



Director of Human Resources

CITY OF FRISCO, TX

AUGUST 2025



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About Frisco, Texas

As **the** fastest growing community over the past two decades (*U.S. Census Bureau*) and listed among **the Best Places to Live in America** (*Money Magazine, 2021-22 and 2018*), **Frisco defines Progress in Motion**, our city tagline.

Spanning about 70 square miles, Frisco is 28 miles north of Dallas, in Collin and Denton counties. More than 240,000 people call Frisco home. We anticipate our population will grow to around 325,000. Our ethnic diversity is growing, too. About 35 percent of our population is Asian, about 10 percent is Hispanic, and 9 percent of residents are Black.

Our median age is 39. About 22 percent of residents are school-age, while about 9 percent of residents are over 65.

We're a family friendly place where nearly 40 percent of our residents are married with children. Our median household income is more than \$140,000.

Four school districts serve Frisco; however, the **Frisco Independent School District (FISD)** is our primary district, serving the greatest number of students. FISD is one of the fastest-growing school districts in the nation. It's noted for smaller schools, high student achievement and has been named among '100 Best Communities for Young People'.

About 96 percent of high school students graduate. Plus, more than 67 percent of our residents hold a bachelor's degree or higher level of education.

Ranked a Tier One research university, the **University of North Texas (UNT)**, opened its branch campus in January 2023. Frisco is also home to a **Collin College** campus, which has five university partners including Texas A&M Commerce, Texas Tech and University of Texas-Dallas.



Both Frisco Police and Fire Departments are internationally accredited. Frisco is home to 70 developed parks and more than 80 miles of hike and bike trails with more on the way.



Lifestyle

Frisco boasts the nation's highest fire protection rating, ISO #1, one of only 101 in Texas and 502 in the nation. The crime rate is low and so are property taxes (.4255), both ranked among the lowest in North Texas.

Both Frisco Police and Fire Departments are internationally accredited. The Frisco Fire Department received accreditation from the Commission on Fire Accreditation International (CFAI) in 2018 and reaccredited in 2023. The Frisco Police Department has been accredited since 2008, receiving its designation from the Commission on Accreditation for Law Enforcement Agencies (CALEA). Frisco is one of only three Texas cities with dual accreditation for emergency communications and law enforcement. Other accredited city departments include Public Works, Convention and Visitor's Bureau, as well as Parks and Recreation.

Frisco is home to 70 parks and 80 miles of hike and bike trails with more on the way. Specialty parks include a dog park; a Miracle Field and Hope Park, which serve special needs children; batting cages; disc golf; mountain bike trails; a Veterans Memorial and one of the largest skate parks in North Texas. The city-owned, 100,000 square foot Frisco Athletic Center also features a Water Park with a 45-foot slide. Our reimagined Frisco Public Library is an adaptive reuse project, which more than doubled in size (140,000 square feet) and opened in 2023.

Our community is home to the **National Video Game Museum**, **National Soccer Hall of Fame** and **Museum of the American Railroad**. City-owned facilities include Frisco Fire Safety Town, the first of its kind in the U.S.; Frisco Discovery Center; Frisco Heritage Museum and The Grove, an active adult center. Frisco is a shopping mecca with more than 9-million square feet of retail, including **Stonebriar Center** mall and IKEA. World renowned **Kidzania**, an interactive kid-size city, opened its first U.S. location here in 2019. The future home of Universal Kids Resort is under construction and will open in 2026. There are hundreds of public and private art installations displayed throughout our city.



Frisco is home to the Dallas Cowboys, NHL's Dallas Stars, MLS's FC Dallas, Frisco Roughriders, Texas Legends and PGA of America.



Sports City USA

Frisco is home to five 'Pro' sport teams. The **Dallas Cowboys**, NHL's **Dallas Stars** and MLS's **FC Dallas** have headquarters here. The **Frisco RoughRiders**, a Texas Rangers' AA affiliate and **Texas Legends**, G-League for Dallas Mavericks, also make up our 'pro' roster. Those teams play in world class venues including the **Ford Center at The Star**, **Toyota Stadium**, **Rider's Field** and **CoAmerica Center**. The **PGA of America** is headquartered here and has two championship courses. PGA of America hosted its first nationally televised tournament, the 2023 KitchenAid Senior PGA Championship, in May 2023.

Dealmaker

Our venues resulted from public-private partnerships. As a once-small-town turned dealmaker, our reputation for public-private partnerships rivals any community in the nation. We build publicly owned venues managed by private partners, thus improving quality of life while reducing taxpayer burden. Our most valued public partner is Fisd, which benefits by providing its students' academic and athletic experiences in world class facilities.

Among the companies calling Frisco home are **Kuerig Dr Pepper** and **Texas Insurance and Annuity Association (TIAA)**, both Fortune 500 companies. Other Class A office centers include **Frisco Station**, **Hall Park** and **The Star**.

Innovative

The first commercial drone delivery service in a 'major U.S. metro' launched here in 2022. **Wing**, a Google sister company, takes off from Frisco Station. Our Innovation division is designed to attract more opportunities. In 2018, Frisco piloted the first on-demand driverless car service on Texas roads. Fed Ex and Starship also piloted on demand delivery robots, Personal Delivery Devices (PDD), here. In 2008, Frisco designed Situational Awareness for Emergency Response or S.A.F.E.R – the first of its kind in the U.S. The international award-winning program provides first responders real-time data and video when responding to emergencies, specifically calls to school campuses. Frisco also has the distinction of being the first city in the country to mandate Energy Star standards for new home construction (2001).



In 2018, Frisco topped *Money Magazine's* prestigious list of 'Best Places to Live in America'.



Accolades

In 2018, Frisco topped *Money Magazine's* prestigious list of '**Best Places to Live in America**'. Frisco made 'Money's' list again in 2021-22, ranking #19. Other recent accolades include:

Safest City in America – Smartasset

#10 2025
#1 2023, 2022

Best Real Estate Market in the U.S. – Wallethub

#6 2025
#1 2022, 2021

Most Recession Proof City

#2 2025, Livability.com
#1 2020, Smartasset

Best City for Jobs After Graduation

#2 2020, Interest.com

Financial health

Frisco's proposed Combined Budget for FY25-FY26 is \$1.13 billion, which includes a General Fund budget of \$306 million. These funds support a total of 1,928 positions. Our proposed tax rate is .4255 and one of the lowest property tax rates among large Texas cities (50,000+ population).

In 2025, Frisco adopted a 20-percent Homestead Exemption, the maximum allowed by law. Frisco also supports a Senior Exemption worth \$80,000.

In 2022, Frisco adopted a 12.5-percent exemption and implemented a "senior tax freeze." In 2018, Frisco raised its Homestead Exemption from 7.5 percent to 10 percent.

Our proposed Capital Reserve Fund is \$26.1 million. Frisco also has the highest possible municipal bond ratings: Aaa, AAA (Moody's, Standard & Poor's)





As a Home Rule City, Frisco has more control over establishing its boundaries through Council initiated annexation. Under Home Rule, Frisco has more flexibility to adopt its own rules aside from state legislation.



City government

Frisco voters adopted the city's Home Rule Charter in 1987. In 2002, voters approved 19 propositions and a revision. Since then, Charter revisions passed in 2010, 2019 and 2025. As a **Home Rule City**, Frisco has more control over establishing its boundaries through Council initiated annexation. Under Home Rule, Frisco has more flexibility to adopt its own rules aside from state legislation.

Our Council-Manager form of government consists of a **Mayor**, six City Council members elected at-large and a City Manager. Council members' duties include enacting local legislation, adopting budgets, determining policies and appointing the City Manager, Municipal Judge and City Attorney. Frisco has had only two City Managers since its Charter adoption.

While our City Manager takes care of day-to-day operations, the Mayor and City Council focus on vision for the future. The Mayor facilitates City Council meetings; however, the Mayor does not vote except to break a tie. By Charter, the Mayor is also the official spokesperson for the City Council.



Frisco is a 'can do' city with a reputation for being innovative. We are known as a dealmaker and risk taker. Leadership throughout our organization is forward thinking.



What makes us different

Frisco embraces technology, flexibility and creativity. We're a 'can do' city with a reputation for being innovative. Frisco is known as a dealmaker and risk taker. Leadership throughout our organization is forward thinking. Every January, the Frisco City Council determines its annual priority list. The Council's priorities for 2025-2026 are as follows:

- Grand Park
- Frisco Center for the Arts (FCFA)
- Rail District
- World Cup 2026
- Technology and Innovation
- Heritage and Frisco's History
- Business Engagement and Talent Connectivity
- Community Engagement
- Reinvestment in Frisco
- Mobility / Transportation

We're committed to several legacy projects including building **Grand Park**, which involves about 1,000 acres of city-owned land, as well as facilities, to be linked through a series of trails.

Our historic downtown, the **Rail District**, is under construction and will feature an event plaza, additional parking and patio-friendly sidewalks to transform the district into a popular destination.

Our latest mixed-use development, **Fields**, is developing our city's northern corridor and spans 2,500 acres. The Omni PGA Frisco Resort 600-acre campus anchors the Fields development. PGA Frisco hosted the KitchenAid Senior PGA Championship in 2023 and the KPMG Women's PGA Championship in 2025. It will also host the 2027 PGA Championship.



Land available:

- 71%** Developed
- 5%** Construction Phase
- 3%** Planning Phase
- 13%** Vacant
- 8%** Flood Plain



Essential functions and responsibilities

- Plans and directs department activities by establishing priorities and programs; coordinating project meetings; analyzing and recommending staff and resource levels; and monitoring department operations, staffing and productivity levels.
- Manages all staffing functions by developing and recommending staffing levels; directing and participating in recruiting activities; initiating, monitoring and evaluating performance; coaching and counseling; establishing and reviewing training activities; and initiating disciplinary proceedings.
- Directs departmental financial processes by developing and recommending budget and program costs; responding to financial inquiries; interpreting directives; and ensuring compliance with federal, state and local laws.
- Manages the areas of recruiting, retention, employee relations, workers' compensation, HRIS, performance, benefits, and related contracts. Manages resources; participates in strategic planning, technology planning, and results coordination; and researches and recommends new processes and technologies.
- Develops and maintains relationships with departments, customers, elected officials, and outside agencies by participating in meetings and on committees; preparing and presenting information in public settings; negotiating agreements; reviewing contracts; and responding to complaints and inquiries.
- Develops, reviews and revises personnel policies and procedures and monitors application and enforcement of policies and procedures for compliance with all federal, state and local regulations and ordinances.
- Conducts training needs assessments and surveys to determine current and future training and development needs of City personnel and managers.
- Manages the compensation system by supervising wage and benefit surveys, developing job evaluations and class descriptions, conducting class and comp evaluations of current positions to ensure proper classification, and developing wage and salary schedules to determine placement of classifications within the pay plan.



The ideal candidate will be an experienced municipal human resources generalist with a strong background in recruitment and retention, classification and compensation, employee relations, benefits administration, and training and development.



Knowledge, skills and abilities

- Knowledge of Federal, State and local rules, regulations, guidelines and ordinances related to comprehensive areas of human resources management.
- Knowledge of research, analysis, development, implementation and enforcement of all personnel functions, practices and procedures.
- Skill in the operation and use of standard office software which includes Microsoft office products and HRIS implementation and management.
- Skill in conducting investigations, mediating and negotiating differences and developing consistent enforcement of Human Resources laws, rules, regulations, policies and procedures.
- Skill in planning, developing and implementing department procedures and objectives.
- Skill in management of assigned staff.
- Skill in resolving employee and customer complaints and concerns.
- Ability to effectively communicate verbally and in writing and in public settings, with co-workers, the public and elected and appointed officials.

Director of Human Resources: The ideal candidate

The ideal candidate will be an experienced municipal human resources generalist with a strong background in employee relations, recruitment and retention, classification and compensation, employee relations, benefits administration and training and development. Experience working in a high-growth, high performing, full-service municipality is desired.

The successful candidate will bring a track record of updating and modernizing HR processes and procedures, while balancing innovation with stability. They will have the ability to assess current practices and introduce best practices, positioning the department as a trusted and strategic partner to city leadership, department directors and the organization as a whole.

This individual must be a collaborative, transparent, service-oriented leader and team/relationship builder who can build trust across all departments and foster a culture of accountability, consistency and support. A mentor at heart, the ideal candidate will invest in staff development, model integrity and bring the emotional intelligence needed to lead change in a respectful and inclusive way.



Qualified applicants will have a Bachelor's Degree in Human Resources Management or Public Administration, or related field, and six years of Human Resources Generalist experience, including three years as a Human Resources Manager, Assistant Director or Director, preferably in a municipality.



Education and experience

- Bachelor's Degree in Human Resources Management or Public Administration, or related field, and six years of Human Resources Generalist experience, including three years as a Human Resources Manager, Assistant Director or Director, preferably in a municipality.
- HR Certifications in related subject areas preferred.
- Must be bondable.
- Must pass a pre-employment drug screening.
- Must possess a State of Texas Drivers License (or be able to obtain).

Salary

The City of Frisco is offering a competitive salary commensurate with experience and a comprehensive benefits package. Relocation assistance will also be available for the successful out-of-area candidate.

How to apply

Interested applicants should forward a cover letter and resume to:

resumes@affionpublic.com

Reference: FRISCODHR



Affion Public
PO Box 794
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www.affionpublic.com

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