



# MESSAGE FROM THE CITY MANAGER

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It is my privilege to present for your consideration the fiscal year 2025 Business Plan for the City of Temple. This plan is our blueprint to achieve the City's vision of making Temple a place you love to call home. The plan is intended to reflect the community's priorities and will guide the City's decision-making as we strive to provide exceptional services to our community.

The fiscal year 2025 Business Plan is presented in several key sections, as well as covering a planning period from FY 2025 through FY 2030. The key sections include:

- Financial Plan (page 45)
- Annual Budget (page 93)
- Capital Improvement Plan (page 263)
- Combined Bonded Debt (page 303)

This is the sixth year we have presented the annual budget in the context of a multi-year business plan. Through this initiative, instead of approaching the budgeting process and work plan development from a single year perspective, as we have traditionally done, the City of Temple committed to being future focused.

We challenged ourselves to look into the future and approach our planning from a longer-term view and to set an intentional direction for the organization. We challenged ourselves to plan for those things that are critical to maintain and enhance the Temple we love. We challenged ourselves to consider the need for growth, change, and innovation so that the City of Temple will be a city where next generations will also love to call home.

The multi-year planning framework of our Business Plan allows us to be flexible and responsive to changing circumstances while maintaining our focus on intentionally planning for the future.

The 2025 Business Plan is based on a FY 2025 property tax rate of 62.67¢ per \$100 valuation; which is an increase of 1.37¢ as compared to FY 2024 tax rate of 61.30¢. Rate adjustments are included for solid waste, water, and wastewater services.

I want to extend a special word of appreciation to Traci Barnard, Melissa Przybylski, Jennifer Emerson, Sherry

Pogor, Stacey Reisner, Jess Martin, Veronica Hernandez, Jo Ann Herrera, Krista Shepherd, Laura Tye, Stacey Hawkins, Heather Bates, and Arielle Delery. Without the talent, commitment, dedication, and countless hours of work they carried out in pursuit of this plan, this document would simply not be possible. I also would like to extend my gratitude to Tara Raymore, Heather Kirkwood, Elena Smith, and Annalise Thompson for their incredible work on the compensation and benefits components of this plan.

I would like to thank the Mayor and City Council for your leadership and guidance, your collaboration and partnership, as well as your visionary thinking about our community and the amazing residents we serve. I am ever humbled by and grateful for the hard work and dedication of City staff in service delivery to the community 24 hours a day, 7 days a week, 365 days a year.

This plan is our guiding document as we face the challenges and capture the opportunities that lie ahead for the City of Temple.

Respectfully submitted,



**Brynn Myers**  
City Manager

