



# GOVERNANCE STRATEGY

**Purpose:** To retain and attract new talent, enhance fiscal stability, improve the use of technology, and enhance transparency for the betterment of the community of Tracy.

## Goal 1

Further develop an organization that attracts, motivates, develops and retains a high quality, engaged, informed and high-performing workforce

## Objectives

- Identify outreach opportunities to promote Tracy as a desirable place to work.
- Affirm organizational values.
- Evaluate and promote Tracy W.I.N.S.

## Performance Measures

- List of methods for outreach and promotion of Tracy is created.
- Analysis of interdepartmental sampling of organizational values, and revise if necessary.
- Maintain 95% enrollment capacity in each TPI class.
- 80% of all TPI course evaluations rates 4 or above.
- Analysis of curriculum.

## Goal 2

Ensure continued fiscal sustainability through financial and budgetary stewardship

## Objectives

- Update General Fund reserve policy.
- Development of revenue growth and expenditure reduction strategies.
- Enhance fiscal transparency.

## Performance Measures

- Updated General Fund reserve policy that is part of the annual budget book
- Comprehensive fee study of development fees with proposed fees and rates
- Council approved one-time revenue policy
- Council approved long term liability strategy

## Goal 3

Identify technological resources to promote communication, enhance city services, and promote organizational productivity.

## Objectives

- Develop IT policy guidelines to coordinate and streamline the implementation of new software/hardware.
- Implement productivity initiatives to improve organizational effectiveness.
- Begin implementation of Enterprise Resource Planning software.

## Performance Measures

- Policy for software/hardware standardization throughout the City developed
- Areas identified where technology can be used to make improvements along with associated costs
- Prioritized technology resource list along with associated costs