



## **City Manager Goals 2022**

- Fiscal Management - 25%
  - ✓ Work with Council to enact balanced FY 2021/2022 budget following adopted Council Budget Policy.
  - ✓ Scheduled progress of major capital projects on-time and on-budget, including specifically Fire Station 50, Veterans Community Park, and the transition to the new City Hall Annex building.
  - ✓ Bring forward for City Council review a revised schedule of fees for building-related services to ensure financial sustainability for building permitting operations.
  - ✓ Oversee and resolve Fire & Rescue collective bargaining negotiations to assure that City needs are met without creating unfunded liabilities and in a manner which fully respects our public safety professionals.
- Water Quality – 20%
  - ✓ Advance the consideration of strategies for water quality improvements as recommended in the consultant's report. Present capital projects and other initiatives for Council approval in furtherance of that objective.
- Leadership/HR – 25%
  - ✓ Complete organization-wide employee engagement survey and ensure leaders communicate results to employees and create action plans based on employee feedback.
  - ✓ Bring forward recommendations in follow-up to the Compensation and Benefit Market Study when completed.
  - ✓ Continue to set expectations for supervisors/leaders in City government to create positive work environments for the teams they lead. Initiate at least one structured process to assess the management environment and make improvements.
- Immediate and Long-Term Planning - 15%
  - ✓ Continue to develop and execute a plan for overall facilities/space allocation, including Utilities and Public Works field operations.
  - ✓ Initiate the process, working with City Council and the Parks and Recreation Advisory Committee to develop a Master Plan for City Parks and Recreation programming.

- Community Satisfaction – 15%

- ✓ Develop effective mechanisms to measure community satisfaction with key City services that identify opportunities for improvement, working with City Council to strategize objectives and methodologies.