

Town Manager Evaluation May 23, 2008 All items received listed + continuation items from previous evaluation				
PRIORITY	SOURCE	SMT PARTNER	IN Strat Plan	IN Budget
Steward Organizational Culture Change				
One Year Action:				
Provide structural framework and guidance for the Strategic Plan with metrics and accountability measures.	Easthom; Continuation	JB Culpepper; SMT	yes	yes
Facilitate successful public art transition to Town staff and begin implementation of contextual art plan	Continuation	York;Kisiah	yes	yes
Revise Agenda process, move to paperless agenda	Continuation	Oliver	yes	
Continue organizational change as outlined in Organizational Roadmap of Spring 07	Continuation		yes	yes
On-Going				
Focus on organizational development	Continuation	Meicher		yes
Continue to recruit and appoint members of the Senior Management Team who reinforce the new culture	Continuation	EMT		N/A
Develop relationships with Other units of government (Carrboro, Hillsborough, Orange County, Durham County, Chatham County, Triangle J)	Continuation	SMT		N/A

PRIORITY	SOURCE	SMT PARTNER	IN Strat Plan	IN Budget
Continue Focus on Land Use, Transit, and Development				
One Year Action:				
Continued priority on bringing the Inclusionary Zoning ordinance to completion	Greene	JB Culpepper	yes	yes
Follow-through on historic preservation initiatives, especially enacting an ordinance pursuant to existing authority to protect from demolition buildings that have statewide historic significance; also support of staff's longer-term thinking on how to protect other structures.	Greene	JB Culpepper	yes	yes
Establish and begin to use new ordinances for Chapel Hill Transit and Energy	Strom	Culpepper	yes	yes
Develop plan to address the land trust issues	Strom; Easthom	Culpepper; Clark	yes	
Enhance development review focus on problem-solving and innovation	Continuation	Culpepper	yes	
Review planning and development process	Continuation	Heflin; Bassett	yes	
-Internal for process improvements	Continuation	Heflin; Bassett		yes
-External	Continuation	Council Policy Discussion		
Boards and Commission roles	Continuation	Council Policy Discussion		
Council role	Continuation	Council Policy Discussion		

PRIORITY	SOURCE	SMT PARTNER	IN Strat Plan	IN Budget
Maintain & Improve Community Facilities and Services				
One Year Action:				
BUSINESS MANAGEMENT: Develop, advertise and review RFP for connectivity initiative	Easthom	Pennoyer; Avery	yes	yes
BUSINESS MANAGEMENT: Identify staffing/support needs to maintain technology	Easthom	Pennoyer; Avery	yes	yes
BUSINESS MANAGEMENT: Improve internal technology to provide better services to citizens;	Continuation	Pennoyer; Avery; Miller	yes	yes
BUSINESS MANAGEMENT: Advance wireless initiative	Continuation	Pennoyer; Avery; Miller	yes	yes
COMMUNICATIONS AND PUBLIC AFFAIRS: Develop and Implement new web site	Greene; Easthom; Continuation	Oliver	yes	yes
ECONOMIC DEVELOPMENT: Complete Economic Development strategy and evaluate efforts	Czajkowski	Bassett	yes	yes
LIBRARY: Continued on-schedule progress with the Library expansion and monitoring that progress	Greene	Heflin; Thompson	yes	yes
PARKS AND RECREATION: Increase focus on programming to become a premier provider of services;	Continuation	Kisiah	yes	
PARKS AND RECREATION: Tell the story of maintenance and capital needs	Continuation	Kisiah	yes	
POLICE: Initiate Council/staff discussion on appropriate response to gangs and develop Town policies addressing gang activity that establish a model of excising constitutionally questionable police practices	Kleinschmidt; Czajkowski	Curran	yes	

PRIORITY	SOURCE	SMT PARTNER	IN Strat Plan	IN Budget
Improve Town's Fiscal Condition				
One Year Action:				
Create debt management policy and capital formation to stabilize tax rate	January 2008 Planning Retreat	Pennoyer	yes	yes
On-Going				
Optimize current revenue sources, e.g., fees, vehicle tax	January 2008 Planning Retreat	Pennoyer		
Identify and seek new sources from General Assembly	January 2008 Planning Retreat	Karpinos; Pennoyer		
Initiate discussion on services/costs/revenues with county, towns, & UNC-CH	January 2008 Planning Retreat			
Establish a coalition with other town-gown and resort communities to share and compare practices, strengthen lobbying	January 2008 Planning Retreat			
Optimize return on town investments	January 2008 Planning Retreat	Pennoyer		
Identify how technology can help make services and operations more efficient	January 2008 Planning Retreat	Pennoyer; Technology Team		
Review current processes and identify best practices, e.g., workload scheduling and overtime, collection rates (fees, citations, penalties)	January 2008 Planning Retreat	Pennoyer; SMT		
Seek savings through opportunities to consolidate functions and purchasing policies, e.g., fleet, cell phones	January 2008 Planning Retreat	Pennoyer; SMT		

PRIORITY	SOURCE	SMT PARTNER	IN Strat Plan	IN Budget
Plan Ahead for Carolina North				
One Year Action:				
Complete discussions with UNC so we have defined a complete set of issue that need to be resolved before Carolina North is approved. Set a timeline to complete the discussions.	Czajkowski	Karpinos; Miller; Heflin; Culpepper; Poveromo	yes	yes
Keep Carolina North planning process on track	Continuation	Culpepper	yes	
-Transit Plan	Continuation	Spade; Culpepper	yes	yes
-Fiscal equity plan	Continuation	SMT	yes	yes