

DRAFT 2022 City Council & Leadership Team

Expectations & Obligations Quad

<p>Council expectations of Staff</p> <ul style="list-style-type: none">• Come to meetings prepared• As much as possible, present alternative ideas/positions/options• Contextualize the position and process of projects/decisions• Be clear and concise• Present information in an objective manner• Keep information the same as what was sent and studied to what is presented.• Maintain public trust	<p>Staff expectations of Council</p> <ul style="list-style-type: none">• Be respectful of staff and their recommendations• Come to meetings prepared, whenever possible share your questions/ideas to help staff prepare• Once a decision is made and in the appropriate time and place, support that decision• Set a vision for the city. If desired by the council define the objective/s for significant projects• Make decisions based on the over-all city benefit• Focus questions on the issue being discussed• Have realistic expectations that are connected to our capacity• Recognize, we are on the same team
<p>Council obligations to Staff</p> <ul style="list-style-type: none">• Respect the expertise and knowledge of staff• Focus on policy and trust staff to handle the action and details• Come prepared and ask questions• Provide clear, consistent direction• Celebrate and recognize successes• Encourage responsible risk-taking• Provide resources required to get the job done• Understand and appreciate staff limitations based on their workload and expertise• Be good stewards of city resources• Become knowledgeable in relevant fields• Bring opportunities and potential solutions to problems.• Get council meeting questions to staff prior to weekend if possible	<p>Staff obligations to Council</p> <ul style="list-style-type: none">• Respect each council member and the council as a body• Provide accurate and thorough information• Provide clear candid advice• Anticipate problems and opportunities• Be good stewards of city resources• Listen and implement council's decisions to the best of our ability• Be collaborative