

CITY OF LATHRUP VILLAGE – CITY COUNCIL
DISCUSSION OF GOALS/PERFORMANCE MEASURES
FISCAL YEAR 2021/2022

CITY COUNCIL		
VALUES/GOALS	OBJECTIVES / PERFORMANCE MEASURES	RANKING
Transparent, Open and Honest Government – This value reflects our first and most important responsibility. We maintain an organization reputation for openness, honesty and integrity	• Improve Communications with Residents and Local Businesses	• 2
	• Develop effective document management and paperless processes	• 2
	• Improve website design to make info more easily accessible	• 2
	• Do more Town Halls	• 3
Dedication to Service – our primary duty is the people we serve. We are accessible, responsive, consistent and understanding. We provide assistance beyond our customer’s expectations and we find effective solutions to problems that are brought to our attention.	• Improve operations through upgrades in technology	• 1
	• Maintain high quality neighborhoods and housing stock	• 3
	• Maintain robust and attractive business corridors	• 1
	• Promote a safe and secure community	• 2
	• Develop and prioritize improvements to parks and playgrounds	• 2
	• Improve quality of life for residents of all ages	• 1
	• Continue improvement in response time to residents for any type of contact	• 2
	• Increase code enforcement in business district including a quarterly assessment\walk thru of every property.	• 1
	• Provide a maximum 1 work day initial response to See Click Fix reports with an additional response every 3 business days until the issue is resolved.	• 2

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Fiscal Responsibility – proper use of community resources in a public trust which we continually guard. In the management of this trust, we must avoid even the appearance of impropriety. In our management of public funds, we will strive for the greater possible efficiency and effectiveness.	• Support economic vitality to attract and retain local businesses	• 1
	• Maintain Infrastructure	• 1
	• Continue reviewing contracts\suppliers\business arrangements to ensure we are spending as little as possible for goods and services	• 2
Personal Honesty and Integrity – each of us demonstrates the highest standards of personal integrity and honesty in public activities to inspire confidence and trust in our government.	• Update Council Rules and Procedures	• 4
	• Code of Ethics provided to all new elected/appointed council and board members	• 2
	• Attend Meetings and provide ample notification for absences (and when absent watch the missed meeting on YouTube)	• 1
	• Read entire meeting packets BEFORE MEETINGS.	• 1
	• Respond by agreed upon deadlines.	• 1
	• Be on time.	• 1

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Excellence – we continually pursue excellence by being creative, professional, taking risks, showing initiative and being committed to our team. In this pursuit, we support continuing education and training for all team members.	• Register and participate in training offered by MML and other organizations	• 2
	• Subscribe\read journals, organizations and periodicals (e.g. Inside 208,Bridge, MML magazine, etc.)	• 2
Teamwork – we are a team that emphasizes high levels of trust and cooperation and commitment to excellent communication with the organization. We encourage employees to exercise independent judgement in meeting customer needs through professional behavior that is consistent with our values.	• Provide teamwork opportunities to City staff (e.g. workshops, cross functional work, social outings, etc.)	• 3
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A Humane and Diverse Organization – we are a humane organization that honors diversity and protects individual rights. Open communication, respect for others compassion and a sense of humor contribute to our positive working environment. We make every attempt for every employee to reach his or her full potential. We value cultural and social diversity that is reflected in our community, and we welcome the changes and new perspectives that this diversity brings us.	• Appointments to boards and commissions – reflective of the cultural and social diversity of the community	• 2

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OTHER CATEGORY	Continue best practices in maintaining city grounds, parks and entrances	2
	Code enforcement classes (e.g., how do I maintain my ditch & culvert)	2
	Identify cross functional opportunities (e.g. police officers & Code Enforcement)	2