



## Legislation Text

---

**File #:** 19-654, **Version:** 1

---

Staff Report for the City Council to Adopt a Resolution Adding a New City Council Goal that Supports and Recognizes Employees and Volunteers

### **SUMMARY AND RECOMMENDATIONS**

At its May 20, 2019 meeting, the City Council voted to direct the City Council Rules Committee to consider a new City Council Goal that supports and recognizes employees and volunteers. At the direction of the Rules Committee, staff proposes adding the following new City Council Goal:

*Promote and maintain an inclusive work environment that values employee and volunteer contributions, supports professional growth and development, and fosters a culture of kindness in the delivery of service.*

### **BACKGROUND**

Currently, the City Council Goals are as follows:

- Place San Leandro on a firm foundation for long-term fiscal sustainability
- Advance projects and programs promoting sustainable economic development, including transforming San Leandro into a center for innovation
- Provide quality public safety service and grow our partnership with the community to keep San Leandro safe
- Maintain and enhance San Leandro's infrastructure
- Support and implement programs, activities and strengthen communication that enhances the quality of life and wellness, celebrates the arts and diversity and promotes civic pride
- Maintain and support a strong positive relationship between the City, schools, and the educational community

Since their adoption, the City Council Goals have served as a “road map” for setting strategic direction and planning what the City Council seeks to accomplish in an upcoming fiscal year. Staff also uses the City Council’s Goals to determine priorities for the City’s services and programs.

Per the City Council Rules Committee’s request, presented herein is a new goal that establishes the importance of investing in the City’s employees and volunteers through training and education, promotional opportunities, and collaboration. The proposed goal also demonstrates the City’s commitment to operational excellence and exceptional customer service provided to the community.

### **City Council Committee Review and Action**

At its July 11, 2019 meeting, the City Council Rules Committee requested that staff propose a goal to the City Council for approval.

**Fiscal Impacts**

There is no fiscal impact.

**PREPARED BY:** Emily Hung, Human Resources Manager, City Manager's Office