



## Employee Engagement Survey

May 28, 2019 City Council Meeting

# SMART Goals & Communication Plans

Documents > 2018 SMART Goals and Communication Plans

Name	Modified	Modified By	+ Add column
City Manager	May 8	Sarah Gonzalez	
EMS	May 8	Sarah Gonzalez	
Engineering	May 8	Sarah Gonzalez	
Finance, Court, Utility Billing	May 8	Sarah Gonzalez	
Fire	May 8	Sarah Gonzalez	
Fleet and Facility Services	May 8	Sarah Gonzalez	
HR	May 8	Sarah Gonzalez	
IT	May 8	Sarah Gonzalez	
Library	May 8	Sarah Gonzalez	
Parks	May 8	Sarah Gonzalez	
Planning and Community Development	May 8	Sarah Gonzalez	
Police	May 8	Sarah Gonzalez	
Public Affairs	May 8	Sarah Gonzalez	
Public Works	May 8	Sarah Gonzalez	

# SMART Goals & Communication Plans

Respondent #3 ▾ ◀ ▶

**COMPLETE** Edit Delete Export

**Collector:** Web Link 1 (Web Link)  
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**Last Modified:** Wednesday, April 24, 2019 6:53:05 PM  
**Time Spent:** 00:03:37  
**IP Address:** 24.243.37.139

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**Q1**  
Name:

**Q2**  
Department:  
Police

**Q3**  
My Supervisor quickly integrated me into the team.  
Agree

**Q4**  
I received initial training to help me understand internal systems, general operating practices, and other information needed to perform my job.  
Agree

# SMART Goals & Communication Plans

## ■ Other Goals

- Training Plans: Dedicated by position
- Internal Communications: Microsoft SharePoint, TEAMS
- Recognition Programs: Schertz Short

# Communication to Staff

- Department communication
- City-wide communication (email, SchertzShort, etc.)
- Department Heads will be expected to provide regular updates to their Assistant City Manager to ensure the action plans for the established goals are being followed

# SMART Goals & Communication Plans

## ■ Follow-Up

- Workshop groups will reconvene after budget to review the progress of their SMART goals

# Discussion/Questions