

ROSEVILLE
REQUEST FOR COUNCIL ACTION

Date: March 26, 2012
Item No.: 13.b

Department Approval

City Manager Approval

WJ Malinen

Item Description: Review City Manager Goals

1 **BACKGROUND**

2 Annually, the City Council sets goals for the City Manager based on priorities identified by the
3 City Council. Mayor Roe and Councilmember McGehee have completed their committee work
4 to develop the City Manager Goals with his cooperation.

5 **POLICY OBJECTIVE**

6 Provide City Manager with feedback on goals set for 2012.

7 **BUDGET IMPLICATIONS**

8 None.

9 **STAFF RECOMMENDATION**

10 Review, accept, and confirm 2012 City Manager Goals

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12 **REQUESTED COUNCIL ACTION**

13 Review, accept, and confirm 2012 City Manager Goals

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Prepared by: William J. Malinen, City Manager
Attachments: A: City Manager Goals

**Roseville City Manager Goal Suggestions
9.2011-12.2012**

Competency	Goal	Expected Completion Date(s)	Outcome Measurements
ORGANIZATIONAL AND HUMAN RESOURCES MANAGEMENT	1. Propose specific e-commerce and e-government concepts, including field data entry and external access to the network for city employee productivity	June-12	Proposal, with cost estimates, presented to Council for action/funding.
	2. Complete a city-wide record management system to accurately and electronically create, store and retrieve documents	August-12	System proposed to Council and/or installed. Deliver Report on status
	3. Create a succession, leadership, career development, training, recruitment and retention management plans to ensure quality service	December-12	Report to Council
	4. Participate in regional and intergovernmental collaborations for shared service opportunities	December-12	Initiate discussions with potential partners, propose initiative(s), with cost/savings estimates, to Council for funding/action.
	5. Develop plan to get back to for greater compensation equity between all employee groups	December-12	Report plan to council

Roseville City Manager Goal Suggestions

9.2011-12.2012

FISCAL AND BUSINESS MANAGEMENT	1. Identify performance measurements and reallocate resources based on measured performance results and citizen satisfaction.	August-12	Deliver report of plan to achieve measurable outcomes to all ratable programs, including indication of any programs for which measurement is unnecessary or impractical; report to Council prior to budget cycle.
	2. Evaluate Roseville's costs of providing services/service levels, by program area and/or major program, against a group of peer cities.	August-12	Report a plan for such evaluation to Council
	3. Provide executive management of the Parks Renewal Program	(Ongoing)	Quarterly executive reports to the Council
	4. Complete next phase of CIP task force work (parks, streets, etc.)	September-12	Report of next phase of plan to Council
	5. Routinely seek community input to evaluate and continuously improve city services; tie to performance management program. (Moved From Relationship with Public/Public Relations)	September-12	Present plan for action to Council for approval

Roseville City Manager Goal Suggestions

9.2011-12.2012

RELATIONS HIP WITH MAYOR AND COUNCIL	1. Continue regular meetings with individual Councilmembers	(Ongoing) December-12	
	2. Explore electronic meeting materials approaches	April-12	Propose cost-savings measure(s) to Council for action/funding.

Roseville City Manager Goal Suggestions

9.2011-12.2012

LONG-RANGE PLANNING/ STRATEGIC PLAN	1. Conduct annual/biennial Council level strategic planning process to provide overall guidance to departments	May-12 March-12	Report back to Council regarding evaluation of 2011 & 2012 process and proposal for improvements for 2013/14 2012 process.
	2. Resurrect NorthEast Corridor Planning in Coordination with Metropolitan Council	September-12	Present plan for involvement to Council for approval and participation

Roseville City Manager Goal Suggestions

9.2011-12.2012

RELATIONSHIP WITH PUBLIC/PUBLIC RELATIONS	1. Foster collaboration between the city and community based organizations, groups, individuals and other agencies	June-12 & December-12	Track contact and participation with community groups; report to Council semi-annually.
	2. Provide greater public access to all levels of city government.- Improve overall City communications with the public	June-12	Present plan for action to Council for approval
	3. Support efforts on civic engagement and neighborhoods	June-12	Following the Human Rights Commission civic engagement report presentation to council, supply council with report review and recommendations
	4. Develop plan for pursuing local option sales tax	June-12	Present plan to Council for approval
	5. Explore city-wide volunteer program	November-12	Report to Council on possibilities and resource requirements
	6. Explore options to participate in senior programs and support efforts	September-12	Report to Council on possibilities and resource requirements