

## Strategic Goal Area No. 5

# Strengthen the City's internal infrastructure and processes

Goal No.	Goal
5.1	Ensure that there is the right staffing level and experience to meet service goals of each City department
5.2	Improve fiscal responsibility
5.3	Improve and modernize City Information Technology
5.4	Ensure all city staff receive performance evaluations

Goal Area No. 5	Goal No.	Goal(s)	Priority No.	Priorities
Strengthen the City’s Internal Infrastructure and Processes	5.1	Ensure that there is the right staffing level and experience to meet service goals of each City department	5.1.a	Workforce analysis
			5.1.b	Fill vacancies (retention and recruitment)
	5.2	Improve fiscal responsibility	5.2.a	State Audit – complete all audit requirements so the City can be removed from the state audit list
			5.2.b	Unfunded liabilities – create a plan to resolve or bring under fiscal control unfunded liabilities
			5.2.c	Create a plan to reduce overtime and eliminate overtime in our public safety departments
			5.2.d	Improve format and budgeting process to improve CIP budget
	5.3	Improve and modernize City IT	5.3.a	City Council Chambers Phase II: ensure Council can vote electronically and raise hand electronically
			5.3.b	Munis version upgrade
			5.3.c	CRW/Trakit replacement
			5.3.d	Multi-factor authentication
			5.3.e	Translating Council meetings to Spanish
	5.4	Ensure all city staff have performance evaluations	5.4.a	Set reasonable expectations and response time from staff