

Jeanne Zeidler, Mayor
Clyde A. Haulman, Vice-Mayor
Paul T. Freiling
Robert A. Braxton
Judith N. Knudson

February 8, 2010
Monday
4:00 p.m.
Stryker Building
412 N. Boundary St.

**CITY COUNCIL
CITY OF WILLIAMSBURG
WORK SESSION
AGENDA**

- 1. Roll Call**
- 2. Items for City Council Meeting of February 11, 2010**
 - A. Public Comment
 - B. Council Preview
- 3. Background Presentations/Discussion**
 - A. New Employee Performance Evaluation Process, Presentation by Deputy Police Chief Dave Sloggie
 - B. Parks and Recreation FY 11 Budget Considerations, Presentation by Parks and Recreation Director Lori Rierson
- 4. City Council Communications**
- 5. Schedule of Meetings: February 2010**
- 6. Open Forum**

The City Council invites public comment on any subject during "Open Forum." To speak, fill out a Speaker's Card (available at the door) and give it to the Clerk of Council. Please direct all comments to the Chair, limited to 3 minutes. Thank you.



CITY OF WILLIAMSBURG
MEMORANDUM

TO: Mayor and City Council

DATE: February 4, 2010

SUBJECT: New Employee Performance Evaluation Process

Some months ago I asked Deputy Chief of Police Dave Sloggie to lead an employee work group on improving our annual employee evaluation process. This effort is aligned with City Council's Goal Nine on Organizational Leadership: "Continuously improve the performance of the city government organization for greater fiscal strength, effectiveness in outcomes, and engagement with citizens."

Tough recessionary times, which are delivering both less compensation and greater demands on our employees, require, rather than obviate, the need to improve individual and corporate employee performance.

The members of the team who have worked with Deputy Chief Sloggie are Jackie Herrmann, Will Fidler, John Mattson, and Eric Stone. A brief presentation of their work, including the amended personnel policies and employee/rater training programs, will be provided to Council for information.

A handwritten signature in black ink, appearing to read "J. Tuttle". The signature is stylized and cursive.

Jackson C. Tuttle
City Manager



CITY OF WILLIAMSBURG
MEMORANDUM

TO: Mayor and City Council

DATE: February 4, 2010

SUBJECT: Parks and Recreation FY 11 Budget Considerations

The necessity of budget reduction in FY 11 and the years to follow requires close examination of all city operations, but especially for those areas where we see an opportunity for meaningful budget savings without harming core city services.

I have asked Parks and Recreation Director Lori Rierson to brief City Council on two such services in her department: the Quarterpath Pool and Waller Mill Park. Working with Finance Director Phil Serra, Lori has prepared salient information on the net cost and benefits of the pool and the park to share with City Council.

My intention is to recommend with the Proposed FY 11 Budget in mid-March a plan to meaningfully close the gap between fee income and cost of service for these two programs, although I do not yet know the final form of those recommendations. I hope that Lori's presentation will better enable Council and community dialogue on choices for the future.



Jackson C. Tuttle
City Manager