



DATE: September 20, 2017

TO: Council Budget and Finance Committee

FROM: Director of Finance

SUBJECT Money Talks Empathy Work with City Employees

RECOMMENDATION

This is an informational report that staff is providing to the Committee for review and to provide an opportunity for comment and feedback.

BACKGROUND

In October, City Council will be provided recommendations from staff regarding resource generating and cost savings opportunities based on a collaborative effort between the City and Management Partners. To pair the options that Management Partners presents with City staff driven ideas, the Finance Department is leading an interdepartmental effort to conduct discussions with staff across the City at all levels. The team, named Money Talks, has been tasked with engaging in empathy work around the budget. The Money Talks work plan is included as **Attachment I** to this staff report. The team is facilitating one-on-one and small group conversations with City staff to explore new ways the City can generate revenues, opportunities for resource savings, and ways in which departments can do the work that we do better. A secondary purpose of the Money Talks efforts is to identify areas where staff want to learn more about the budget. These conversations are also used as an opportunity to garner more engagement with and ownership of the budget.

As a supplementary engagement tool, an online survey was sent to the entire City Staff to solicit feedback and invite follow-up meetings. Additionally, the City's public OpenGov portal, <https://haywardca.opengov.com/transparency>, was shared City-wide to provide access to budgetary information in a visually appealing and digestible way. We are working with the OpenGov team to re-launch engagement of this platform with City staff over the next few months.

Currently, we've received 30 survey responses, and undertaken approximately 50 in person interviews. We are centralizing the feedback through an online survey and working toward capturing responses from representatives of each division and all bargaining units. Additionally, the Finance Department will be putting together trainings and informational materials to ensure that questions about the budget are adequately addressed.

NEXT STEPS

City staff driven ideas will be evaluated and implemented as appropriate by the executive team and items requiring City Council approval will be presented with further staff analysis.

Prepared by: Monica Davis, Management Analyst II

Recommended by: Dustin Claussen, Director of Finance

Approved by:

A handwritten signature in black ink, appearing to read 'K. McAdoo', written in a cursive style.

Kelly McAdoo, City Manager