

## Goals for West Linn City Manager John Williams

Adopted by City Council, January 16, 2024.

Covers through next evaluation in September 2024.

- **Support Council Priority Work:** Continue to support Council in achieving goals and working through complex policy and financial issues.
- **Strengthen City Organization:** Continue improving internal staff morale and organizational function, including improving communications between city departments where appropriate. Seek opinions of staff about workplace issues as you already have been doing (polls, internal communications, etc.). Continue practice of seeking bottom-up communications from employees and empowering staff.
- **Enhance External Communications:** Continue improving communications between City Manager, staff, and Council about the status of key initiatives and city projects. Additionally, continue to work with staff to improve communication between City and impacted neighborhoods about major projects. Bring community along as projects develop so that community voices can inform project development. Continue outward communication to the community on issues of importance. Take action to increase public participation and volunteerism in Neighborhood Associations and CAGs.
- **Stay Future Focused:** Continue to focus on the long-term outlook of the city and planning for the future, not just on the present day. Promote long-term budget stabilization, revenue generation, and infrastructure funding.
- **Advance Diversity, Equity, Inclusion, and Belonging:** Advance DEIB initiatives in City organization.