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### **2024 Goals:**

- 1. In conjunction with the City Finance Department, create a Fiscal Emergency Plan.*
- 2. Hire the most qualified Fire Chief.*
- 3. Recommend adoption of the 2021 Building Code and associated amendments, including the 2021 IECC.*
- 4. Help coordinate the successful completion of the new fire station/develop transition plan for historic firehouse.*
- 5. Through work with the Sustainability Coordinator, create a work plan and priorities for the Sustainability Committee.*
- 6. Implement a paid parking strategy downtown.*
- 7. New Council on-boarding.*
- 8. Implement an electronic onboarding module through ADP.*

### **2025 Goals:**

- 1. Create a new HR position and hire a highly experienced and culturally competent HR professional within the next 9 months to recruit and retain an effective workforce through policy, engagement and organizational culture building.*
- 2. Increase the number of training hours for all City employees.*
- 3. Develop and execute a well-structured and transparent sponsorship program.*
- 4. Reach out to state level officials (such as Brittany Petterson) to have the DMV office moved, at least to the front offices of Toubert building, if not out of the building completely.*
- 5. Facilitate the successful reorganization of the Arts and Culture Department within the next year and a half.*
- 6. Administer and oversee the implementation of a contract with a Communications/Design Team to develop a Citywide Communications Plan, clearly defining communication roles and interactions.*
- 7. Assist with the completion of the long-term financial management plan.*

### **Longer Term City Administrator Goals**

- 1. Educate and engage Council, boards and commissions on department priorities.*
- 2. Provide professional level customer service and clear communications to the community around projects and budget.*
- 3. Maintain excellent customer service by maintaining current staff levels.*

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This evaluation has been reviewed and discussed between the City Council and the City Administrator on \_\_\_\_\_.

**City Council****Concurrence****Initials**

Justin Critelli

☐ YES ☐ NO

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Suzanne Fontana

☐ YES ☐ NO

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Wayles Martin

☐ YES ☐ NO

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Dominique Naccarato

☐ YES ☐ NO

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Alisa Pappenfort

☐ YES ☐ NO

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Dan Shore

☐ YES ☐ NO

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Aaron Stephens

☐ YES ☐ NO

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Christy Doon, City Administrator

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Date