

City of Goodyear Strategic Plan Update FY18-20

January 30, 2017

Agenda



- Background
- Proposed Plan Changes for FY18-20
- Discussion
- Next Steps

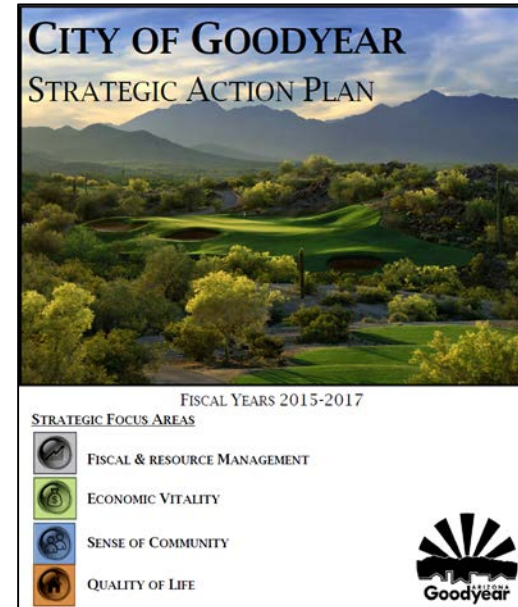
Background

Timeline



PAST ACTIONS

- Goodyear City Council adopts a three-year plan with yearly updates
- First plan adopted in 2013
- Last plan adopted in 2014
 - Status updates in 2015 and 2016



Vision and Focus Areas

THE CITY OF GOODYEAR WILL BE:

- A great place to live, work and raise a family
- A city with healthy lifestyles and commitment to the environment
- A growing community that provides quality opportunities and lifestyles
- We will be known as:
 - A destination place for regional shopping
 - A destination for higher education designed for workforce needs
 - A place for diverse job opportunities and an inventory of industries
 - An incubator for entrepreneurs
 - A hub of arts and culture in the West Valley



Fiscal & Resource Management



Economic Vitality



Sense of Community



Quality of Life

Previous Strategic Action Plan Structure



FOUR LEVELS, 91 ACTIONS, 75 PAGES OF INFORMATION

1. Focus Areas
2. Goals
3. Actions
4. Activity Updates

FISCAL & RESOURCE MANAGEMENT				
Goal 3: Implement a human capital plan that allows the City to proactively plan for, maximize, and retain top human resources talent.				
No.	Action Item	Responsibility	Underway	Status/Planned Activity
3.1	Establish and implement improved performance appraisal (PA) process	Human Resources	Initiated: FY 13 (complete)	<ul style="list-style-type: none">Automated tool for completion of all performance appraisals developed by IT and HR (with input from all departments)City-wide appraisals completed using new job-specific standardized tool Dec 2013First "Shout Out" exceptional performer award presented recognizing up to 10% of exceptional performers in City as nominated by peers (and based upon meeting performance criteria)
3.2	Expand organizational development and outreach efforts for proactive succession planning	Human Resources	Initiated: FY 15 (in progress)	<ul style="list-style-type: none">Leadership Development Series developed and implemented (includes 60 hours of infrastructure for newly promoted supervisors)Partnership with West Valley communities and ACMA on collaborative succession planning efforts to leverage resources (predictive attrition data model under development by ASU) not moving forward due to lack of ASU resourceOffering tuition reimbursement for general certification and leadership development courses (i.e. ASU Certified Public Manager program, Leadership West, and Flinn Brown Academy) and technical programsSuccession Planning component included in People Master Plan and (specific action items may be identified through employee retention interviews also)

Performance Management Cycle

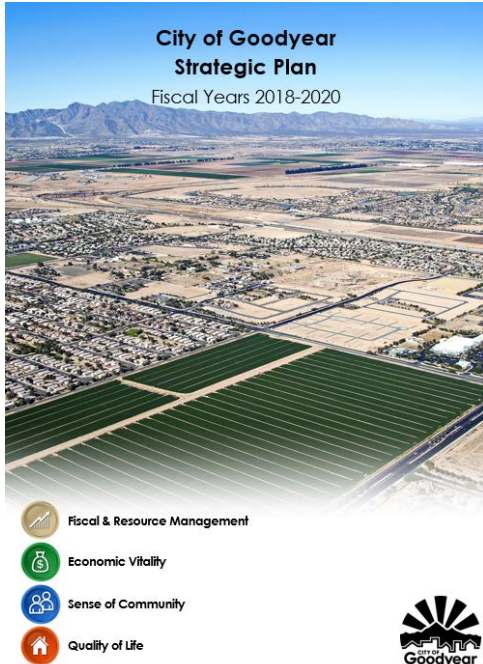


Proposed Changes to FY18-20 Plan

FY 18-20 Plan



CHANGES



Transition to more Strategic Plan

- Add Guiding Principles
- New Goal in Sense of Community Focus Area
- Remove Actions and Activity Updates from body of Plan
- Add Appendix of Accomplishments



Guiding Principles

STATEMENTS OF "HOW" GOODYEAR WORKS

- Responsible Financial Management
- Community and Data-Driven Priorities
- Continuous Process Improvement
- Active Resident Engagement
- Comprehensive Approach to Safety
- Fostering Relationships with Businesses
- Partnerships and Sustainability
- Keeping Up with Technology
- Maintaining and Investing in Infrastructure
- Taking Care of Our Workforce

New Goal



CITIZEN AND CITY COUNCIL DRIVEN

Sense of Community Goal 4:

Add and expand community gathering places, and improve parks and recreation amenities.



Reporting Updates

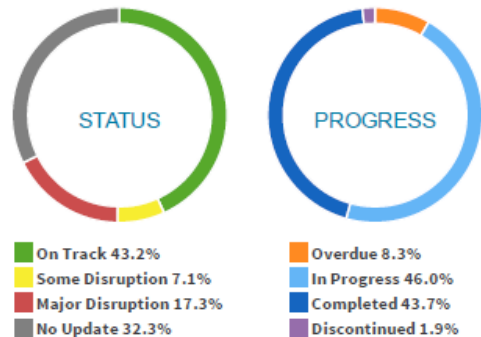
APPENDIX OF ACCOMPLISHMENTS AND QUARTERLY ENVISIO REPORTS

- Maintain transparency and accountability



Reporting Managers: Brian Dalke and Doug Sandstrom

Strategic Action Plan FY15-17- 1.1- Demonstrate fiscal responsibility through establishing financial policies and budgeting practices that accomplish the highest priorities and demonstrates results.



Action: 18

Planned Activity: 39

Discussion and Next Steps

Council Discussion



POLICY DIRECTION

- Council consensus on new strategic plan structure and schedule
- Council consensus on one proposed new goal

Next Steps



- Changes will be made to final plan
- Tentative Council adoption February 27
 - Resolution Adopting the FY18-20 City of Goodyear Strategic Plan
- Next Council Retreat: Fall 2017
 - Opportunity to make broader changes to the strategic plan goals for the future