

- * Developing career ladders or progression plans for career path and development opportunities
- * Moving from a LAGERS retirement program that is currently calculated based on a five-year final average salary to a program based on a three-year final average salary calculation
- * Adding Juneteenth and Veteran's Day to the list of City recognized holidays

Staff is seeking feedback and direction from the Mayor and City Council on these recommendations prior to taking additional steps in pursuing these initiatives.

Proposed City Council Motion:

A vote is not necessary, however staff respectfully requests Mayor and City Council feedback and direction on the four identified initiatives prior to pursuing them further.

Background:

Since October of 2022, city leadership has placed a priority on identifying, coordinating, and implementing organizational and community priorities. As part of that effort, organizational culture and organizational development areas of opportunities became apparent. This presentation summarizes over a year-long effort to bring forward ideas and recommendations focused on the city's workforce, which may be considered the City's most important infrastructure that is necessary to deliver the quality level of service desired and expected by the community.

Mark Dunning, City Manager