

**CITY OF SEAL BEACH
SIX-MONTH STRATEGIC OBJECTIVES**

October 18, 2016 – April 1, 2017

THREE-YEAR GOAL: <i>PROVIDE A QUALITY BEACH AND PIER ENVIRONMENT, INCLUDING A RESTAURANT</i>						
WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By January 15, 2017	Community Services Director	Obtain a coastal development permit for picnic tables on the beach.				
2. By April 1, 2017, contingent upon City Council approval	Public Works Director, working with the ad hoc Council Tidelands Subcommittee	Secure the Tidelands lease agreement for the beach.				
3. By April 1, 2017	Public Works Director and the Community Services Director	Secure funding and submit the applications to the Coastal Commission for permitting the structural repairs on the pier.				
4. By April 1, 2017	Public Works Director	Identify funding to restripe 8 th Street and 10 th Street beach lots to improve circulation and enforcement and present to the City Council for action.				

THREE-YEAR GOAL: *ACHIEVE SHORT- AND LONG-TERM FISCAL SUSTAINABILITY*

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. At the January 23, 2017 City Council meeting	City Clerk and Finance Director	Bring to the City Council for consideration a citywide Procurement and Contract Administration Policy.				
2. At the February 20, 2017 City Council meeting	City Engineer	Present to the City Council for direction the proposed new water and sewer rates.				
3. By March 1, 2017, at a City Council study session	Finance Director	Update the City Council and the community on the process used by the City for evaluating oil revenue recovery.				
4. By April 1, 2017	Finance Director	Bring a consultant contract to the City Council for consideration to hire an oil professional to evaluate oil revenue recovery options.				
5. By April 1, 2017	Finance Director	Hire a consultant to develop a 5-Year Financial Plan to address the cost of retirement, retiree health and creation of a new "rainy day" fund, among other items.				

THREE-YEAR GOAL: *IMPROVE AND MAINTAIN THE INFRASTRUCTURE AND FACILITIES*

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. At the December 12, 2016 City Council meeting	Recreation Manager	Present a citywide landscape contract to the City Council for consideration.				
2. At the January 23, 2017 City Council meeting	City Engineer	Present to the City Council for consideration an agreement to update the construction costs of the facilities identified in the 2010 Facility Condition Assessment.				
3. At the February 13, 2017 City Council meeting	City Engineer and Finance Director	Provide to the City Council for direction financial options and recommendations for water infrastructure loans.				
4. At the March 13, 2017 City Council meeting	City Engineer	Present to the City Council for discussion and consideration the costs to homeowners associated with replacing the perimeter walls along Bolsa Avenue and Lampson Avenue.				
5. By April 1, 2017	Police Chief and Finance Director	Implement Phase ___ of the Comprehensive Parking Management Plan.				
FUTURE: By _____	City Engineer and Finance Director	Present to the City Council financial options to fund building facilities per the 2010 Facility Condition Assessment.				

THREE-YEAR GOAL: *ATTRACT, DEVELOP, COMPENSATE AND RETAIN QUALITY STAFF*

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By February 1, 2017	Assistant City Manager, working with the City Council and pertinent staff	Begin preparation for POA/PMA negotiations, with the goal of achieving an agreement by July 1, 2017.				
2. By March 1, 2017	Assistant City Manager	Present the results of the Classification and Compensation Study, with recommendations, to the City Council for action.				
3. By April 1, 2017	Assistant City Manager	Explore and present to the City Council implementation options from the Classification and Compensation Study.				
4. By April 1, 2017	City Clerk and Acting Commander	Ensure completion of customer service training for all employees.				
5. By April 1, 2017	Assistant City Manager, working with the staff Employee Committee	Create a Mentorship Program for employees.				
6. By April 1, 2017	Assistant City Manager, working with the staff Employee Committee	Develop and implement a process to obtain positive feedback from members of the public regarding the City of Seal Beach.				
7. By April 1, 2017	Assistant City Manager and the Acting Commander	Incorporate the classification and compensation job specifications into the Citywide Succession Plan.				