



City of Shoreline Organizational Goals & Action steps 3-5 Year (2021-2026)

1. **Delivery of Public Services:** Continue to make Shoreline a desirable place to live and invest by providing public services that are valued by our community.
 - ✓ Implement policies and practices in the delivery of public services that moves us towards being an anti-racist organization and community to ensure that the City's programs and services are accessible and open to all individuals.
 - ✓ Continue to have key organizational processes documented, understood, and reviewed for process improvement opportunities.
 - ✓ Continue to expect that process improvement is a key value amongst the organizations' leadership and that process improvement work is incorporated into staff workplans.
 - ✓ Establish key performance indicators used to evaluate effectiveness and guide resource allocation decisions.
2. **Organizational Strength:** Enhance the effectiveness of our organization through development of employee skills and knowledge.
 - ✓ Implement hiring and retention policies and practices that bring the organizations' racial and ethnicity demographics in alignment with that of the Shoreline community.
 - ✓ Work with the King County Sheriff's Office and King County to establish hiring and retention practices so that Shoreline's police department personnel represent the Shoreline community's racial and ethnic diversity.
 - ✓ Provide ongoing training for all staff to be successful in building an anti-racist community through their day-to-day work.
 - ✓ Align employee development plans to meet long-term organizational needs and support these training opportunities.
3. **Fiscal Sustainability:** Secure and sustain long-term financial sustainability to ensure delivery of public services to our community.
 - ✓ Continue to use the City's 10-Year Budget Forecast to evaluate budget decisions with a lens of fiscal sustainability.
 - ✓ Work with local, regional, and state leaders on tax reform that will provide stable and reliable revenue streams to local governments to provide sustainable service delivery.
4. **Achieve Council Goals:** Complete action steps included in the adopted City Council Goals.
 - ✓ Use city-wide workplans to evaluate the status and accomplishment of Council Goal action steps.