

**CITY OF PALM SPRINGS**  
**SIX-MONTH STRATEGIC OBJECTIVES**

February 2, 2016 through July 15, 2016

<b>THREE-YEAR GOAL: <i>ATTRACT, DEVELOP, RETAIN AND INCREASE QUALITY STAFF</i></b>						
<b>WHEN</b>	<b>WHO</b>	<b>WHAT</b>	<b>STATUS</b>			<b>COMMENTS</b>
			DONE	ON TARGET	REVISED	
1. By March 1, 2016	HR Director with input from the Department Directors	Create a Non-Management City Employee Committee to give feedback on employee activities and methods of employee recognition.				
2. By April 1, 2016	Non-Management Employee Advisory Committee, working with the HR Director	Advise the City Manager regarding employee activities and recognition methods to improve the workplace environment and employee morale.				
3. By April 15, 2016	HR Director and Chief of Staff	Identify staffing shortfalls based on the City's goals and objectives, retirements and positions difficult to fill and recommend a Staffing Plan to the City Manager for approval.				
4. By April 15, 2016	City Manager with input from the Department Heads	Prepare and recommend a Staff Development and Training Program and budget to the City Council.				

**THREE-YEAR GOAL: *IMPROVE CITY-WIDE TECHNOLOGY CAPABILITIES***

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By April 1, 2016	Department Heads	Identify their department's technology needs and wants and present to the City's IT Manager.				
2. By April 1, 2016	IT Manager	Submit to the City Manager training needs and training budget to train all staff, including IT staff, in existing software programs.				
3. By July 15, 2016	IT Manager, working with a consultant	Assess current hardware and software needs and present a hardware and software purchase plan to the City Council for action.				
4. FUTURE OBJECTIVE	IT Manager, working with a consultant	Develop and present to the City Council for action a Technology Master Plan.				

**THREE-YEAR GOAL: *ENHANCE AND INVEST IN PUBLIC INFRASTRUCTURE***

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By March 15, 2016	Department Heads	Collect data and recommend priority infrastructure projects to the City Manager.				
2. April 1, 2016	City Manager with input from the Department Heads	Gather input from residents and businesses on needed citywide infrastructure projects.				
3. At the April 13, 2016 City Council Meeting	City Manager	Recommend to the City Council for action priority city-wide (not funded by Measure J) infrastructure projects.				
4. By the April 13, 2016 City Council Meeting	City Council, working with the Measure J Commission	Prioritize Measure J citywide infrastructure projects to include in the 2016/2017 budget process.				

**THREE-YEAR GOAL: *IMPROVE INTERNAL AND EXTERNAL COMMUNICATION***

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By March 1, 2016 and twice a month thereafter	City Manager	Hold a Department Head meeting to include current issues and projects with appropriate information disseminated to Department Head staff.				
2. By March 1, 2016	City Manager	Conduct a State of the City Hall biannual all staff meeting at which all executives will report department accomplishments.				
3. By March 15, 2016	Communications Director	Create and present to the City Manager a communication process regarding how to address unplanned significant City related events.				
4. By May 1, 2016	Communications Director, working with the City Attorney and Chief of Staff	Create and present to the City Manager for approval a program to expand the City's presence on social media, including a social media policy.				
5. By July 1, 2016 and quarterly thereafter	Communications Director and Economic Development Director	Develop, produce and disseminate a city newsletter to inform residents of policy updates and significant events.				