



Strategic Goal

Name Strengthen purpose, direction and unity of employees

Content

Our City ensures a culture of trust through compassion, competence and integrity. Our City's ability to provide high quality services is dependent on our ability to recruit, train and retain high quality employees.

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FY22 Projects

Receive feedback and engage all employees on initiatives and projects of the strategic plan

- Assigned to Shawn Metcalf, City Manager
- Anticipated Completion: Ongoing
- Project Updates:
 - November 2021 Mayor and City Manger discussed Strategic Plan during FB live event (Behind the Scenes).
 - October 2021 Police Chief and City Manager discussed Police Department priorities with community during FB live event (Behind the Scenes).
 - September 2021 skipped Behind the Scenes event this month.
 - August 2021 Fire Chief and City Manager discussed Fire Department priorities with community during FB live event (Behind the Scenes).
 - July 2021 Code Enforcement and City Manager discussed Code Enforcement priorities with community during FB live event (Behind the Scenes).
 - June 2021 Performed a review of input received from employees to determine which employees wanted to participate in strategic plan projects.
 - June 2021 Parks and Recreation (P&R) Director and City Manager discussed P&R strategic plan projects with community during FB live event (Behind the Scenes).
 - Regularly discuss strategic plan projects and updates in monthly communication to employees
 - Regularly discuss strategic plan projects and updates at Dept Head meetings

Monthly communication by City Manager to all employees

- Assigned to Shawn Metcalf, City Manager
- Anticipated Completion: Ongoing
- Project Updates:
 - November 2021 - continuing weekly updates to all staff. Each department reports on happenings in their departments.
 - October 2021 - started sending weekly updates to all staff
 - August 2021 - completed video and sent to staff
 - July 2021 - pushed back to August in order to fall on a different time of the month than City Scoop.
 - June 2021 - completed video and sent to staff
 - May 2021 - completed video and sent to staff
 - April 2021 - completed video and sent to staff

Continue annual City Council training

- Assigned to Leadership Team
- Anticipated Completion: January 2022
- Project Updates:
 - Strategic Planning Retreat scheduled for January 2022
 - Leadership Team will provide training to City Council in January 2022

Goal Progress

Date	Name	Type	Result
October 19, 2021	Discussion - City Brand/Logo Redesign	Discussion	N/A

March 1, 2022

Resolution - Approve Submittal of State of Wyoming Division of Victim Services, Victims of Crime Act/Violence Against Women Act (VOCA/VAWA) Grant for the City of Rawlins, Wyoming, Police Department

Action

Motion
Carries

Action: Motion: Approve the attached resolution in order for staff to submit a VOCA/VAWA/Division of Victim Services Grant.