

**PERFORMANCE PLAN FOR CITY MANAGER - 24 MONTHS.**

**Administrative Meeting October 16, 2019 4:00 p.m.**

<b>Short Term Goals: July 2019 - January 2020 - 2nd 6 months</b>	<b>Desired Outcome</b>	<b>Expected Delivery Dates</b>	<b>Commission/CM Comments or Directive</b>
Budget Amendments	Ongoing	January 2020	City Manager & Finance ongoing
CCIP Adoption	Monthly presentations; CCIP Integration Draft	December 2019	CM & Chris Couey ongoing
CIP Reviews	Ongoing	N/A	Started; ongoing
Review Personnel Policies, Phase 1	Ongoing	December 2019	CM: 2 layers of review MMIA/ATTY; adopt by December 2019
<b>Mid Term Goals - July 2020</b>			
<b>Desired Outcome</b>	<b>Expected Delivery Date</b>	<b>Commission/CM Comments or Directive</b>	
Decrease Civic Center Subsidy	Show New Revenues	February 2020	-
Full Director Staffing	Goal: Reach Full Director Staffing; include FY 2021	July 2020	Ongoing
Move Municipal Court & CC Staff to LIC	Finish Improvements	April 2020	Before Next FY
Parking Revenue	Produce 6-Mos Report	February 2020	Mr. Couey will produce Financial Report
TIF Coordinator	Engage Partners on Conversation; RFP	February 2020	CM: There are pending partners & entities; Comm O'Loughlin: Efficiencies in Depts
<b>Long Term Goals - July 2020</b>			
<b>Desired Outcome</b>	<b>Expected Delivery Date</b>	<b>Commission/CM Comments or Directive</b>	
Bond Counsel Options	-	-	-
Budget Amendments (ongoing)	-	-	Ongoing; bring reports in 6 mos. increments
Build Grant	-	-	Schedule sessions on the agenda
Complete 406 Buildout	-	-	L&J: Build as needed on 1st floor
Cruse Ave Development	-	-	Vision: build a bigger economic strategy (Cruse/Land), Comm. O'Loughlin: map out the two projects; CM: Cruse will have Next Steps; hold people accountable.
Decrease Energy Costs by City	-	-	Comm. Haladay: We have capacity to build 2021; community partnerships; CM: we can set proposals as to how we want to succeed - who will be partners, etc.
Execute One Land Trust Project	-	-	Comm. Haladay: we are donating the land (decrease energy costs to City; join to Land Trust Project).
Land Trust Project	-	-	Vision: build a bigger economic strategy (Cruse/Land), Comm. Haladay: we are donating land (decrease energy costs to City; join to Land Trust Project).
MTAC Railroad District/TIF	-	-	Commission: Vision is needed for this project; CM: Can put some process in place, similar to Land Trust Project.
Safe Routes Implementation: Jefferson & Anderson	-	-	Ongoing; 5 point intersection
Secure BNSF Centennial Trail	-	-	Commission: move forward; easements/exhibits
TIF Mall URD	-	-	Commission: Proceed; spend money in affordable housing; Comm. Noonan: Opportunity to zone.

*Additional Comments: The Commission/City Manager comments and directives herein indicated are only a brief summary of the entire discussion.*