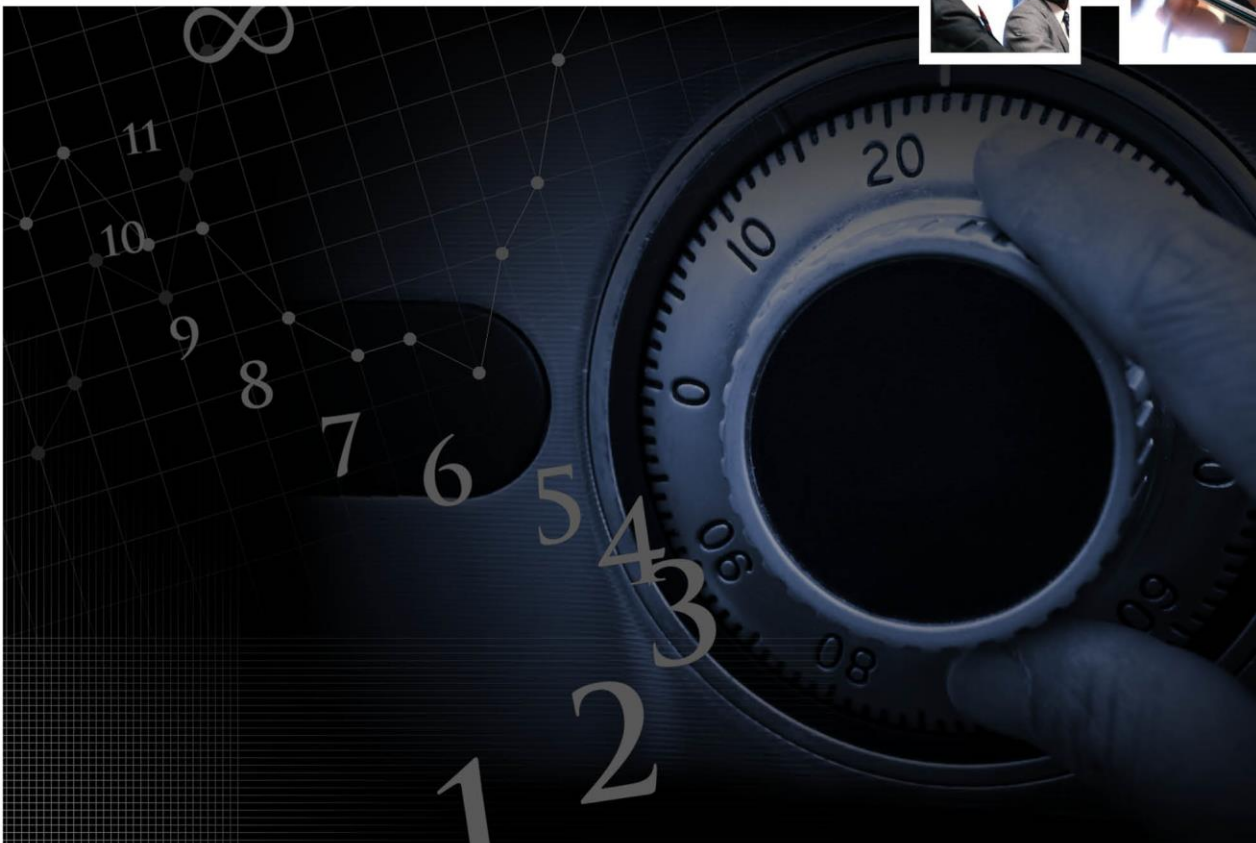




Transformationⁿpoint
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The Art and Science of Making Transformational Choices.



2018 Littleton Council
Workshop Decisions



DEFINE



ALIGN



EXECUTE

What's my contribution to the workshop?

- Carol – Positive Energy
- Karina – Action Orientation
- Jerry – Completion/Get It Done
- Debbie – Action, Completion, Policy Direction
- Pat – Transparency, Great Communication, Focus on Resolution
- Peggy – Doables we are committed to
- Kyle – Forward Thinking & Open Mindedness

Vision to Comp Plan Outcomes

1. We will start with what we have
2. Need to develop the community vision through a public process. There is no community vision that has been adopted publicly. Need to go living room to living room so vision comes out of a public process. Will use a consultant from vision to Comp Plan. Process will take 9 months and cost \$100K. Focus will be on quality not quantity.
3. Consultant on board by 3/1. Need to provide a detailed timeline and milestones.
4. Capture today's decision in a document to Council. Plan approved as presented. Council adoption required for \$100K vision phase.

1. Fleet as a separate fund but need to make decisions about fund balance (Mark)
2. Take Fire savings to reduce mill and use savings to fund streets.
3. We need to get the math right so not to go back to Public down the road. Proposal is 6.662 mill to 2 mills.
4. Accepted as presented.
5. Incorporate in overall communication strategy (share decision matrix with community).
6. Need to brand the citywide initiatives.
7. Mark to com back with budget/resource request.
8. Sales Tax – What are the taxes around us? It's a matter of time.
9. Hotel Tax (No restrictions) – What are the taxes around us?
10. Bond Measure – Staff to bring proposals to Council.
11. Determine practical reality of passing.
12. Need to do further analysis and look at the cost side of things.
13. Need to take into consideration the political environment and community pulse.

Collaborative Relationships Outcomes

1. A discussion occurred in response to comments in the initial interview report relative to one group and how a council member may be perceived because of their affiliation with that group. The mayor proposed moving on and working as a collaborative group and a stronger coalition of conversation and committed to modeling professional respect for each Council member.
2. There are seven different opinions on Council. We are off to a good start. Each Council has members of the community that they talk with. Council can all work together effectively.
3. Community Development work well with a developer related to Columbine Square. They had a very effective problem solving session. The Director was excited about building new relationships with new developers.
4. Communication with citizens, Council, and region is an important part of the transition onto Council to serve the community well. Need to make sure we can have dialogue and share ideas.

5. The City Manager thinks that collaborative relationships should be a strategic imperative. Council has the opportunity to demonstrate leadership and engage the citizens of Littleton and that this is an amazing opportunity.
6. Need to extend relationships beyond the Littleton community.
7. Council members are meeting with key stakeholders and they all like each other and this is a great starting point that can go in many directions.
8. This meeting is an example of moving beyond the isolationist mindset of previous Councils.
9. There are other sides of stories and Council and citizens need to get the facts straight and stop operating from preconceived notions. It is imperative that when Council goes to their groups that they are relaying the correct information.
10. Comments have been made that it is nice to see Littleton coming out of Littleton and visiting other municipalities, entities, and groups. Need to identify additional actions to be taken.

What does Council need from Mark?

1. For Mark to be very clear in what he needs to move forward.
2. Make sure that staff believes in what they propose.
3. To see things get done.
4. To recognize the hurdles to getting things done that don't involve Council and address them. Take care of City Manager business.
5. Give more reality checks back based on his experiences.
6. Provide visuals of various options when discussing possible courses of action.
7. Reality check from all city staff. Don't tell them the answer they want but the pros and cons of all possible answers.
8. Prepare Council with facts.
9. Make sure action and results are measurable.
10. Make it clear what the decision means in the future (long-term view).
11. Tie budgets to Council goals and objectives. Make a clear connection.
12. Present the pros and cons of things.
13. Answer why.
14. Ask for what you need.
15. Think outside the box. Big picture and innovative.

What does Mark needs from Council?

1. When there is an agenda item (regular meetings and study sessions), please get questions to Mark on Mondays.
2. Communicate directly with Mark when he or staff does not meeting Council's expectations.
3. Council members to meet with Mark once a month one-on-one.
4. Call Mark with questions.
5. To know that the strategic imperatives are allocation of the resources required.
6. Align the organization with strategic imperatives (Support a Citywide Strategic Plan).
7. Clear goals for Mark as the City Manager.

Next Steps

1. Mark to bring back a financial sustainability analysis of the Fire Service issue by 3/20/18. Decisions have to be made by June on Fire (draft by March).
2. South Metro Fire Operating agreement also needs to be developed.
3. Mark to deliver a timeline of events to City Council.
4. The financial impacts of the strategic imperatives are to be reflected in the updated 5-year fiscally constrained plans of the General Fund and Capital Projects Fund. Staff anticipates to present to council the Plans in April.