

RECOMMENDATION

Board members sign conflict-of-interest policy-while this is included in their oath of office; we recommend having the members read and sign a conflict-of-interest policy.

RESPONSE

Conflicts of interest are addressed in the Oath of Office, as well as in the Board & Commission Policy and the Ethics Ordinance. As a reminder, we previously emailed these policies to the board and requested acknowledgment of receipt.

RECOMMENDATION

Each team member should have a written continuing education plan.

RESPONSE

As part of our annual review process, each staff member participates in a comprehensive evaluation that includes a dedicated "Goals" section. This section outlines a personalized continuing education plan aligned with the individual's professional growth and future aspirations within the organization.

This approach ensures that professional development remains an ongoing priority while allowing flexibility to adapt to each staff member's evolving role and career trajectory.

RECOMMENDATION

Greater emphasis on workforce – potentially a position to coordinate with resource providers and companies.

RESPONSE

The organization is actively developing a Workforce Development Plan, with implementation targeted by the end of the year. Led by the Director of Business Retention and Workforce Development and the newly hired Economic Development Specialist, this plan will establish strategic initiatives to strengthen the local workforce, enhance skill development, and support employer needs.

A key component of this effort is the creation of a Workforce Development Funding Program, designed to provide financial assistance and resources to businesses and job seekers. This program is being developed in alignment with the broader Workforce Development Plan and is also set for implementation by year-end.

RECOMMENDATION

Explore a trailing partner/family initiative.

RESPONSE

The Apex Centre – a city-owned and operated, 80,000 SF fitness and aquatics facility – now offers the resident rate to access to the facility for anyone (and their family) who works in a business located in McKinney, even if they live in another city. <https://www.mckinneytexas.org/1315/Apex-Centre>