

City Manager Performance Appraisal (2015)



General Issues Committee

May 4th, 2016

Chris Murray, City Manager



Governance

Community

Aspirations
VISION
Leadership

Taxes
VALUE
Services

City Council

Direction
STRATEGY
Management

Civic
Administration

GOALS / CORE JOB RESPONSIBILITIES



- Support Mayor and Council's Strategic Initiatives
- Efficient and effective delivery of services
- Efficient and effective administration of all departments

SUPPORT MAYOR AND COUNCIL'S STRATEGIC INITIATIVES



- Vision / Strategic Plan Update
- Light Rail Transit / 10 yr Transit Strategy
- West Harbour Redevelopment
- Government Relations Strategy
- Tim Hortons Field and US Steel

EFFICIENT AND EFFECTIVE DELIVERY OF SERVICES



- Open for Business
- Web Redevelopment
- Formalize a Corporate Continuous Improvement Program (LEAN)
- Support Performance Measurement (OMBI)
- Support Institutional Alignment (HAIL)
- Support Regional Economic Development (West Golden Horseshoe Goods Movements Alliance)

EFFICIENT AND EFFECTIVE ADMINISTRATION OF ALL DEPARTMENTS



- Supporting our employees through implementation of Human Resource Strategies
- SMT Governance
- Public Works Departmental Review
- Establish Service Level Agreements

SHORT TERM GOALS



- Complete 2016 – 2025 Strategic Plan
- Focus City energies on non-residential tax growth
- Improve internal / external communication
- Initiate multi-year budgeting
- LRT program awarded
- Waterfront lands owned by the City awarded
- Initiate Development Office
- Complete and implement Our People and Performance Plan

LONG TERM GOALS



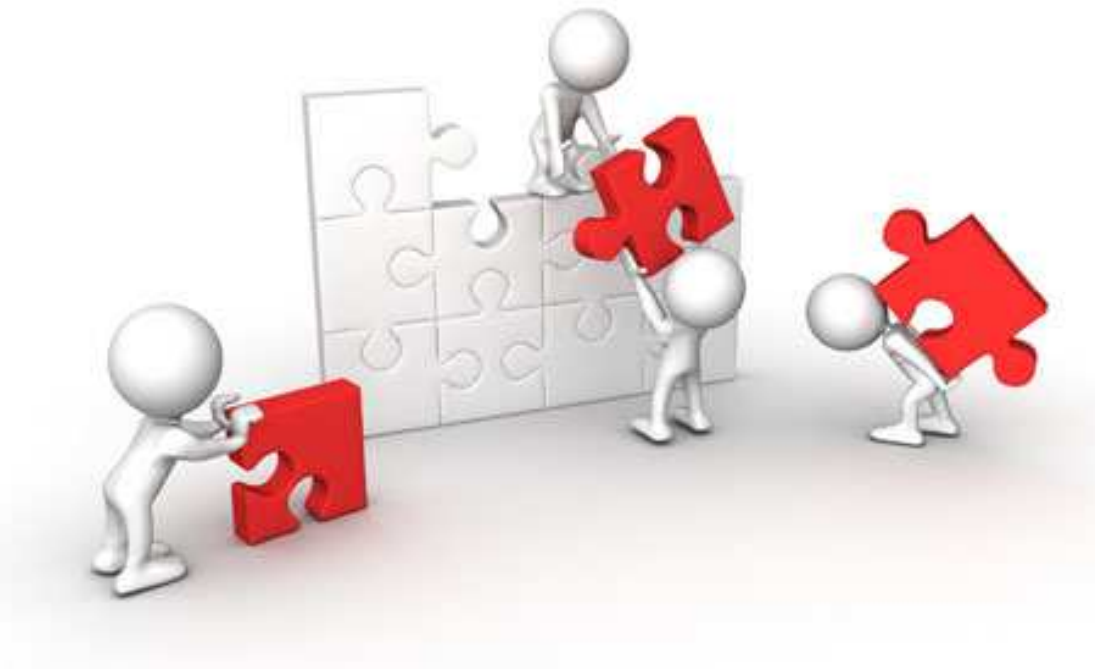
- Achieve the outcomes of the new Strategic Plan
- Promote financial sustainability through the use of multi-year budgeting and related tools
- Grow the non-residential tax base
- Ensure leadership can deliver on our desired Corporate Culture
- Await the direction of the next term of Council



- Leadership
- Strategy
- Innovation
- Transformation
- Engagement



BUILDING RELATIONSHIPS



= GREATER SUCCESS



Hamilton

thank you!