

MEMORANDUM

To: City Commission
From: Thomas Hawkins
Re: Strategic Planning Retreat
Date: June 7, 2010

I have several proposals for the City Commission to consider at its June 7, 2010 Strategic Planning Retreat.

First, I would like the Commission to consider adopting a new initiative under Goal 5, Infrastructure and Transportation, to implement premium transit service. RTS has recently completed a draft report on premium transit that outlines possible infrastructure and service upgrades for express bus service, Bus Rapid Transit, and streetcar. This report could serve as the basis for the proposed strategic initiative.

MOTION: The City Commission request staff prepare a new strategic initiative, implementing premium transit service, for the City Commission to adopt as part of Goal 5 of the Gainesville Strategic Plan.

Second, I would like the City Commission to consider returning the city to a five day work week.

MOTION: The City Commission request staff prepare a report identifying the cost advantages, if any, of the four day work week and the service disadvantages, if any, of the four day work week.

Third, I would like the City Commission to consider a comparison of the city's existing pension plans with a defined contribution plan.

MOTION: The City Commission request staff agenda a future meeting, and prepare appropriate backup, for a City Commission discussion comparing the city's existing pension plans with a defined contribution plan.

Fourth, I would like the City Commission to update and formalize its process for Charter Officer evaluations. I believe the current system for Charter Officer evaluations does not create a record of performance that a City Commissioner can use to gauge Charter Officer performance over time or to gauge other City Commissioners' perception of a Charter Officer's performance. Weaknesses of the current system include: placing evaluations on City Commission agendas where other items demand the Commission's attention; placing all evaluations on the same agenda where comments related to different Charter Officers are juxtaposed against one another; not having a uniform, written evaluation form to standardized the depth of each Commissioner's evaluation; and not having, and annually updating, an assessment of Charter Officer's strengths and/or weaknesses.

MOTION: The City Commission request the City Auditor, in coordination with the Human Resources Department, create a new framework for Charter Officer evaluations to be adopted by the City Commission before the 2011 calendar year.