

Calgary



# City Manager Performance Development Plan

C2020-0184 | 3 February 2020

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CITY OF CALGARY  
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# City Manager 2020 Goals and Objectives

	Goals	Objectives
City Council	1: Develop a trusting relationship with Council (individually and collectively) to support the delivery of council priorities.	<ul style="list-style-type: none"> <li>• Develop and implement work plan and performance plan to maintain line of sight and focus on priorities</li> <li>• Continue to maintain strategic alignment to long-term vision and plans</li> <li>• Provide timely, effective professional advice to Council (individually and collectively)</li> <li>• Communicate clearly and openly, and share information through regular updates and reporting</li> </ul>
	2: Optimize financial management of operating and capital budgets and reduce the cost of government.	<ul style="list-style-type: none"> <li>• Find savings and maximize operating base budget to ensure sustainable service delivery</li> <li>• Optimize capital budgets to address short-term challenges and meet long-term aspirations</li> <li>• Build resilience to pressures and changes from other orders of government</li> </ul>



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<b>City Administration</b>	3: Strengthen public and employee trust and confidence through the delivery of organizational strategy, alignment of corporate resources, and inspirational leadership.	<ul style="list-style-type: none"> <li>• Streamline and modernize the organization</li> <li>• Build senior team and drive performance throughout the organization</li> <li>• Encourage leaders and employees to think differently, embrace diversity of perspectives and champion positive change</li> <li>• Communicate regularly to continuously set direction and inspire and encourage employees</li> </ul>
	4: Hold leaders and employees accountable to a work environment that fosters safety, pride, innovation, respect, inclusion, trust, empowerment, diversity, and fun.	<ul style="list-style-type: none"> <li>• Continue to strengthen the competencies of leadership</li> <li>• Continue to proactively respond to Corporate Employee Survey Results</li> <li>• Align City Manager goals and individual performance</li> <li>• Encourage work/life integration</li> <li>• Build collaborative relationships with union partners</li> </ul>



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Calgarians	5: Improve service value and deliver major capital projects.	<ul style="list-style-type: none"><li>• Implement Council-approved 2019-22 One Calgary Service Plans and Budgets</li><li>• Demonstrate fiscal responsibility</li><li>• Deliver projects on time and on budget</li></ul>
	6: Strengthen public and business trust and confidence.	<ul style="list-style-type: none"><li>• Show value of municipal government</li><li>• Foster collaborative relationships and partnerships</li><li>• Communicate clearly and openly</li></ul>



## Recommendations

That Council direct:

1. The closed meeting discussion remain confidential pursuant to Section 17 (personal privacy).
2. Six goals and objectives of the City Manager as set out in the 2020 Performance Development Plan (dated 3 February 2020) be approved.
3. The City Manager present in public his 2020 Performance Development Plan (dated 3 February 2020).
4. The document titled "City Manager Performance Development Plan" dated 3 February 2020 be immediately released to the public.