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City of
Copperas
Cove

City Manager's Message



With the City's fiscal year ending on September 30th of each year and the annual budget adoption process wrapping up, the fourth quarter is a very busy time for City staff and the elected officials of the City. Additionally, the Annual State of the City Address and Meet the City Event are being finalized with delivery to the community the last week of September. This year, excitement is in the air due to the anticipated completion of the Southeast Bypass, State Highway 9 and FM 2657 Road Widening projects.

City staff appreciates the many partnerships we enjoy with entities such as the Copperas Cove Chamber of Commerce, Copperas Cove Independent School District, the CCEDC, Fort Hood, Coryell and Lampasas Counties and the Texas Department of Transportation. Without those partnerships, many of the City's successes would not be possible.

The City continues to encourage citizens to become involved in the community and please take part in the governance of our City. As City Manager, I will be organizing a Citizen Focus Group and hope to receive many volunteers to contribute to making our City better. If you are interested in serving, please contact Kelli Sames at ksames@copperascovetx.gov.

Enjoy the upcoming holiday season and be safe in your travels.

Sincerely,

Andrea M. Gardner
City Manager

City Events

State of the City



September 25, 2013 at State of the City address the City Manager reviewed the accomplishments of the 2012-2013 fiscal year. Many local dignitaries, business owners, and citizens were in attendance.

Meet the City



September 25, 2013 was the Annual Meet the City event, the City had displays set-up from each department with information on how each one works together to keep our City running. Once again we had a wonderful turn out from the community for this fun filled event.

Gallop or Trot 5k



A number of City employees participated in the Copperas Cove Chamber of Commerce Gallop or Trot 5K held on September 21, 2013.

Jose Melendez (received medal)
Noel Watson (received medal)

Roger Bekkerus
Georgette Hurt
Christina Shappard (received medal)
Kevin Keller
Les Nace
Jeff Stoddard
Jeremy Alber (received medal)
Cyle Brewer (received medal)
Dominique Moore
Frank Seffrood (City Council Member)
Andrea Gardner (received medal)

Congrats to all of the participants and special congratulations to the medal winners!

Parks and Recreation **Employee Recognition**



On July 29, 2013 Joseph Pace joined the Parks and Recreation Department as the new Director. We are thankful for the many things he has brought to our department and look forward to all he will continue to contribute.

Upcoming Sports



Soccer Registration
December 2nd-January 3rd
\$40 per player
Start Smart \$35 per player



*For more information on all of our sports, events, and aquatics calendar please visit us at www.teamsideline.com/copperascove.

Library **Summer Activities**



June 11, 2013 thru July 11, 2013 the Library held a contest where citizens could make hedgehogs from old books. The contest had 82 entries. All the hedgehogs were so creative!



June 18, 2013 a dairy cow visited the Library. The kids learned about milk production and how important it is to drink milk for a healthy body.



June 19, 2013 The Society for Creative Anachronism put on a demonstration for our teen group during Summer Reading. The teens even got to design and paint their own shields.



Library Happenings

On August 1, 2013 the Library added an Elephant Easy Reader display to the Children's Room. It is stocked with Easy Readers so the children can find a book to help them practice their reading skills.

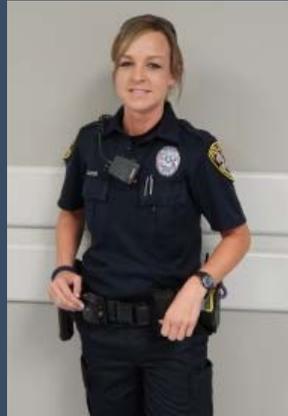
*All City Employees are eligible to receive a library card at no charge regardless of residency.

Police Dept.

Employee Recognition



Sergeant Lester Nace graduated Leadership Command College in August. The program is nine weeks long and is taught at three Texas Universities. Each portion of the training was three weeks long and taught by top national and international law enforcement experts. Topics included leadership, professional ethics and integrity, communication, and personnel management issues. The Command College curriculum also strives to keep participants on top of contemporary issues in criminal justice.



Officer Krystal Baker received the Morning Exchange Club Officer of the Quarter award.



Officer Rick Counter was transferred to the Criminal Investigations Division in August of this year. He is participating in a rotational

program which will allow him to gain training and experience as a Detective for a one year period. He is the third Officer to participate in the program.



Detective Lori Hix retired from the Police Department after twenty years of service to the City. She was a great asset to the Police Department and will be missed. We wish her luck with all of her future endeavors.



The Copperas Cove Police Department is happy to announce the Graduation of our second class of Police Explorers. The Graduation took place on July 26, 2013 at CCISD's Lea Ledger Auditorium.

Fire Dept.
Employee Recognition



The Copperas Cove Fire Department had an exciting 4th quarter with Burney Baskett joining the Department as Fire Chief. After an in-depth search by the City, Chief Baskett was sworn in by Judge Bill Price on July 15, 2013 and was joined by his wife and daughter at the ceremony. City staff, Council Members, and other dignitaries from the area joined the Copperas Cove Fire Department in welcoming Chief Baskett and his family to Copperas Cove.

A number of staff completed certification testing through the Texas Commission on Fire Protection during the quarter. Congratulations go out to the following staff members for their achievement:

Incident Safety Officer

Cody Bible
Mike Brazill
Stephen Clendenen
Mark DiGiacomo
Robert Hicks
Kris Hurst
Alan Mainville
Tanja Martin
Shelli Miller
John Moser
Walter Munsel
Michael Ramminger
George Romfh
Cody Scaff
James Stayton
Marcus Waechter
Brandi Wolfe

Driver/Pump Operator

Trey Barclay
Walter Munsel
Matthew Harper
Matthew Musick
Hunter Smith
Ethan Westbrook

Fire Officer I

Shelli Miller

Fire Service Instructor

Charles Johnson

In addition to the training completed above, several members of the CCFD attended the 84th Annual Texas A&M Engineering & Extension Service Municipal Fire School. CCFD sends select members of the department each year to attend various trainings offered there. This year Firefighters Shelli Miller, Matthew Musick, Ethan Westbrook, and Matthew Thomas attended the Firefighting Phase II Course. Additionally, Captain Scott Howard, Lieutenant

Walter Munsel, and Firefighters Monte Priest and Dwane Cummings were selected as instructors for this year's Municipal Fire School.

Community Involvement



The Fire Department hosted the annual M.I.M.E.S. Fire Camp in July. M.I.M.E.S. (Mentoring Industrious Minds and Educating Students) is a week long, job related mentoring program coordinated by the Copperas Cove Fire Department. Participants are selected from the 7th Grade at both Junior High Schools and learn not only career related information, but participate in other fun activities during the week. This year there were enough participants to host two sessions! Participants are educated on how math, science, communication, personal character and teamwork fit into firefighting and EMS professions. They learn how to extinguish a fire using a portable fire extinguisher, how to provide basic first aid, how to save themselves and others in a smoke-filled building. They participate in several "hands-on" projects such as hose streams, breathing apparatus, search & rescue drills, and daily station chores. Graduation Day includes hands-on practice of what they learned and the presentation of certificates.



The Copperas Cove Fire Department hosted a birthday party in August for a young man turning 3 years old! Everyone had a great time! With each birthday party reservation, the Fire Department provides the space, a half sheet birthday cake, goodie bags, and a tour of the station. Anyone interested in having a birthday party at

the Fire Department can pick up a reservation form at the Central Station at 415 South Main Street.



Several Copperas Fire Fighters put together a softball team to compete in a fundraiser in Killeen. This fundraiser raised money for the two Killeen police officers shot while answering a call. Among the CCFD members participating were Chief Burney Baskett, Deputy Chief Mike Ramminger, and Lieutenant Alan Mainville.

National Preparedness Month

September is National Preparedness Month everyone both at home and at work are encouraged to "Make a Plan, Build a Kit, and Stay Informed!" This is a message from the Copperas Cove Office of Emergency Management.

Employee's Activity Committee (EAC)

Summer Event





On July 13, 2013 the EAC hosted the City of Copperas Cove Employee and Family Summer Event at the City of Killeen Lions Club Park. It was an evening of swimming, hotdogs, and family fun. Thank you to all the employees and their families that came out and helped make the event a memorable one!

Human Resources

Health and Wellness

Now is the time to begin working for your Wellness Incentives for fiscal year 2013/14!

The City is hosting a Personal Fitness Challenge October 28, 29, and 30, 2013 (Monday - Wednesday).

You can sign up by calling (254-542-8922 or 254-542-8916), stopping by HR (914 South Main Street Suite C), or e-mail ksames@copperascovetx.gov. The window to sign up is from Monday, October 7, 2013 - Friday, October 25, 2013. You must wear appropriate and comfortable attire for the assessment. If unsure about what attire is considered appropriate please check with your department director or HR. For employees on duty, they will be allotted one hour, to be paid work time, following the assessment to go home and change before returning to work.

Components of the City of Copperas Cove Physical Fitness Challenge/Assessment

Aerobic Fitness, Flexibility, BMI, Muscular Strength and Endurance

Wellness Incentives for FY 2013-14

The City of Copperas Cove will contribute \$250 towards a full time employee's Health Savings Account (HSA) or Flexible Spending Account (FSA) for plan year beginning October 1, 2014 if an

employee completes five of the six Wellness Incentives listed below. Items 1, 2, 3, and 4 must be completed, as well as one (1) additional item from items 5 - 6. You do not have to be enrolled in the HSA health insurance to be eligible for the \$250 incentive.

1. Attend the City of Copperas Cove annual Health Fair and get a biometric screening (provided free of charge at the Health Fair).
2. Attend an annual health and wellness visit with your doctor.
3. Participate in a 5K City, community or regional fitness event.
4. Participate in an annual (fall) personal fitness challenge sponsored by the City of Copperas Cove.

In addition, you must complete one of the following:

5. Attend one (1) Wellness Lunch and Learn sponsored by the City of Copperas Cove.
6. Complete the Health Risk Assessment on the Scott and White Health Plan's website (www.swhp.org).

Wellness Day Off

An employee can earn a Wellness Day Off if they complete all 6 of the incentives listed above (1-6) for Plan Year 2013-14.

Reasonable Alternative

If it is unreasonably difficult due to a medical condition for you to achieve the standards for the reward under this program or if it is medically inadvisable for you to attempt to achieve the standards for the reward under this program, contact Human Resources and a reasonable alternative to receive the incentive may be provided. If it is medically inadvisable for you to achieve the standards for the reward under this program, the City will, as a condition of making a reasonable alternative available to you, require a statement from your physician.