

## **GOALS & OBJECTIVES**

### **2022/2023 OUTLOOK**

#### **CITY MANAGER**

- Program-Based Strategic Performance Plan. Complete an analysis of each departments programs and outputs to successfully map out each contact point between the City organization and our residents.
- Job Descriptions Migration to Laserfiche. Complete the migration of all job descriptions into the City's document repository and management system, Laserfiche. All job descriptions, like policy documents will be migrated to Laserfiche where the history of all document changes and scheduled document updates will be recorded and managed.
- Establish an annual City Gala Event. The event will be a platform for promoting and recognizing city accomplishments as well as the influential citizens responsible for making great things happen in Whitewater. This event will include all board, committee and commission members as well as presentations and information on city operations.
- Goals Completion Oversight. Oversee the successful completion of 90% or more of all department goals and objectives provided as part of the 2022-2023 budget.
- Common Council Directives. Complete all goals and directives provided by the Common Council via the City Manager Performance Review Process in 2022-2023.
- Migrate existing Departmental procedural documents to Laserfiche by 9/30/22.
- Address Public Safety Operational, Capital and Funding Needs (Fire, Rescue and EMS)
- Conduct an analysis of possible funding alternatives for municipal services, linking costs directly to users.

#### **CITY CLERK**

- Recruit and train two Chief Election Inspectors for 2022-2023.
- Host at least two Voter Registration trainings.
- Host Election Inspector training by certified trainer, inviting township poll workers.
- Recruit and train at least two poll workers to serve as Absentee Voting inspectors at care facilities / nursing homes.
- Recruit Election Board of Canvass members.
- Migrate existing Departmental procedural documents to Laserfiche by 9/30/22.

#### **HUMAN RESOURCES**

- Ongoing education and understanding of dealing with COVID-19.
- Develop and Establish Staff Appreciation Program
- Identify Co-Worker Recognition/Job well done! (Wildcard- catching them in the act)
- Expand wellness program, engaging staff to choose healthier ways of living and working.
- Small group training opportunities: Utilize training opportunities through CVMIC, UWW and other sources, hopefully including in-person options.
- Implement ONBOARD, online orientation program for the first year of the employee's employment.
- Upgrade Performance Management System (PERFORM), utilizing the improvements brought forward by Review Team and Leadership.
- Implement "LEARN" to all staff.
- Utilize the functionality of the NEOGOV system, including Insight, OHC, Onboard, Perform and "LEARN".
- Develop and implement strategic Compensation Plan.
- Migrate existing Departmental procedural documents to Laserfiche by 9/30/22.