



Administrative Services Department

STRATEGIC PLAN PRIORITY HIGHLIGHTS

**DOUG QUINN, CITY ADMINISTRATOR, ON BEHALF OF
JENNIFER GORSUCH, ADMINISTRATIVE SERVICES DIRECTOR**

Administrative Services

Engaged Workforce

Promote employee well-being, satisfaction, retention and workplace safety

- *Provide competitive compensation to ensure retention*
 - *Negotiations with unions include ensuring competitive compensation among comparable entities*
 - *City has maintained a non-retirement staff turnover rate of less than 6%*
- *Provide wellness initiatives*
 - *Health campaigns encouraging cross departmental teams and individual participation*
 - *Health awareness information*
 - *2026 goal to meet standards to achieve AWC WellCity status to receive discount on medical premiums*
- *Providing opportunities for training to successfully promote internally*
 - *Internal promotions 2025-2026 - positions with internal applicants – 55% were promoted from within*