

City Council Retreat (Friday, September 15, 2023)

Generated by Jennifer R Sorrell on Monday, September 18, 2023

Councilmembers present

Councilmember Ginger Rye Sanders, Councilmember Jeff Doherty, Councilmember LaCaje Hill (arrived at 1:11 p.m.), Councilmember Clare Killman, Councilmember Adam Loos, Councilmember Nancy Maxwell, and Mayor Carolin Harvey

Meeting called to order at 9:12 AM

1. Roll Call and Introductions

2. Citizens' Comments

Procedural: 2.1 **Comments from Citizens**

None

3. Review Progress of Vision 2025

Discussion: 3.1 **Review Progress of Vision 2025**

John Washburn served as the facilitator of the retreat; he introduced Kathy Lively who is an observer of the facilitation process.

He gave a quick overview of prior retreats, reviewing the mission statements and goals from 2016 to the current Vision 2025 and those changes that have been made. There was also a review of the challenges and priority needs identified by the City Council and City Department Heads for the current year going forward.

Council discussed what changes they would like to make to the Vision 2025 statement. Councilmembers gave individual suggestions to add, remove, or modify the initiatives in support of the eight strategic goals; further, they each ranked those initiatives. Mr. Washburn indicated that he would tally those rankings and return the information to the Council for adoption at a future meeting.

4. City Council Meeting Efficiency

Discussion, Information: 4.1 **Discussion About How to Conduct More Effective and Efficient Public Meetings**

Councilmembers reviewed different options identified that could assist in having more effective and efficient meetings; each identified what options they supported and opposed.

5. Human Resources in a Post-pandemic World

Discussion, Information: 5.1 **Human Resources in a Post-pandemic World**

Human Resources Director Tara Brown and Diversity and Compliance Officer Sharonda Cawthon addressed issues with conduct, hiring, and retention. They presented a Code of Conduct for the City Council that addresses conduct with one another, conduct with City staff, and

conduct with the public. There was a discussion about hiring and retention, which included both factors within and out of the control of the organization. Councilmembers gave their personal preferences relating to residency, education requirements, and Council policy.

6. Impressionistic Summary

Discussion: 6.1 **Impressionistic Summary - An Opportunity for the Council to Comment on the Retreat**

None

7. Adjournment

There being no further business to come before the City Council, the Retreat adjourned at 3:45 p.m.

Jennifer R. Sorrell, City Clerk

Date