participation.	Community Services - Communications	On-going	5,000 Average Reach Post	Updated from FY25
1.3.4	Website Engagement We will improve community access to information by continually evaluating and updating website content, navigation, and usability. Ongoing analysis of user activity will ensure residents have timely, relevant, and easy-to-access resources.	Community Services - Communications	On-going	500,000 Unique Views Every Quarter	Updated from FY25

Focus Area 1: High Performing City Organization Providing Exceptional, People Focused Services

GOAL 3: Deliver high-quality service and communications to external and internal customers by providing outstanding customer experience, communication and community engagement; regularly seeking feedback from citizens and employees through surveys, public forums and other outreach methods; and offering convenient methods for conducting business and communicating with the city.



	Task	Department	Target Date	Target Matrix	FY26 Status
1.3.5	2022 Bond Program Updates We will continue to provide the public with timely updates on the status of the 2022 Bond Program implementation. Transparent communication will keep residents informed on project progress, milestones, and the effective use of bond funds.	Community Services - Communications	Fourth Quarter	An Update Provided Every Quarter	Rolled from FY25
1.3.6	Increase Library Community Engagement We will increase community engagement and awareness of library services through expanded outreach programming, strengthened partnerships with community organizations, and targeted marketing efforts. These initiatives will connect more residents to library resources, programs, and opportunities.	Community Services - Library	Fourth Quarter	40 Community Events	Rolled from FY25
1.3.7	Subdivision Ordinance Revision We will revise the existing subdivision ordinance to improve operational efficiency within the overall development process. These updates will streamline procedures, enhance clarity, and support consistent, timely project reviews.	Development Services	Third Quarter	Complete	Continued from FY25 (25% Complete)

Focus Area 1: High Performing City Organization Providing Exceptional, People Focused Services



GOAL 4: Be a responsible steward of the city’s financial resources by providing rates and fees that represent a strong value to our citizens; providing timely, accurate and transparent financial reporting; and utilizing long-range planning.

Task		Department	Target Date	Target Matrix	FY26 Status
1.4.1	Asset Management Program Implementation Implement Water and Wastewater into the asset management program for public infrastructure and fixed assets, enhancing data-driven decision-making, optimizing maintenance strategies, and extending the life cycle of critical City resources.	City Manager's Office	Fourth Quarter	Complete	Updated from FY25
1.4.2	Grant Pursuit We will review and pursue grant opportunities to help offset the cost of planned capital projects, working with a grant consultant and staff to complete applications and identify additional funding sources.	City Manager's Office	On-Going	8 Submitted Grant Applications	Updated from FY25
1.4.3	Financial Transparency and Accountability We will continue to demonstrate fiduciary responsibility by providing precise and transparent financial information through the submission of monthly financial reports for FY25/26, preparation of the Annual Comprehensive Financial Report (ACFR), and development of the FY26/27 budget.	Finance Department	On-Going	Complete	Rolled from FY25
1.4.4	Transparency Star Recognition We will create website content that meets the Texas Comptroller’s Transparency Star program standards, showcasing the City’s commitment to openness and public access to financial and operational information.	Finance Department	Fourth Quarter	4 or More Stars	Continued from FY25 (50% Complete)
1.4.5	Stormwater Fee Implementation We will implement a stormwater fee to strengthen the City’s infrastructure, providing dedicated funding for drainage improvements, flood mitigation, and long-term system sustainability.	Public Works	Third Quarter	Complete	Updated from FY25

Focus Area 2: Dynamic & Preferred City through Managed Growth



GOAL 1: Attract and retain top-tier businesses to promote high-quality economic development by expanding and diversifying the tax base; and creating jobs that allow our residents to work where they live.

	Task	Department	Target Date	Target Matrix	FY26 Status
2.1.1	Small Business Program Expansion We will continuously develop and enhance programs that support and empower the local small business community, fostering economic growth, innovation, and long-term sustainability.	Economic Development	Fourth Quarter	1 New Program	New
2.1.2	Hooper Business Park Job Creation We will obtain a signed Letter of Intent (LoI) to secure primary jobs for Hooper Business Park, supporting local economic development and long-term community prosperity.	Economic Development	Fourth Quarter	1 new LoI	New
2.1.3	Corridor Redevelopment We will actively collaborate with developers to revitalize key community corridors, enhancing economic vitality, improving infrastructure, and fostering vibrant, attractive spaces for residents and visitors.	Economic Development	Fourth Quarter	Secure six or more developer meetings	New
2.1.4	Hill College Site Redevelopment We will obtain a signed Letter of Intent (LoI) and execute an agreement to transform the Hill College site into a valuable community asset that supports economic growth and enhances quality of life.	Economic Development	Fourth Quarter	Complete	Continued from FY25 (0% Complete)
2.1.5	New Industrial Park Development We will identify suitable land and a development partner to create a comprehensive plan for a new industrial park, fostering job creation, expanding the tax base, and supporting long-term economic growth.	Economic Development	Fourth Quarter	Complete	Updated from FY25

Focus Area 2: Dynamic & Preferred City through Managed Growth



GOAL 1: Attract and retain top-tier businesses to promote high-quality economic development by expanding and diversifying the tax base; and creating jobs that allow our residents to work where they live.

	Task	Department	Target Date	Target Matrix	FY26 Status
2.1.6	Achieve State Tourism Certifications We will promote Burleson as a tourism destination by strengthening and expanding marketing efforts, while pursuing state tourism certifications that enhance visibility and attract visitors to the community.	Economic Development	Fourth Quarter	2	New
2.1.7	Development Sports Tourism We will identify, plan, and execute a strategy for creating a new indoor sports facility, attracting regional events, boosting local tourism, and supporting economic growth.	Economic Development	Fourth Quarter	Execute Development Agreement	New
2.1.8	Retail Recruitment and Tourism Promotion We will continue efforts to attract new-to-market retail establishments and promote tourism, enhancing the City's economic vitality and expanding amenities for residents and visitors.	Economic Development	Fourth Quarter	4 New Sites	Rolled from FY25
2.1.9	High Paying Job Opportunities We will pursue and recruit medical professionals to the community, focusing on a hospital provider and medical offices that offer jobs with wages above the Johnson County median income. These efforts will strengthen local healthcare services and support economic growth.	Economic Development	Fourth Quarter	Complete	Continued from FY25 (25% Complete)
	Hotel and Conference Center Development We will develop a viable plan for the creation of a hotel and conference center, supporting tourism, attracting events, and driving economic growth.	Economic Development	On-going	Complete	Council Input Needed

Focus Area 2: Dynamic & Preferred City through Managed Growth



GOAL 2: Promote sustainable residential and commercial development through strategic and long-term planning; providing a business-friendly environment; continuing efficient development review process; and enhancing partnerships with the development community.

Task		Department		Target Date	Target Matrix	FY26 Status
2.2.1	2024 International Codes Adoption We will adopt the 2024 International Codes along with NCTCOG amendments to ensure building standards align with best practices, enhance safety, and support consistent development across the community.	Development Services	Fourth Quarter	Complete		New
2.2.2	On-Site Sewage Facility Regulation Update We will update the TCEQ order and ordinance for on-site sewage facilities to ensure compliance with state regulations, protect public health, and support sustainable environmental practices.	Development Services	Fourth Quarter	Complete		New
2.2.3	Zoning Ordinance Update We will finalize the review and adoption of the zoning ordinance update to promote orderly growth, enhance development standards, and support the community's long-term planning goals.	Development Services	Fourth Quarter	Complete		Continued from FY25 (50% Complete)

Focus Area 2: Dynamic & Preferred City through Managed Growth

GOAL 3: Enhance connectivity and improve mobility by expanding capacity of existing transportation network, evaluating additional thoroughfare improvements; and improving roadway, bicycle and pedestrian infrastructure.



	Task	Department		Target Date	Target Matrix	FY26 Status
2.3.1	State Highway 174 Widening Support We will assist with the implementation and construction of the State Highway 174 widening project from Elk Drive to Wicker Hill Road, improving traffic flow, enhancing safety, and supporting future growth.	Capital Engineering	On-going	Complete		Updated from FY25
2.3.2	Westside Mobility Network We will continue to evaluate the roadway network for the westside of Burleson and amend the functional classification of Alsbury Blvd and Lakewood Drive to partner with TxDOT and NTCOG for funding opportunities to enhance the mobility and connectivity between IH35 and Chisholm Trail Parkway with expected development in the region.	Development Services	On-going	Complete		New
2.3.3	Proactive Pavement Management We will use the Asset Management Model to implement a proactive pavement management program, optimizing repair schedules and utilizing data-driven strategies to extend roadway life and increase overall efficiency.	Public Works	On-going	Complete		New

Focus Area 2: Dynamic & Preferred City through Managed Growth



GOAL 4: Implement the city's Capital Improvement Program to improve the quality of life for residents through the completion of projects identified in the city's master plans.

	Task	Department	Target Date	Target Matrix	FY26 Status
2.4.1	Industrial Pump Station Construction We will begin construction on the Industrial Pump Station Project to enhance water infrastructure capacity, support economic development, and meet the needs of future growth.	Capital Engineering	First Quarter	Complete	New
2.4.2	Hulen Street Expansion Design We will complete the design of the Hulen Street expansion from SH174 to Candler Drive, supporting improved traffic flow, enhanced connectivity, and future infrastructure growth.	Capital Engineering	Fourth Quarter	Complete	Continued from FY25 (50% Complete)
2.4.3	Alsbury Boulevard Extension Design We will complete the schematic design for the Alsbury Boulevard extension to Lakewood Drive, improving roadway connectivity, reducing congestion, and supporting planned development.	Capital Engineering	Fourth Quarter	Complete	Continued from FY25 (5% Complete)
2.4.4	Neighborhood Street Program Completion We will finalize the design and complete construction of the FY 24-25 Neighborhood Street Program, enhancing roadway conditions, improving neighborhood accessibility, and extending pavement life.	Capital Engineering	Fourth Quarter	Complete	Continued from FY25 (5% Complete)
2.4.5	Neighborhood Street Program Completion We will finalize the design and complete construction of the planned Neighborhood Street Program, improving roadway conditions, enhancing neighborhood accessibility, and extending pavement life.	Capital Engineering	Fourth Quarter	Complete	New
2.4.6	Community Park Phase I Completion We will complete construction on Phase I of the Community Park, providing enhanced recreational amenities, expanding community gathering spaces, and improving quality of life for residents.	Parks and Recreation	Fourth Quarter	Complete	New

Focus Area 2: Dynamic & Preferred City through Managed Growth

GOAL 5: Develop and maintain facilities and utility services that meet the needs of the community through strategic planning, long-term planning and best practices.



	Task	Department	Target Date	Target Matrix	FY26 Status
2.5.1	Water Loss Reduction Planning We will establish a baseline for unmetered, unaccounted-for water loss and develop a plan to achieve a target of 6% water loss, improving system efficiency, conserving resources, and reducing operational costs.	Public Works	Third Quarter	Complete	New
2.5.2	Enhanced Compliance Program Exploration We will explore the implementation of an enhanced Cross-Connection, Backflow Prevention, and Fats, Oil, and Grease (FOG) Program through centralized reporting and technology adoption, facilitating compliance with TCEQ recordkeeping requirements and providing data to guide field investigation priorities.	Public Works	Third Quarter	Complete	New
2.5.3	Water Infrastructure Preventive Maintenance Program We will create a preventive maintenance program for the Collections Program using ASSTRA software, improving asset tracking, optimizing maintenance schedules, and enhancing system reliability.	Public Works	Fourth Quarter	Complete	New
2.5.4	Facility Master Plan Finalization We will finalize a facility master plan that identifies long-term space needs, supporting strategic growth, efficient operations, and informed capital planning.	Public Works	Fourth Quarter	Complete	Updated from FY25

Focus Area 3: Beautiful, Safe & Vibrant Community

GOAL 1: Encourage a clean and healthy community through the promotion of positive behaviors, sustainable practices, outreach programs and city services.



Task		Department	Target Date	Target Matrix	FY26 Status
3.1.1	Animal Shelter Adoption Growth We will increase adoptions at the Animal Shelter by enhancing outreach, expanding community partnerships, and improving the adoption experience to connect more animals with permanent, loving homes.	Community Services - Animal Services	On-going	3% Increase	Updated from FY25
3.1.2	Animal Shelter Euthanasia Reduction We will reduce the euthanasia rate of sick animals at the Animal Shelter by providing onsite veterinary care, enabling earlier treatment and improved overall animal health outcomes.	Community Services - Animal Services	On-going	3% Decrease	Updated from FY25
3.1.3	Reinvestment and NEZ Policy Development We will create Reinvestment Zone and Neighborhood Empowerment Zone (NEZ) policies to encourage revitalization, stimulate economic growth, and support targeted community development efforts.	Development Services	Second Quarter	Complete	New
3.1.4	NEZ Incentives and Outreach Implementation We will implement the NEZ incentives and outreach program to promote revitalization opportunities, engage property owners, and encourage investment in designated areas.	Development Services	Fourth Quarter	Complete	New
3.1.5	PARTNER Program Implementation We will conduct the PARTNER (Pro-active Residential Teams for Environmental Restoration) program to engage the community in addressing environmental concerns, enhancing neighborhood appearance, and promoting sustainable practices.	Development Services	Fourth Quarter	2	New
3.1.6	Green Ribbon Project Completion We will complete construction of the Green Ribbon Project at SH 174 and John Jones Drive to enhance beautification and create opportunities to cultivate tourism.	Parks and Recreation	Fourth Quarter	Complete	Continued from FY25 (50% Complete)

Focus Area 3: Beautiful, Safe & Vibrant Community



GOAL 2: Encourage placemaking and a sense of belonging in our neighborhoods, parks and key commercial districts by focusing on long-range planning, comprehensive elements and public art.

	Task	Department	Target Date	Target Matrix	FY26 Status
3.2.1	Commercial Corridor Redevelopment We will continue efforts to redevelop older centers and pursue new land development along I-35W, Alsbury Boulevard, Hidden Creek Parkway, and State Highway 174, enhancing economic vitality and community appeal.	Economic Development	On-going	Complete	Rolled from FY25
3.2.2	Russell Farm Master Plan Completion We will complete the Russell Farm Master Plan to guide future development, preserve historical and cultural assets, and enhance recreational and educational opportunities for the community.	Parks and Recreation	Fourth Quarter	Complete	New
3.2.3	Warren Park Master Plan Completion We will complete the Warren Park Master Plan to guide future improvements, expand recreational amenities, and enhance the park's role as a valued community gathering space.	Parks and Recreation	Fourth Quarter	Complete	New
3.2.4	Call for Public Art We will complete the first Call for Art for public art, fostering community engagement, supporting local artists, and enhancing the City's cultural and visual landscape.	Parks and Recreation	Third Quarter	Complete	New
3.2.5	Parks Master Plan Parks Master Plan Completion We will complete the Parks Master Plan to guide strategic park development, enhance recreational amenities, and ensure long-term planning aligns with community needs.	Parks and Recreation	Fourth Quarter	Complete	Continued from FY25 (90% Complete)
3.2.6	Finalize the Community Arts Master Plan We will finalize the Community Arts Master Plan from FY24/25, providing a strategic framework to support cultural growth, public art initiatives, and creative community engagement.	Parks and Recreation	Fourth Quarter	Complete	Continued from FY25 (90% Complete)

Focus Area 3: Beautiful, Safe & Vibrant Community

GOAL 3: Enhance emergency response services provided to the community, including emergency medical, police, fire and public dispatch services.



	Task	Department	Target Date	Target Matrix	FY26 Status
3.3.1	Strategic Fire Training Program We will design and implement a strategic fire training program that ensures regulatory compliance while fostering company resources to better equip fire personnel, enhancing both job satisfaction and performance.	Fire	Fourth Quarter	Complete	Continued from FY25 (50% Complete)
3.3.2	Inspection Responsibility Reallocation We will reallocate inspection responsibilities from frontline crews for the next year to allow them to focus on core response operations, training, and readiness.	Fire	Second Quarter	Complete	New
3.3.3	Ambulance Fleet Expansion We will expand the fleet with an additional ambulance to strengthen EMS capacity and provide operational redundancy, allowing deployment during peak times or as needed.	Fire	Second Quarter	Complete	New
3.3.4	EOC Footprint Enhancement The Office of Emergency Management, in partnership with Information Technology, will maximize the EOC footprint through technology, communications, and workspace upgrades to enhance situational awareness, coordination, and efficiency during activations.	Fire - Emergency Management	First Quarter	Complete	New
3.3.5	Public Safety Communications Accreditation We will pursue accreditation through the Association of Public Safety Communication Officials to certify the public safety communications training program, ensuring it meets national standards and supports excellence in emergency response.	Public Safety Communications	Fourth Quarter	Complete	New

Focus Area 3: Beautiful, Safe & Vibrant Community

GOAL 4: Ensure public safety equipment and personnel needs are being met, including staffing, support and training.



	Task	Department	Target Date	Target Matrix	FY26 Status
3.4.1	Fire Station 1 Remodel Completion We will complete the remodel of Fire Station 1 to provide adequate space for Fire/EMS operations and expand office capacity for administration, supporting improved service delivery and operational efficiency.	Capital Engineering	Third Quarter	Complete	Continued from FY25 (80% Complete)
3.4.2	Police Station Expansion We will complete the expansion of the Police Station to increase operational capacity, improve working conditions, and support the growing public safety needs of the community.	Capital Engineering	Fourth Quarter	75% Complete	New
3.4.3	Fire Engine Replacement We will replace two fire engines in accordance with the fleet replacement schedule to enhance operational effectiveness, improve reliability and safety, and integrate advanced technology.	Fire	Second Quarter	Complete	New
3.4.4	Arson Investigator Hiring We will hire an additional arson investigator to expand the Fire Marshal's Office capacity to manage annual fire inspections, enabling the strategic redistribution of duties so fire crews can focus on core response and readiness.	Fire	Second Quarter	Complete	New

Focus Area 3: Beautiful, Safe & Vibrant Community

GOAL 4: Ensure public safety equipment and personnel needs are being met, including staffing, support and training.



	Task	Department	Target Date	Target Matrix	FY26 Status
3.4.5	TCOLE Training Provider Status We will obtain Texas Commission on Law Enforcement (TCOLE) Training Provider status to deliver higher-quality training to staff, enhancing professional development and ensuring compliance with law enforcement training standards.	Police	Third Quarter	Complete	New
3.4.6	Police Fleet Expansion We will enhance public safety by purchasing, fully upfitted, and deploy a new police vehicle to the fleet, reducing reliance on older units and extending overall fleet longevity.	Police	Fourth Quarter	Complete	New
3.4.7	Police Staffing Expansion We will enhance public safety by hiring, training, and deploying a new police officer to solo status, increasing capacity to respond to both emergency and non-emergency calls for service driven by community growth.	Police	Fourth Quarter	Complete	New

Focus Area 3: Beautiful, Safe & Vibrant Community

GOAL 5: Continue community policing and risk reduction programs that create strong partnerships with the public to promote safety throughout the community.



	Task	Department	Target Date	Target Matrix	FY26 Status
3.5.1	Emergency Preparedness and CERT Program Enhancement We will continue conducting emergency preparedness workshops for community members and enhance the CERT program to support whole community preparedness, fostering resilience through training, education, and public engagement.	Fire - Emergency Management	On-going	Complete	Rolled from FY25
3.5.2	Community Risk Reduction Enhancement We will continue to enhance Community Risk Reduction efforts, including drowning prevention, CPR, and Stop the Bleed programs, to make the City a safer place to live, work, and visit.	Fire - Emergency Management	On-going	Complete	Rolled from FY25
3.5.3	Park Safety Camera Installation We will install 4G cameras at community parks experiencing increased vandalism and other issues to enhance security, deter crime, and ensure the safety of all park visitors.	Information Technology	Fourth Quarter	Complete	Continued from FY25 (10% Complete)
3.5.4	S.T.A.N.D. Safety Summit We will host the S.T.A.N.D. Safety Summit to engage the community and educate residents about serious safety risks affecting youth, fostering awareness, prevention, and collaborative solutions.	Police	Second Quarter	Complete	New

Focus Area 4: Great Place to Live through Expanded Quality of Life Amenities

GOAL 1: Provide high-quality parks for residents by expanding park amenities and options; enhancing city's trail network; and improving access to parks facilities.



Task		Department	Target Date	Target Matrix	FY26 Status
4.1.1	Old Town and Plaza Lighting Enhancement We will enhance lighting in the Old Town and Mayor Vera Calvin Plaza area to improve safety, increase visibility, and create a more inviting environment for residents and visitors.	Capital Engineering	Fourth Quarter	Complete	Continued from FY25 (25% Complete)
4.1.2	5-Year Capital Program Implementation We will continue implementing the 5-year capital program by completing the projects approved in FY25/26, ensuring timely delivery of infrastructure improvements and strategic investments.	Parks and Recreation	Fourth Quarter	Complete	Rolled from FY25
4.1.3	Golf Course Improvements We will continually enhance the golf course through strategic upgrades, facility maintenance, and amenity improvements to elevate the player experience and attract more visitors.	Parks and Recreation	On-going	Complete	New

Focus Area 4: Great Place to Live through Expanded Quality of Life Amenities

GOAL 2: Provide high-quality recreation opportunities, events and facilities for residents by expanding programs and options for all ages and abilities that enrich the quality of life for residents.



Task		Department	Target Date	Target Matrix	FY26 Status
4.2.1	Mayor's Youth Council Management We will manage and support the Mayor's Youth Council by providing mentorship, fostering leadership development, and creating opportunities for youth to engage in local government and community service.	City Manager's Office	On-going	Complete	New
4.2.2	Senior Programming Enhancement We will enhance senior programming by actively recruiting knowledgeable and enthusiastic volunteers and securing sponsors to introduce fresh, engaging activities that enrich the lives of Burleson's older adults.	Community Services - Senior Activity Center	Fourth Quarter	3 Volunteers Quarterly 4 Annual Sponsors	New
4.2.3	Teen and Young Adult Program Expansion We will grow events and programs for the teen and young adult age group, providing engaging activities, fostering community connections, and supporting personal development.	Parks and Recreation	On-going	3	New

Focus Area 4: Great Place to Live through Expanded Quality of Life Amenities

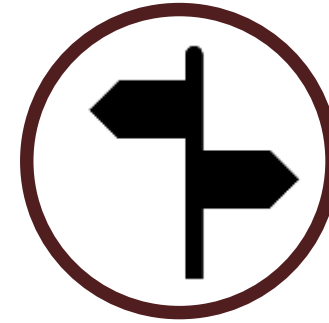
GOAL 3: Provide outstanding cultural, educational and entertainment opportunities by cultivating mutually beneficial partnerships with area education and government entities, the business community, and not-for-profits.



	Task	Department	Target Date	Target Matrix	FY26 Status
4.3.1	Burleson 101 Civic Academy We will implement and host the Burleson 101 Civic Academy to educate the community on municipal operations and strengthen partnerships within the community.	City Secretary's Office	Fourth Quarter	Complete	Rolled from FY25
4.3.2	Project U Leadership Conference We will grow the Project U Leadership Conference into a premier statewide event, attracting visitors and overnight guests to Burleson and showcasing the City as a hub for leadership development and engagement.	Economic Development	Fourth Quarter	Complete	Rolled from FY25
4.3.3	Outdoor Education Program Partnership We will partner with the Texas Parks & Wildlife Department (TPWD) to implement an outdoor education program, promoting environmental stewardship, recreation, and community engagement.	Parks and Recreation	Fourth Quarter	Complete	New
4.3.4	Mobile Recreation Program Expansion We will expand recreation programming across the city through mobile recreation, increasing access to activities, fostering community engagement, and bringing services directly to neighborhoods.	Parks and Recreation	On-going	1 Event Quarterly	New



Add, Remove, or
Update Tasks to the
FY26 Strategic Plan



Council
Direction

Questions Comments

Janalea Hembree
Assistant to the City Manager
jhembree@burlesontx.com