



Town Manager's Department Overview

Town Council Work Session
March 12, 2024

TM Department Overview

Staffing

- Oversees Day to Day Operations
- Ensures the Vision of the Town Guides Operations
- Engaging and Approachable
- Oversees- Communications, Community Development, Finance, IT, Public Works, Public Utilities, Police, Town Clerk, Parks and Rec, Human Capital
- Liaison

TM Department Overview

GOALS

- Goals of staff – Plan 2040
- Operate transparently
- Do our Job!
- Do the best job we can with the resources we have
- Set the example
- Preserve the Greatness of Warrenton while managing the complexity and stresses of growth

TM Department Overview

Guiding Principles

- Integrity- Do What's Right
- Excellence- Deliver Results
- Empathy- Lead With Understanding
- Teamwork- Thrive Together
- Inclusion- Welcome Everyone
- Accountability- Own It!

TM Department Overview

Personnel and Operations

- Our Town Vision and Town Values Guide Our Actions
- Excellence In Action is What We Live By!
- Embracing Change, Adapting as Needed, Communicating Effectively, and Collaborating at All Levels is Our Passion
- “We Encourage and Promote Being the Best Version of Ourselves Through Personal and Professional Growth that is Supported by the Town’s Training and Development Initiatives.”
- We Know We Perform Our Best when we are Trusted, Included, Respected, and Supported.

TM Department Overview

Personnel and Operations

- Manage with a focus on Continuous Improvement
- Empowerment- Find Solutions from Those Who do the Work!
- Ask “Why”, then ask “Why” again...
- Find Better Ways to do Our Jobs
- Look Inside First
- Be Humble and Strong Enough to Make Mistakes and Learn From Them

TM Department Overview

Budgeting

- Needs versus Wants
- An Opportunity to “Reset”
- Apply the Concepts of Continuous Improvement
- Be Realistic with Projects and Timelines
- Be Confident and Respect our SME’s
- Communicate and Educate

TM Department Overview

Communications

- The Key is Effective Communication
- Understanding Our Audience
- Be Bold and Try New Approaches
- Stay Connected; Be Informed; Be Engaged
- Communication is Education
- Outreach- Town Talks, Town Crier, Surveys, Social Media, Website, others

TM Department Overview

Major Projects

- Waste Water Treatment Plant
- Water Plant
- Roads, Sidewalks, Walkability, Connectivity
- Courthouse Square
- Broadview
- Shirley Ave
- Main St

TM Department Overview

Moving Forward

- Problem Solving is Our Focus
- Education Through Outreach
- Open Government
- Building Holistic Collaboration
- Consistent and Predictable
- Changing Culture Takes Time

An aerial photograph of a town street, showing a mix of residential and commercial buildings, trees, and parked cars. The street runs vertically through the center of the image. The buildings are mostly multi-story structures with various rooflines and colors. There are several large trees scattered throughout the scene, particularly on the right side. The overall atmosphere is bright and clear.

Questions?