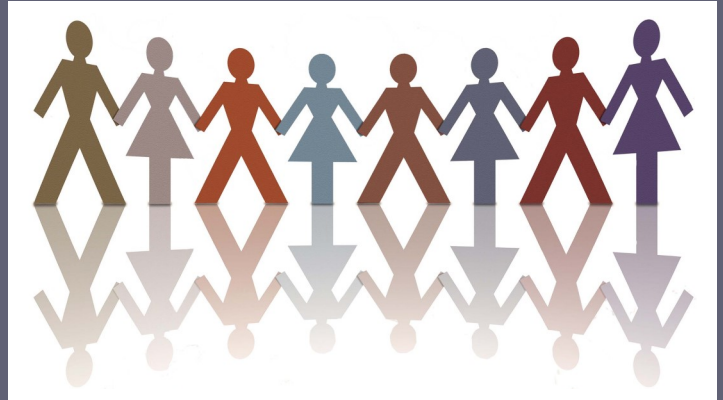


COMMISSION AND STAFF RELATIONSHIP



What the Commission expects from the staff

- No surprises
- Speak in simple terms
- Understand what the community cares about
- Make recommendations that are reliable, professional, and based on facts, not emotions
- Show commitment to the organization and the community
- Understand how important it is for citizens to trust their local government

What the staff expects from the Commission

- Set broad policy for the City, not get involved in day-to-day decisions
- Respect the staff's professional training and expertise
- Respect the staff personally
- Trust that the staff is trying to do good for the community
- Give staff the freedom and resources to carry out the mission
- Speak as a Commission, not just as individuals

What will the Commission do to support the staff?

- Back up the staff
- Trust staff's recommendations
- Respect staff expertise, training, and knowledge
- Give staff the freedom to decide how best to carry out goals
- Educate the community
- Communicate priorities as a Commission, not just as individuals

What will the staff do to support the Commission?

- Do their jobs skillfully and with integrity
- Encourage community input
- Maintain a professional demeanor
- Identify policy issues and take them to the Commission
- Respond to Commission needs and requests
- Provide best practices and consult with other cities who do things right
- Provide a range of options and explain the consequences of each
- Educate the Commission