

City Council FY 09/10 Strategic Plan

Priority Goals – City Manager’s Office

Goal: Organizational Effectiveness

Strategy: Build an increasingly proactive organizational culture which values and empowers employees to provide excellent internal and external customer service to a diverse community. Identify and secure additional resources in order to provide a high level of service.

Objectives	Six Month Measurements July 1 – December 31, 2009	Twelve month Measurements January 1, 2010 – June 30, 2010	Fiscal Impact
1. Staffing			
a. Reorganization.	Identify departments for review.	Identify departments for review.	Funded (savings)
b. Fill important vacancies.	All vacancies will be evaluated on an on-going basis to determine those that are critical to organizational effectiveness.	All vacancies will be evaluated on an on-going basis to determine those that are critical to organizational effectiveness.	Funded
c. Performance evaluations.	Performance evaluations will be analyzed to increase accountability, develop measurements, and reflect City Council goals.		N/A
2. Organizational Culture Change	Complete Permit Center Survey, new permit processes, and hire new Permit Center Manager.	Identify next department for review.	N/A
3. Work closely with lobbyist	Work closely with Federal and State lobbyists to secure economic stimulus funding for increased City services.		
a. State	Meet with lobbyist monthly as part of the Legislative Committee to track legislation and secure stimulus funds.	Meet with lobbyist monthly as part of the Legislative Committee to track legislation and secure stimulus funds.	Funded
b. Federal	Meet with lobbyist monthly as part of the Legislative Committee to track legislation and secure stimulus funds.	Meet with lobbyist monthly as part of the Legislative Committee to track legislation and secure stimulus funds.	Funded
4. Grant Writing	The City has hired California Consulting to assist with grant writing. In addition, City staff is aggressively completing grant applications, which will assist in funding new services.	Continue to pursue grant opportunities.	Funded
5. Communicate City Council goals to employees.	Develop communication tools to inform employees of City Council goals. City Council goals will be tied to department goals and objectives. Staff will be held accountable through performance evaluations.	New Assistant to the City Manager will develop Employee Newsletter to communicate City Council goals to staff.	Funded