



Council Goals for City Manager 2/25/2014

- Works with Council on areas of concern and is responsive to Council's request for information; in advance where practical. Create a methodology for responding to Council inquiries.
- Understand that open lines of communication are important with this Council.
- Provide timely (at least quarterly) updates on projects, Council strategic plan, and changes from Council's direction.
- Develop and share with Council a staffing plan and succession strategy for all positions, particularly senior staff.
- Continue to maintain and enhance customer service focus and culture.
- Continue the development of measuring our successes.

City Manager Initiatives

- Continue to implement employee development programs that foster the Addison culture of enhanced customer service.
- Continue the work on succession planning and provide employee development programs focused on specific skill sets so that employees can successfully compete for future job opportunities.
- Facilitate a process that results in the creation and adoption of a Pay Plan philosophy and policy.
- Successfully execute the current bond projects, joint dispatch project and airport projects. Success to be determined based on the following criteria:
 - Communication plans
 - Within budget and proposed time schedule
- Facilitate the Special Studies.
- Develop and implement a process for determining a future bond program.