

City of San Leandro

Meeting Date: January 6, 2020

Staff Report

File Number: 19-654 Agenda Section: CONSENT CALENDAR

Agenda Number: 8.H.

TO: City Council

FROM: Jeff Kay

City Manager

BY: Jeff Kay

City Manager

FINANCE REVIEW: David Baum

Finance Director

TITLE: Staff Report for the City Council to Adopt a Resolution Adding a New City

Council Goal that Supports and Recognizes Employees and Volunteers

SUMMARY AND RECOMMENDATIONS

At its May 20, 2019 meeting, the City Council voted to direct the City Council Rules Committee to consider a new City Council Goal that supports and recognizes employees and volunteers. At the direction of the Rules Committee, staff proposes adding the following new City Council Goal:

Promote and maintain an inclusive work environment that values employee and volunteer contributions, supports professional growth and development, and fosters a culture of kindness in the delivery of service.

BACKGROUND

Currently, the City Council Goals are as follows:

- Place San Leandro on a firm foundation for long-term fiscal sustainability
- Advance projects and programs promoting sustainable economic development, including transforming San Leandro into a center for innovation
- Provide quality public safety service and grow our partnership with the community to keep San Leandro safe
- Maintain and enhance San Leandro's infrastructure
- Support and implement programs, activities and strengthen communication that enhances the quality of life and wellness, celebrates the arts and diversity and promotes civic pride
- Maintain and support a strong positive relationship between the City, schools, and the educational community

Since their adoption, the City Council Goals have served as a "road map" for setting strategic direction and planning what the City Council seeks to accomplish in an upcoming fiscal year. Staff

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also uses the City Council's Goals to determine priorities for the City's services and programs.

Per the City Council Rules Committee's request, presented herein is a new goal that establishes the importance of investing in the City's employees and volunteers through training and education, promotional opportunities, and collaboration. The proposed goal also demonstrates the City's commitment to operational excellence and exceptional customer service provided to the community.

City Council Committee Review and Action

At its July 11, 2019 meeting, the City Council Rules Committee requested that staff propose a goal to the City Council for approval.

Fiscal Impacts

There is no fiscal impact.

PREPARED BY: Emily Hung, Human Resources Manager, City Manager's Office



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Resolution - Council

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TITLE: RESOLUTION of the City of San Leandro City Council Approving a New City

Council Goal that Supports and Recognizes Employees and Volunteers

WHEREAS, the City Council hereby establishes the importance of investing in the City's employees and volunteers through training and education, promotional opportunities, and collaboration; and

WHEREAS, it is appropriate to add a new goal that recognizes the importance of an inclusive work environment and demonstrates the City's commitment to operational excellence and exceptional customer service through a culture of kindness internally and to the entire community.

NOW, THEREFORE, the City Council of the City of San Leandro does RESOLVE as follows:

That the City of San Leandro hereby amends the City Council Goals to add the following goal:

Promote and maintain an inclusive work environment that values employee and volunteer contributions, supports professional growth and development, and fosters a culture of kindness in the delivery of service.