

Council Appointee Evaluation Form

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Interim City Manager

May 2017

Section 6: Discussion of Anticipated Future Performance Issues and Key Result Areas

- Identify goals and objectives to be met during the upcoming performance period.
- Identify key issues and result areas

Section 6: Discuss potential key performance areas
Identify key result areas planned for the upcoming year

Section 6: Discuss potential future Key Performance Areas

The section below covers key performance areas and projects as well as policy reviews that Council has requested (e.g., annexation, linkage fees). While these will be our focus over the coming year, some are longer term and may continue into the next period (e.g., facility planning). This is not intended to be an all-inclusive list, but highlights major efforts to be undertaken or continued. These have been grouped as I believe they best fit under one of the six Council's Strategic Outcomes. Although each could be listed under more than one Strategic Outcome, I have only listed each of them once.

Economic Opportunity and Affordability – Having economic opportunities and resources that enable us to thrive in our community.

1. Annexation Policy Review (may be impacted by 85th Legislative Session)
 - a. Compact & Connected vs. "Sprawl"
 - b. Revenue growth/Cost to serve - Timing of annexation and when citizens' tax bill is impacted
 - c. Public Improvement District (PID) Policy
 - d. Municipal Utility District (MUD) Policy
 - e. Regional Fire Service Delivery - Emergency Service Districts (ESDs)
2. Linkage Fee Study (may be impacted by 85th Legislative Session)
3. Austin Energy - Update of Energy Resource Plan
4. City of Austin's proposal for use of AISD properties for Affordable Housing
5. CodeNEXT- new Land Development Code and Maps
6. Develop Implementation Plan for Strategic Housing Blueprint to include use of the Community Land Trust program and Homestead Preservation Districts
7. Options for HealthSouth Facility
8. Potential Convention Center Expansion (the "Downtown Puzzle")
9. Contingency plan for possible loss of Federal grant funding
10. Policy Review of Smart Housing Policy
11. Policy Review of Planned Unit Development (PUD) affordable housing component
12. Continue pursuit of partnerships with other public entities to develop public parcels with community benefits including affordable housing
13. Identify a development partner and/or other investments to implement the Colony Park Master Plan.

Mobility – Getting us where we want to go, when we want to get there, safely and cost-effectively.

1. Airport Expansion Construction
2. Implementation of \$720,000,000 Transportation Bonds
3. Austin Strategic Mobility Plan
4. Transportation Impact Fees

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Safety – Being safe in our home, at work and in our community.

1. Labor Negotiations with Police, Fire, and Emergency Medical Services Associations
2. Austin Police Department (APD) Forensic Services Division DNA Section – Address lab issues and backlog of sexual assault kit processing
3. Austin Police Department – Continue deployment of body worn cameras
4. Austin Police Department – Identify ways to enhance our officers' ability to assist individuals with mental health issues and de-escalate situations, while improving the safety of our officers and citizens
5. Community Policing – Continue to improve police and community relations, particularly among communities of color
6. Consulting study on operations of Fire and Emergency Medical Services (EMS) departments
 - a. Review dispatch functions of Fire and EMS to identify improvements, if any, in efficiency of medical incident dispatching,
 - b. Identify alternatives given the impact of four-person staffing on Fire operations and cost during high levels of vacant fire fighters, and
 - c. Evaluate facility planning criteria for new stations for Fire, EMS, and Combined Fire/EMS in relation to anticipated future City growth, dispatch efficiency, and response time goals.
7. Flood mitigation buyout program

Health – Enjoying a sustainable environment and a healthy life, physically and mentally.

1. Continue programs to address housing and services for the Homeless
 - a. Homeless Outreach Street Team or HOST Program - Initiative in Central Business District to proactively address the needs of people living on the streets
 - b. Permanent Supportive Housing program
2. Develop public safety plan and public health education campaign regarding K2/Spice
3. Continued support to open the Sobriety Center
4. Austin Water – Develop an Integrated Water Resource Plan (IWRP)
5. Provide a sustainable and accessible system to health care, both physical and mental
6. Continue to focus on access to safe, healthy, and affordable food
7. Continue expansion of electrification of City Fleet

Cultural and Learning Opportunities – Being enriched by Austin's unique civic, cultural, ethnic and learning opportunities.

1. Fall 2017 opening of Downtown New Central Library
2. Continue work on Language Access initiative
3. Review of Exposition Center Consulting Report and how it fits with Walter E. Long Metropolitan Park Master Plan
4. Identify Spirit of East Austin (SOEA) projects or initiatives for the City to support financially and/or programmatically
5. Music Omnibus – Support the Music Industry to preserve our status as ***“Live Music Capital of the World”***
6. Develop and implement an Equity Assessment Tool aimed at reducing inequities in the formulation of policies, programs, and budgets
7. Bring forward for Council approval a Special Events Ordinance to streamline the special event permitting process by tailoring public health and safety requirements relative to the event's size

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Government that Works – Believing that city government works effectively and collaboratively for all of us—that it is equitable, ethical and innovative.

1. Complete the Council's Strategic Plan
2. Prepare for Orientation and Transition for the new City Manager
3. Continue to improve the efficiency and effectiveness of the City Manager's Office in managing Council agenda items, responses to Council resolutions, citizen requests, and other requests
4. Continue efforts to build an organizational culture founded on inclusion, diversity, transparency, respect, and trust
5. Fill some interim Department Director positions through internal promotion and/or search
6. FY 2019 Budget Development - Early Department Reviews and Council Policy Input
 - a. Property Tax Revenue Cap (may be impacted by 85th Legislative Session)
7. Bond Development for New Capital Needs – Potential 2018 Election – Identify and prioritize needs for sidewalks, road maintenance, parks, affordable housing, watershed protection and other projects
8. Austin Water – Complete a Cost of Service Study for use in developing future rates
9. Complete implementation of Development Services Action Plan responsive to the Zucker Report recommendations
10. Select consultant for a Parks and Recreation Department Long Range Plan covering the next 5-10 years to provide a blueprint guiding land acquisition, capital improvements, and the development of new amenities and programs
11. City of Austin Website Redesign – continue building an interactive digital portal that will provide important community news, access to City services, greater opportunities to conduct business online, and enhanced governmental transparency through sharing information and data
12. Facility Planning
 - a. Negotiate Agreement to develop more detailed specifications including guaranteed maximum pricing for acquisition of new Planning and Development Services Center
 - b. Continue to search for ways to co-locate City services that will better serve the community
 - c. Analyze the feasibility of co-location opportunities for City and Travis County courthouses
 - d. Austin Energy Facility Master Plan - Facility space requirements based on Gensler Study recommendation (January 2017) and incorporates City of Austin space and furniture standards. Next steps:
 - City Real Estate (ORES) to finalize Request for Proposal; return to Council in Fall 2017 with proposals and recommendation for (1) Corporate Office and Utility Contact Center and (2) Indoor warehouse and adjunct laydown yard
 - Coordinate with ORES on potential acquisition of Customer Payment Center
 - e. Other facility needs
13. Smart Cities and digital inclusion – continue to evaluate opportunities to use technology, engagement, and transparency to create better service delivery and customer experience
14. Government relations and compliance with legislative changes - ensure compliance with legislative changes that may require public education on local implications, staff resources and revision of current programs and service delivery (small cell ordinance reversal, TNC, short term rental, fair chance etc.)