



AGENDA ITEM

CITY OF GLENDALE, CALIFORNIA REPORT TO THE CITY COUNCIL

Report: Organizational Strategic Plan

- 1) Motion to Note and File Report

COUNCIL ACTION

Item Type: Action Item

Approved for 3/11/25 calendar

EXECUTIVE SUMMARY

The Organizational Strategic Plan outlines key projects and strategic initiatives that will guide the City's efforts over the next three years. While the City continues to provide essential daily services, this plan focuses on major initiatives that align with City Council priorities and enhance the organization's effectiveness.

The plan identifies lead departments and project timelines, ensuring realistic execution based on available funding and capacity. Some projects may require additional resources, and their feasibility will be assessed as funding becomes available.

Four overarching goals define the City's strategic direction:

- Financial Sustainability and Organizational Health
- Community Well-being and Economic Development
- Quality Infrastructure and Environmental Stewardship
- Diverse Housing and Livable Neighborhoods

Developed through input from City Council priorities and the Executive Management Team, this plan is coordinated by the City Manager's Office, which will oversee progress reporting.

RECOMMENDATION

Council to note and file this report.

BACKGROUND AND ANALYSIS

The Organizational Strategic Plan (Exhibit 1) has been created to provide the City Council and staff with a comprehensive list of major projects and strategic initiatives over the next three years.

Our organization delivers significant services on a day-to-day basis. These are the backbone of what we do for our community. Supplementing these are important projects that move our community forward, meet critical needs, and help us plan.

Council priorities are represented within this Organizational Strategic Plan, as are major projects of importance to the effective functioning of the organization. Day-to-day operations are not included. The Organizational Strategic Plan indicates which department has lead responsibility along with timelines associated with each project or strategic initiative.

It is the intent of this document that the items included be those that are realistic in terms of funding and organizational capacity. Several projects are noted for which funding and/or staffing capacity are not currently known to be available. As resources become available, we will reassess the timing of those items.

Content for the Organizational Strategic Plan was provided through a review of City Council priorities, interviews with City Council and input from the Executive Management Team. The City Manager's Office is coordinating this effort and will be reporting progress on this plan.

Four multi-year goals have been defined. They are intended to encompass the City Council's priorities:

1. **Financial Sustainability and Organizational Health:** Provide prudent financial planning, foster employee well-being, support an engaged and equitable organization, and continuously improve in all we do.
2. **Community Well-being and Economic Development:** Provide quality services for a safe and clean community, encourage our vibrant business and arts sector, engage with our residents, and offer recreational and library services that meet community needs and interests.
3. **Quality Infrastructure and Environmental Stewardship:** Provide for energy reliability, environmental stewardship, and well planned and maintained utilities, parks, streets, libraries, community centers, and other infrastructure.
4. **Diverse Housing and Livable Neighborhoods:** Provide for a diverse array of high-quality housing types to meet a variety of affordability needs and sustain livable neighborhoods with appropriate amenities such as parks and libraries.

FISCAL IMPACT

There is no fiscal impact associated with approving the Organizational Strategic Plan. Projects and initiatives without identified funding will be considered through the City's annual budget process or brought to the City Council individually as funding opportunities arise.

ENVIRONMENTAL REVIEW (CEQA/NEPA)

N/A

CAMPAIGN DISCLOSURE

This item is exempt from campaign disclosure requirements.

ALTERNATIVES TO STAFF RECOMMENDATION

1. Council may consider any other alternative not proposed by staff.

ADMINISTRATIVE ACTION

Submitted by:

Roubik R. Golanian, P.E., City Manager

Approved by:

Roubik R. Golanian, P.E., City Manager

EXHIBITS

Exhibit 1: Organizational Strategic Plan