

## COUNCIL PRIORITIES / OPERATIONAL INITIATIVES

<b>CITY MANAGER/ADMINISTRATION</b>			
<a href="mailto:j.gillham@ci.sutherlin.or.us">j.gillham@ci.sutherlin.or.us</a>			
<b>Objective: Goals 1 - 8 2019 Council Priority</b>	<b>Due Date</b>	<b>Council Date</b>	<b>Status</b>
<b>Priority: Update Sutherlin Municipal Code</b>			
1. Review Municipal Code	2019-20		On-going
2. Present recommended code changes to council committee	2019-20	various	On-going
<b>Objective: Goal 5 2019 Council Priority</b>			
<b>Priority: Complete Union required Class and Comp Survey prior to agreed 2019 COLA Increase</b>			
1. Request employee compensation plans from like-size cities	Dec '18		Completed
2. Present comparables to AFSCME reps prior to COLA negotiations	Apr '19		Completed
3. Negotiations	May '19		
4. Present update to Council	Jun '19	6/24/2019	
<b>Objective: Goal 5</b>			
<b>Priority: Begin CBA agreements - AFSCME</b>			
1. Schedule discussions	Jan '20		
2. Hold discussions	Feb '20		
3. Arbitration - If needed	Mar '20		
4. Present to Council	May '20	5/11/2020	
<b>Objective: Goal 5 2019 Council Priority</b>			
<b>Priority: Complete and implement a new City Personnel Policy Handbook</b>			
1. Present Personnel Handbook to CIS for review	Aug '17		Completed
2. Draft new rules with formation of Dept. Heads, Represented Employees and City Manager	Mar-Aug '18		Completed
3. Review with Council Committee	Feb '19		Completed
4. Report to Council	Apr '19	4/22/2019	Completed
5. Distribute updated Personnel Handbooks to all employees	Apr '19		Completed
6. CIS to begin reviewing personnel policies	Jan '21		
7. Report to Council	Jul '21		

Note: "Report to Council" can be a written update, presentation, or a Workshop