

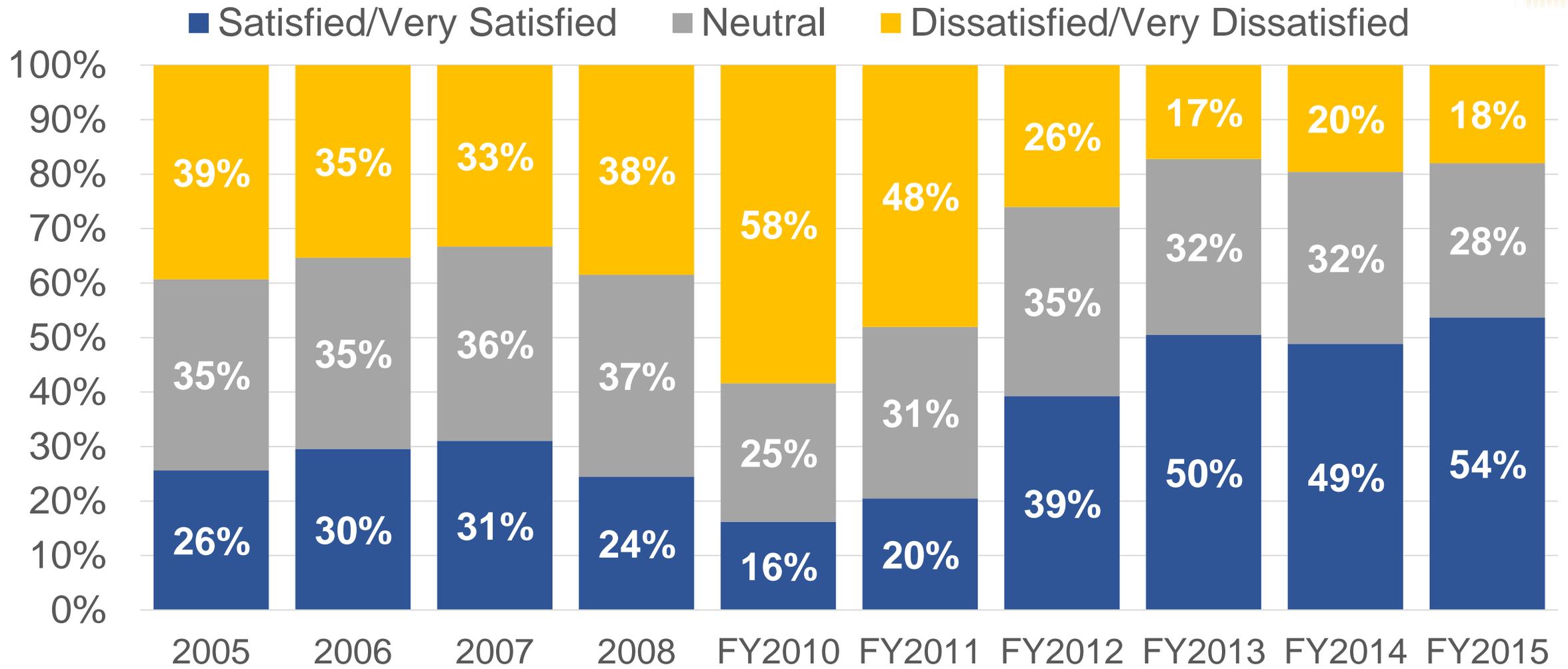


Management/Leadership of City
Office of Mayor Sly James
Office of City Manager Troy Schulte

August 25, 2015

Citizen Satisfaction with Leadership

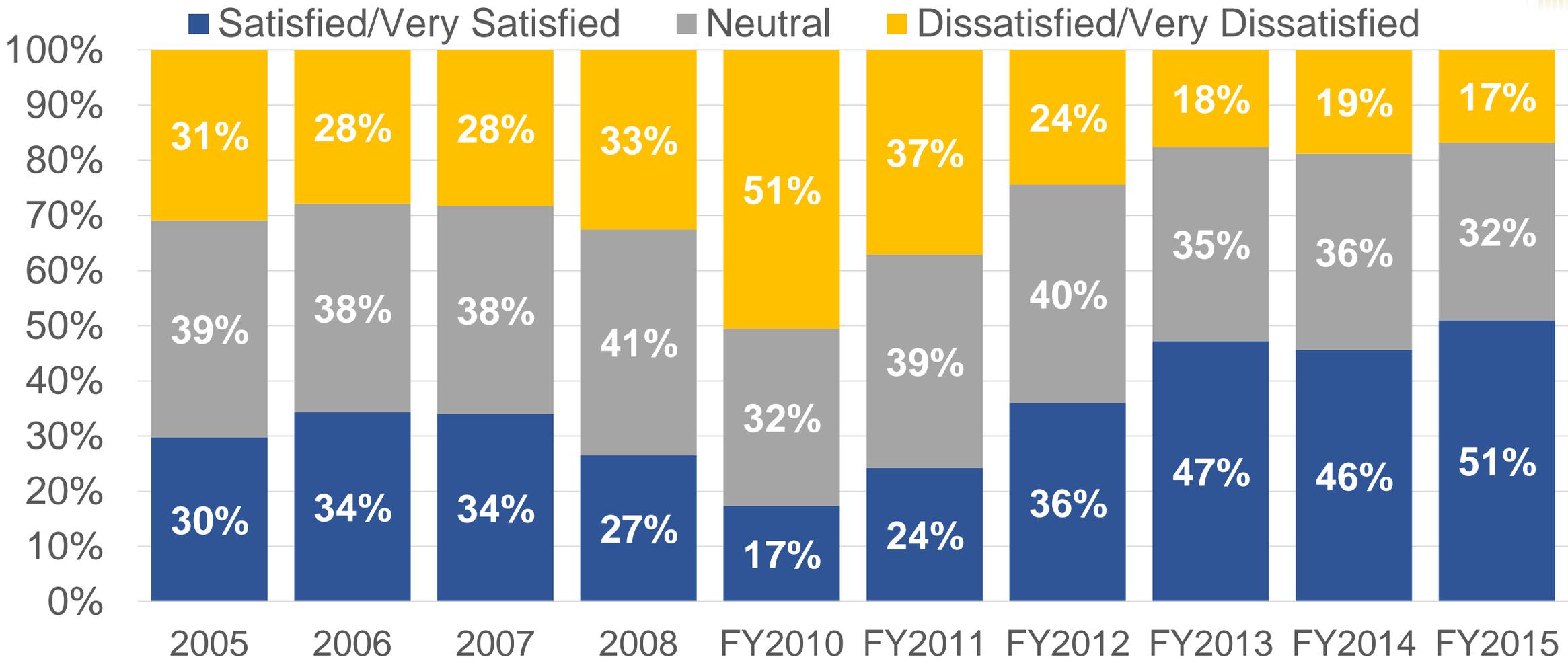
Citizen Satisfaction with Overall Quality of Leadership Provided by Elected Officials



Satisfaction with the quality of city leadership provided by elected officials increased 38% since FY2010

Source: Citizen Survey

Citizen Satisfaction with Overall Effectiveness of the City Manager and Appointed Staff



Satisfaction with the quality of city leadership provided by the City Manager's Office increased 34% since FY2010

What Are the Goals of the Mayor and Manager?



	Role	Goals
Mayor Sly James	To provide a vision for the city	<ul style="list-style-type: none">• To provide excellent constituent service• To provide opportunities for youth• To fulfill policy goals: Four E's of Education, Enforcement, Efficiency, and Employment
City Manager Troy Schulte	To execute on the Mayor and City Council's vision for the City	<ul style="list-style-type: none">• To create a strategic framework for the city• To support an internal culture of innovation and continuous improvement• To make the City of Kansas City an excellent place to work



Office of Mayor Sly James

Goal: To provide excellent constituent service

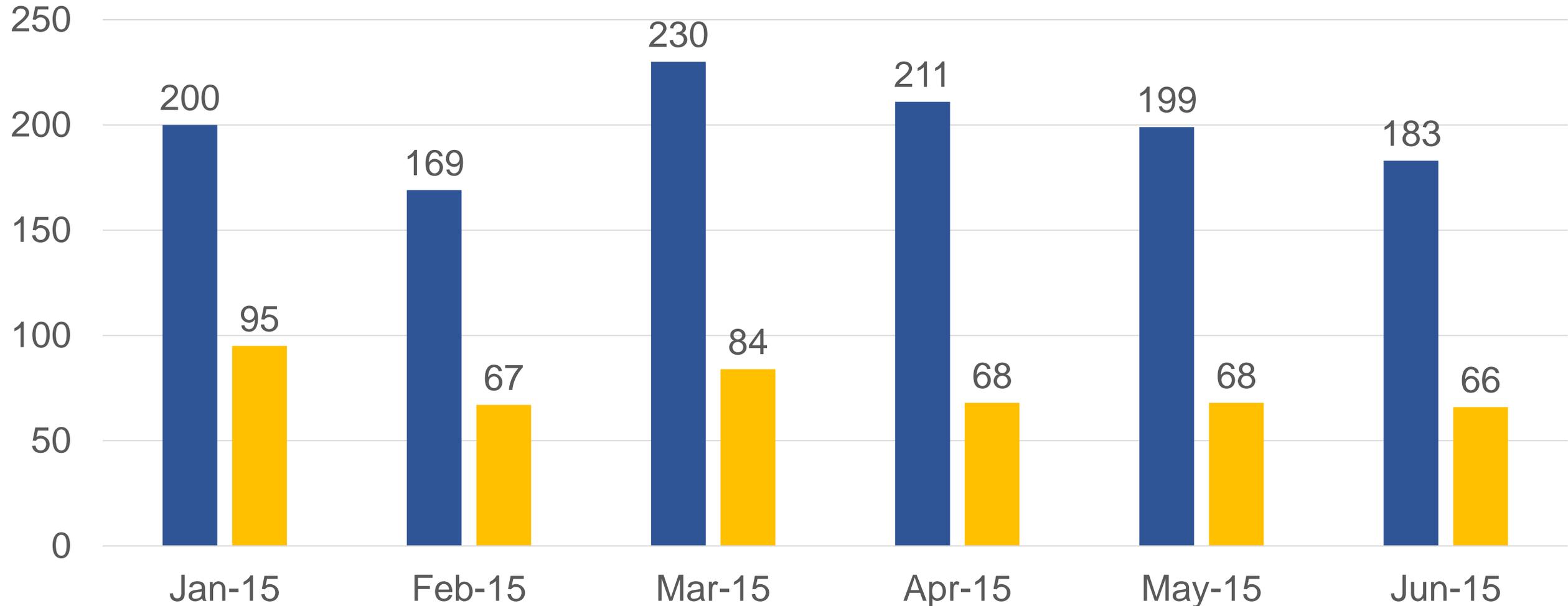
Related Measurements

- Scheduling Requests
- Constituent Services Caseload
- Boards and Commissions Appointments



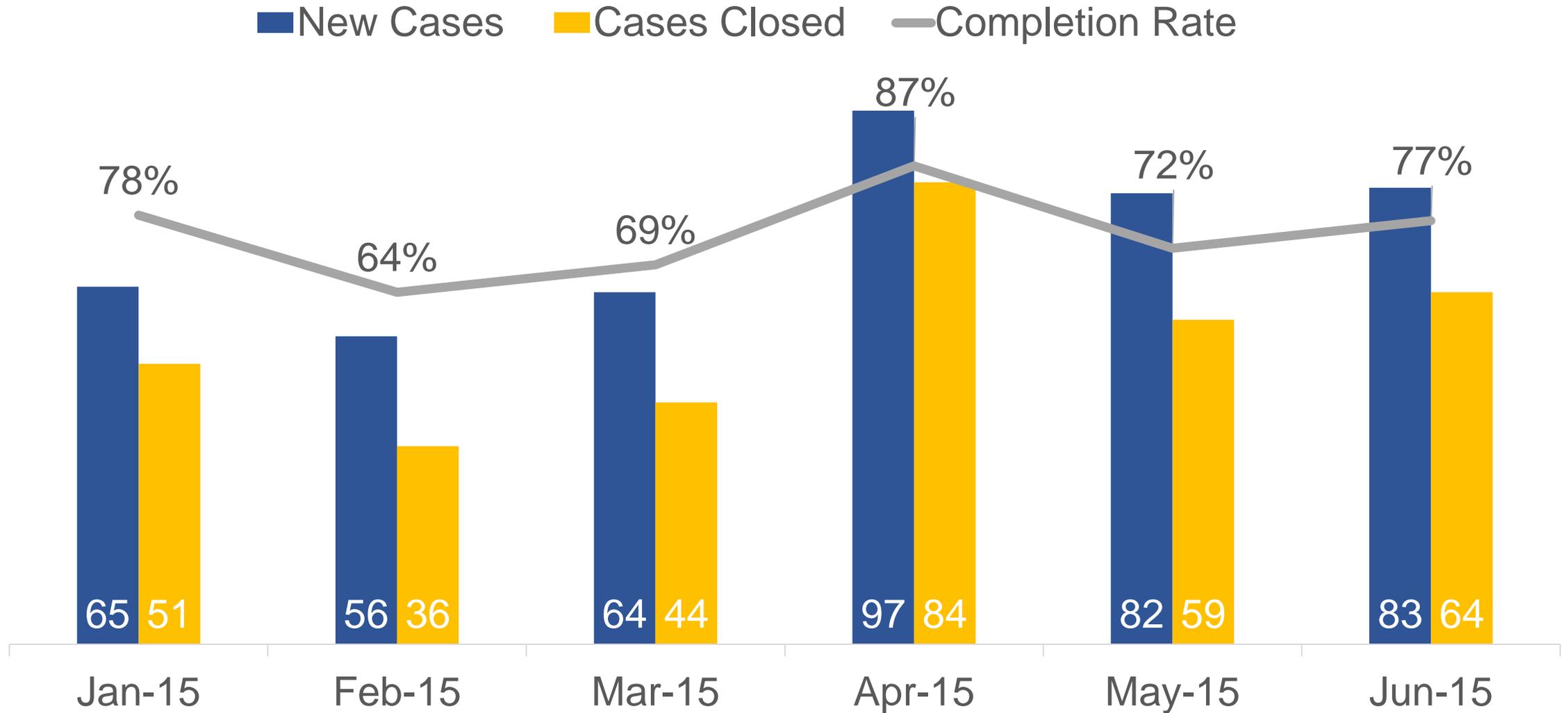
Scheduling Requests for Mayor Sly James

■ Total Scheduling Requests ■ Total Accepted



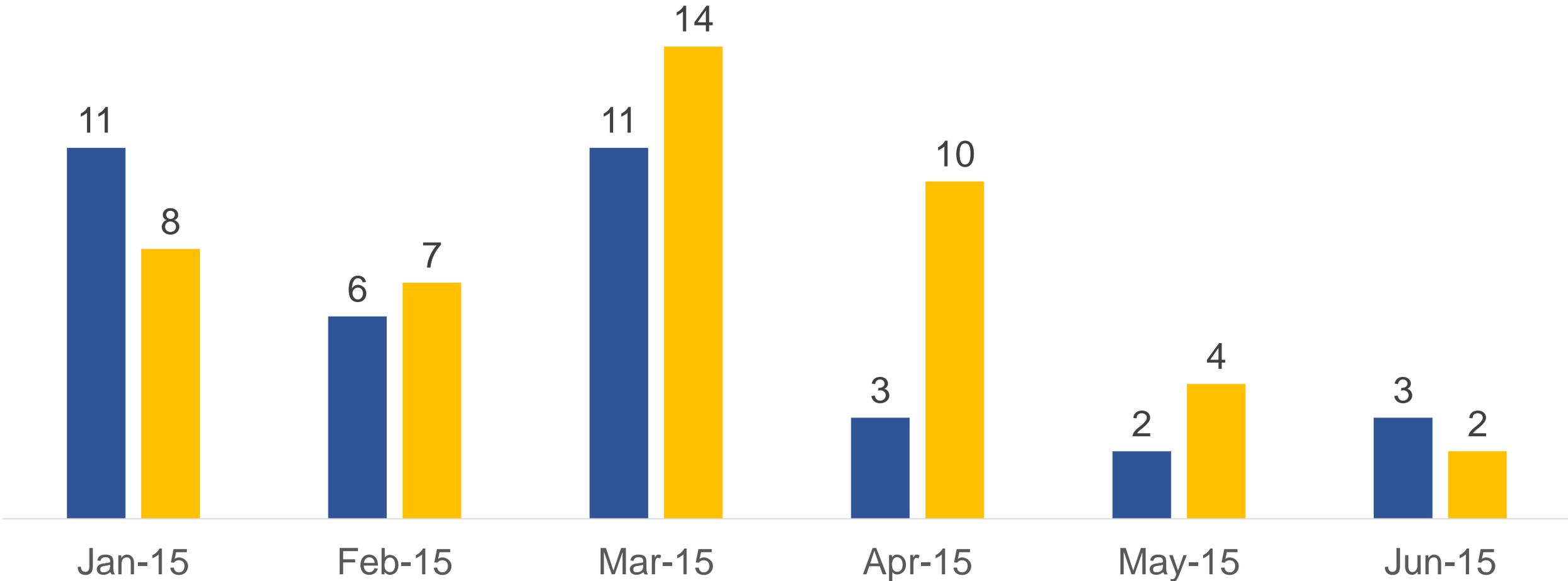
Source: Mayor's Office

Constituent Services Cases



Boards and Commissions Appointments

■ Reappointments ■ New Appointments

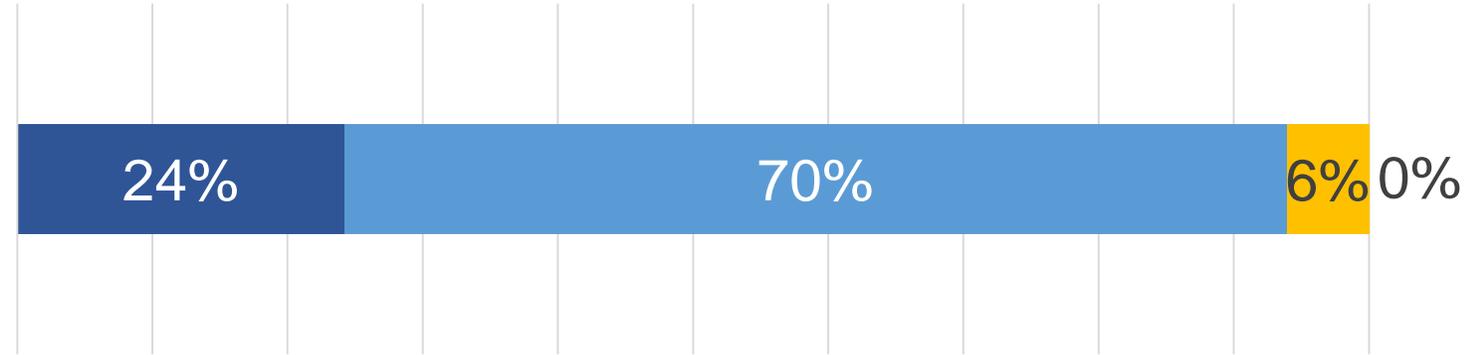


Boards and Commissions Survey



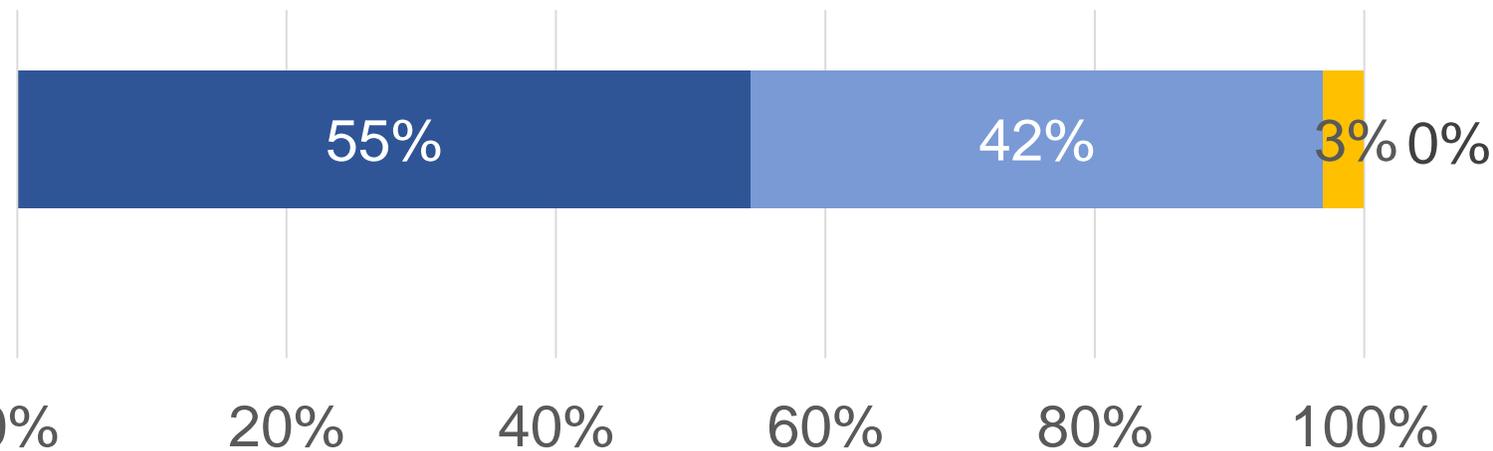
■ Very Connected ■ Connected ■ Disconnected ■ Strongly Disconnected

How connected do you feel to the City's strategic direction?



■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

Do you feel the activities of your board or commission achieve the mission?



Goal: To provide opportunities for youth

Related Measurements

- Number of Bright Futures Interns
- Youth Participation in Summer Activities
- Youth Perception of ClubKC

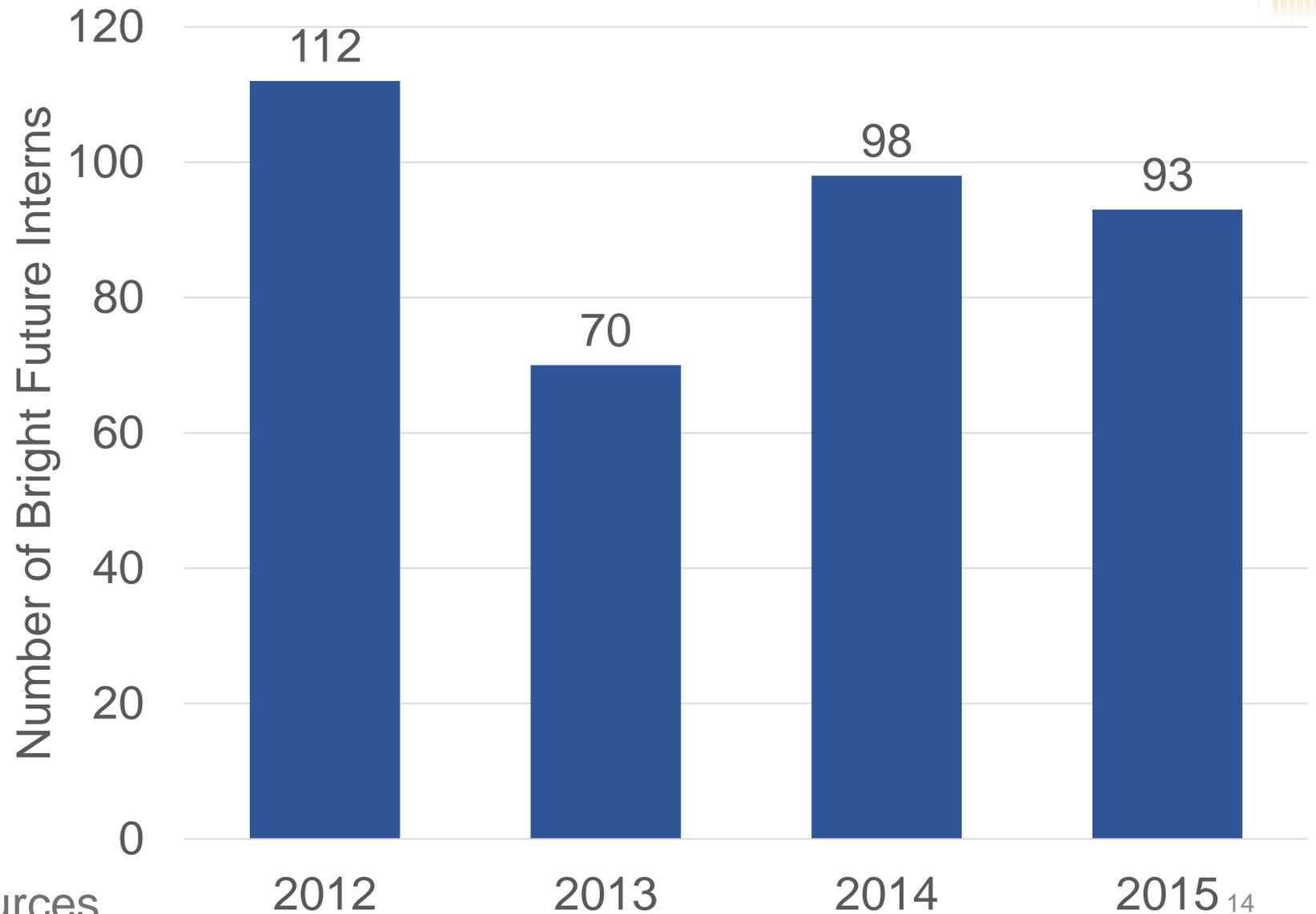
Office of Civic and Community Engagement

The Office of Civic and Community Engagement is actively committed to designing strategic engagement processes across neighborhoods, businesses, educational institutions, civic and community partners. The office proactively engages the community in a numbers of ways; including internships, solution oriented-discussions, innovative leadership seminars, service-learning and volunteer opportunities.

- **Bright Future**
 - Internship program focused on offering summer employment opportunities within City departments
- **Summer Youth Employment Commission**
 - November 2014, Mayor Sly James announced the appointment of a commission comprised of local business and civic leaders charged with creating new summer job opportunities for Kansas City's youth. This effort will operate under the name of Hire KC Youth. Hire KC Youth is an initiative of the Bright Future program aimed at adding both public and private sector job opportunities for area high school and college students. The commission is tasked with identifying funding sources, placement sites and providing professional development opportunities where appropriate. These opportunities will focus on partnerships outside of City departments.
- **Mayor's Youth Commission**
 - The Commission will provide the City's policymakers with input that reflects the local youth perspective and will be appointed by the Mayor. The group will represent Kansas City's youth in public hearings and will serve in an advisory capacity on issues, not only related to youth, but also on issues that affect our community as a whole.
- **Youth Service Roundtable**
 - The Youth Services Roundtable is an initiative of the Mayor's Office of Civic and Community Engagement created to provide opportunity for networking, collaboration, and community information exchange for individuals and groups dedicated to Kansas City's youth.
- **KC MOST Scholarship**
 - The Port Authority, through development agreements with the operators of certain casino gaming operations, has obtained commitments from those operators to make annual contributions for a period of ten years to fund a scholarship grant program. The result of this agreement is a scholarship fund that will provide scholarships to Kansas City, Missouri residents who are pursuing educational opportunities at accredited or certified colleges, universities and vocational/technical schools.

Bright Future Internships

The Bright Future program connects local youth with City departments for hands-on paid summer work experiences in the public service sector.



Bright Futures Exit Survey Results

■ Strongly Agree
 ■ Agree
 ■ Neutral
 ■ Disagree
 ■ Strongly Disagree

The Bright Future Internship Program is relevant to my future aspirations



I would apply for the Bright Future Internship Program next year



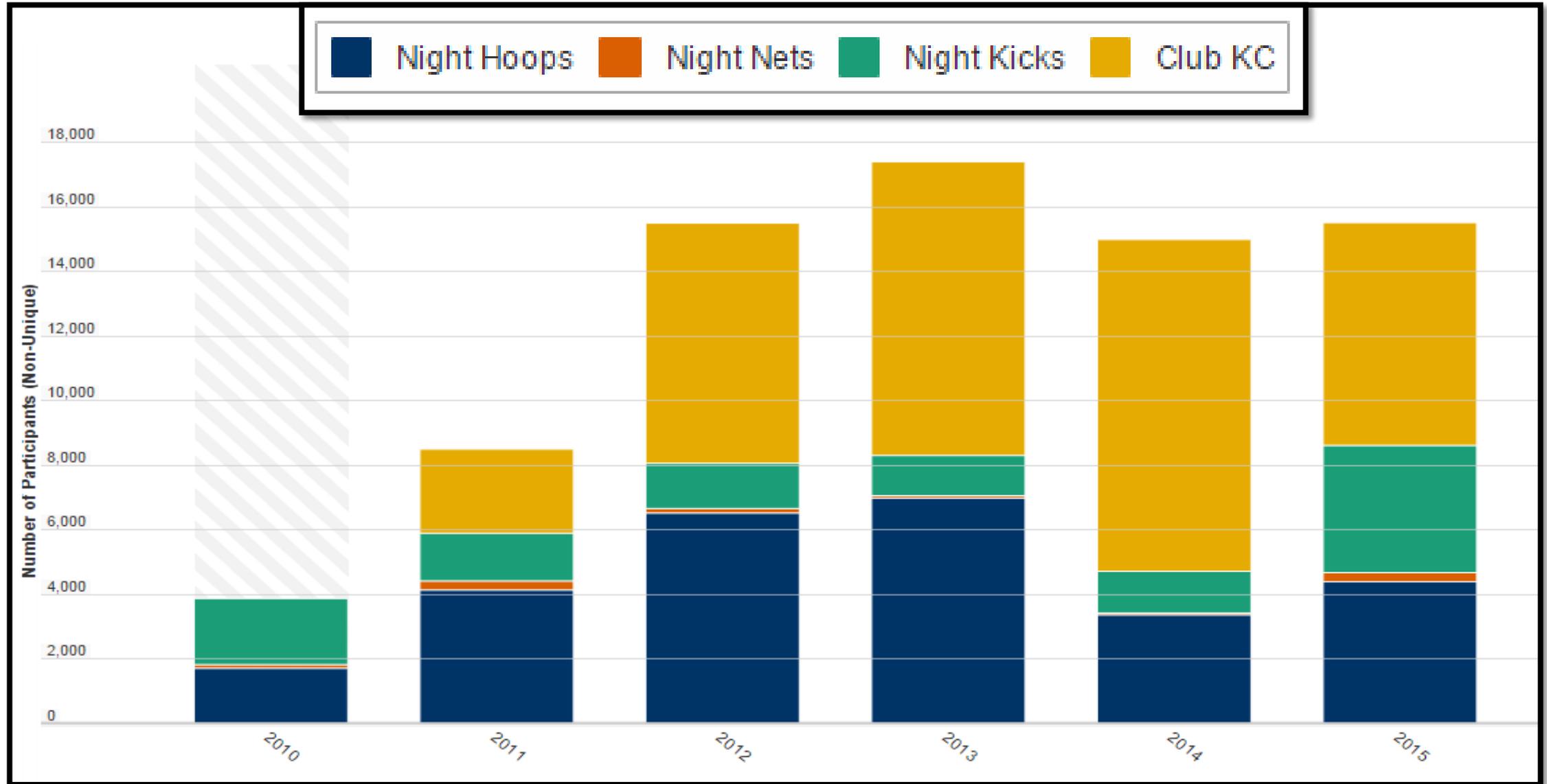
I was able to learn new skills that will be helpful in my academics and/or career



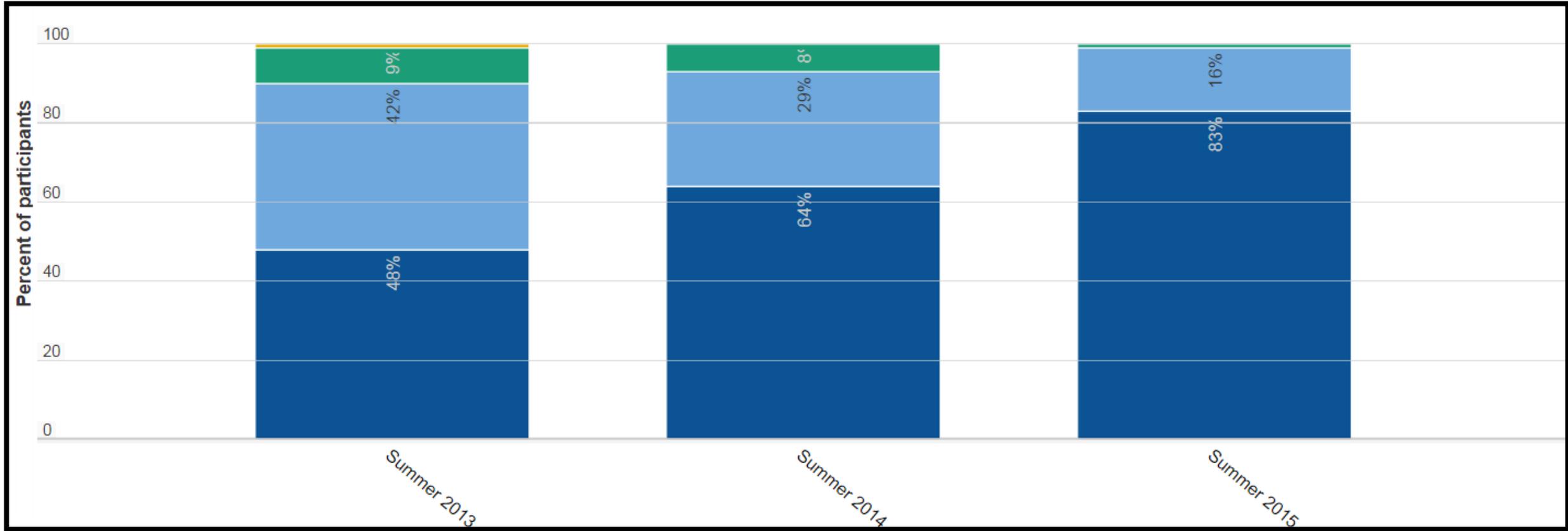
0% 20% 40% 60% 80% 100%

100% of Bright Futures supervisors would employ a student in the program again next year

Mayor's Nights and ClubKC participation



ClubKC Survey Results



Goal: To Fulfill Policy Goal of EDUCATION

Related Measurements

- Percent of 3rd graders reading at grade level
- Quality seats

Mayor's Role in Education in KCMO



Convener: Brings together diverse and disconnected stakeholders to advance important topics in education

- Education-related convenings hosted or co-hosted by the Mayor and total attendees:
 - Talk Read Play Conference (100 attendees)
 - Mobility Summit
 - Attendance Awareness press conferences
 - Summer Reading Event at the Sprint Center (1,400 attendees)

Connector: Utilizes network to advance efforts that increase the number of quality seats in Kansas City

- Charter school/District partnerships and expansions
- Education strategy for the HUD Choice Grant
- NLC Early Learning Nation: Connecting to 6 other cities
- Talk Read Play Partnership with the Family Conservancy
- LENA Research study (connecting KCPS, Juniper Gardens, and UNI)
- DadsTurnThePage campaign (LINC, Barbershops, Turn The Page KC)

Champion: Raises awareness of education issues in order to accelerate action.

- 31 education-related speeches since March 2014
- 19 education-related formal communications released since March 2014
- 90 school visits since May 2011
- National/regional recognitions: presentation at White House and US Conference of Mayors for Talk Read Play; 2015 Pacesetter award from the Campaign for Grade-Level Reading and as a Program of Distinction in the US Conference of Mayor's Education Excellence Playbook; PBS/KCPT Champion of Education

Mayor's Goals for Education



- Increase number of schools with 3rd graders reading at or above state average
 - Indicators of progress:
 - Number of chronically absent students (goal: decrease)
 - Summer learning participation (goal: increase)
- Increase the number of quality seats in Kansas City schools and early childhood centers
 - Indicators of progress:
 - Number of schools with quality seats (goal: increase)
 - Number of schools serving children from low-income families with quality seats (goal: increase)

Turn the Page



Turn the Page KC is the bold activator of community resources

That focuses on literacy skills for children from birth through age 8,

So we achieve 3rd grade reading proficiency, the most significant predictor of success for our children and our city.



6 out of 10 CMS 3rd graders are not reading at grade level

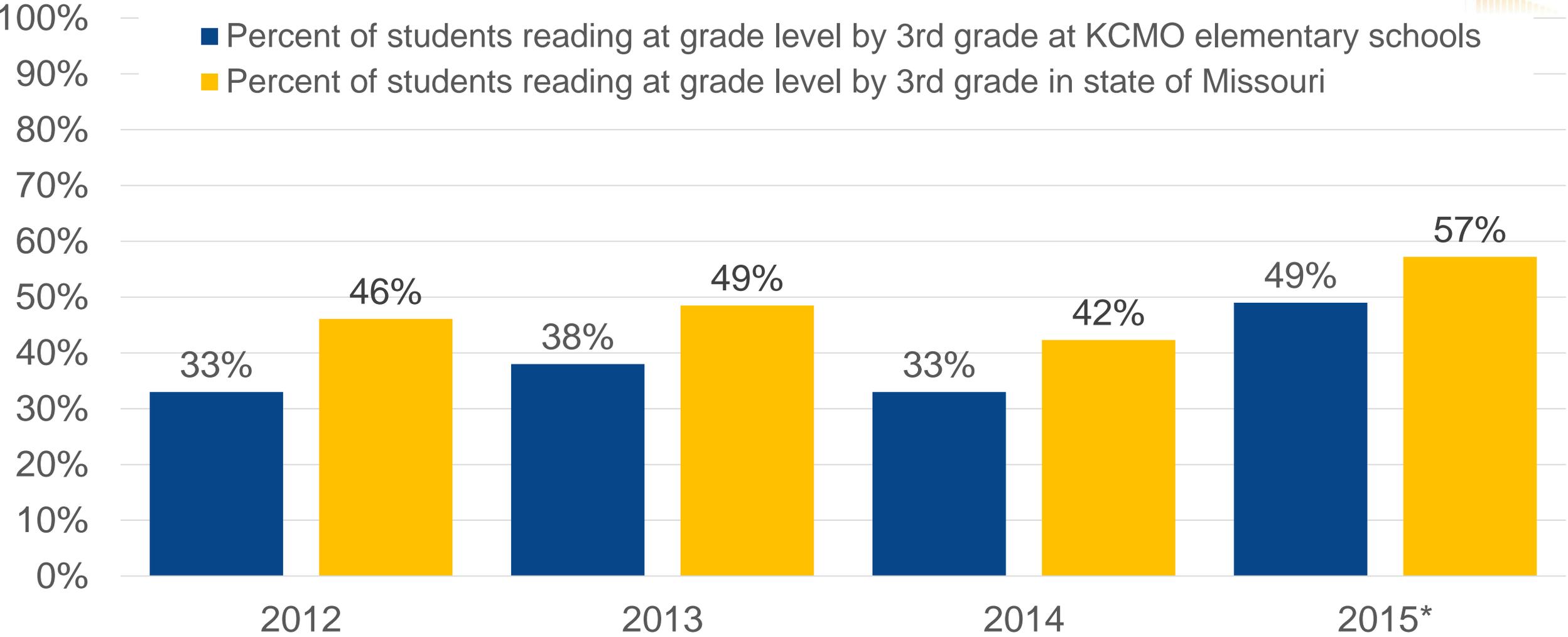


Not Proficient



Proficient

Reading at Grade Level by 3rd Grade



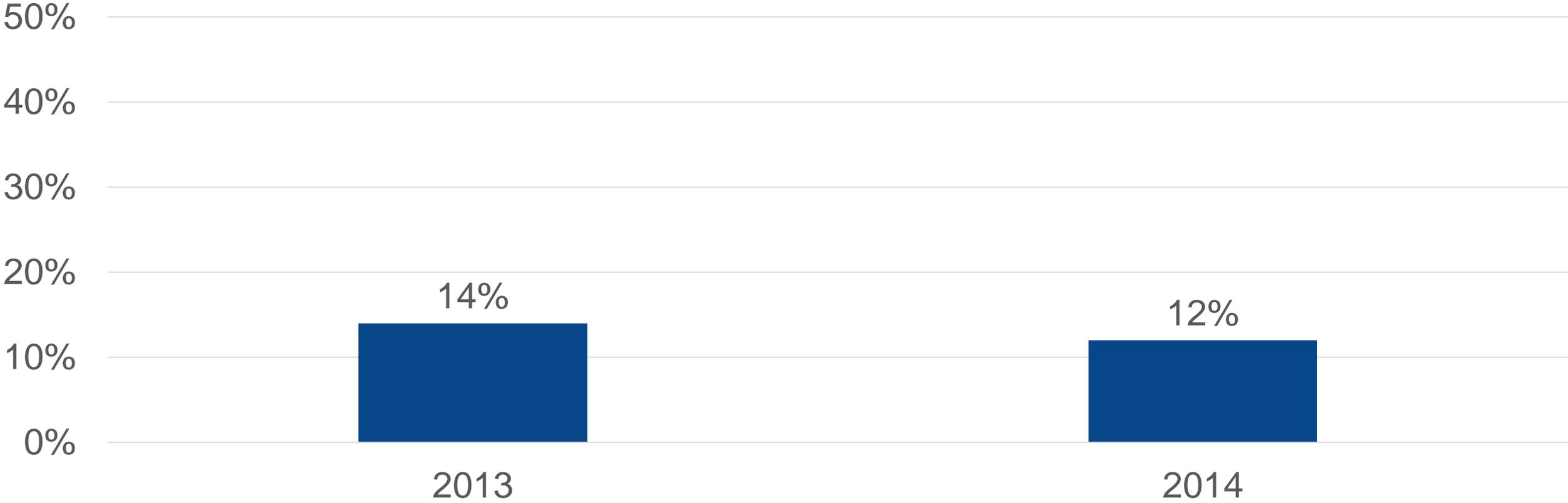
*Assessment change in 2015 limits comparability with prior years

Source: MO DESE MAP data via Turn The Page KC

Chronic Absenteeism in Schools



Percent of K-3 Students Who are Chronically Absent
(Students that miss more than 10% of schools year – 18 days per year)

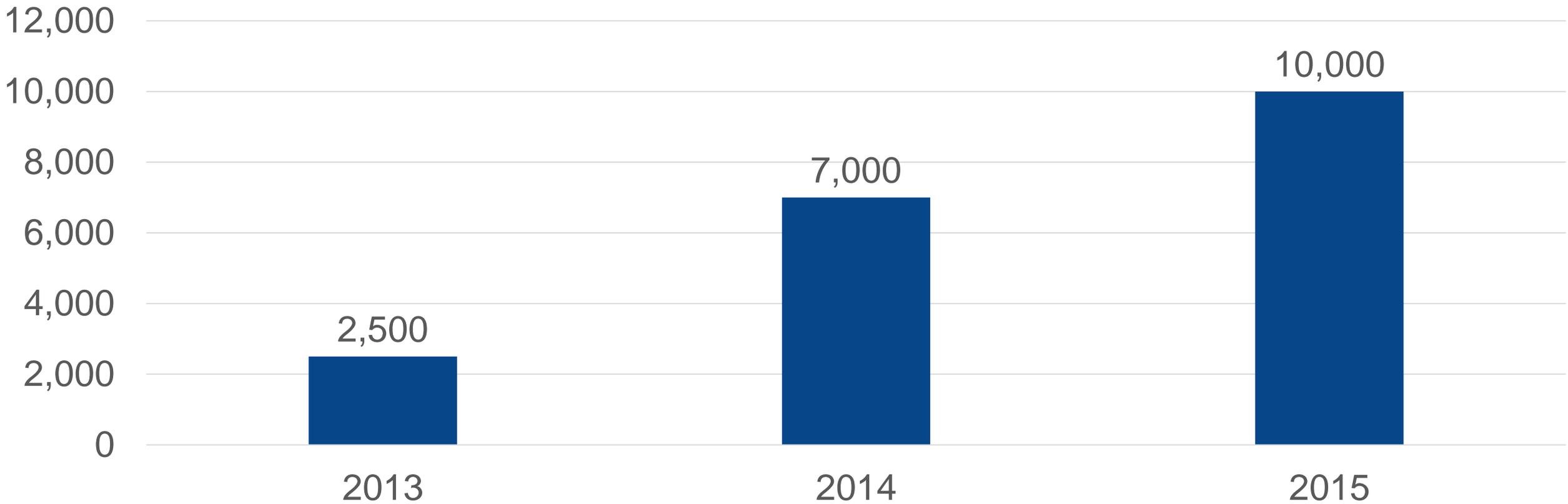


Source: Turn the Page KC

Summer Academic Enrichment Programs



K-3 Students Attending Summer Academic Enrichment Programs (Estimate)



Turn the Page encourages participation in summer academic enrichment programs. Additionally, 40 TTPKC paid tutors were provided at programs; literacy skills improved an average of 12% in 2014

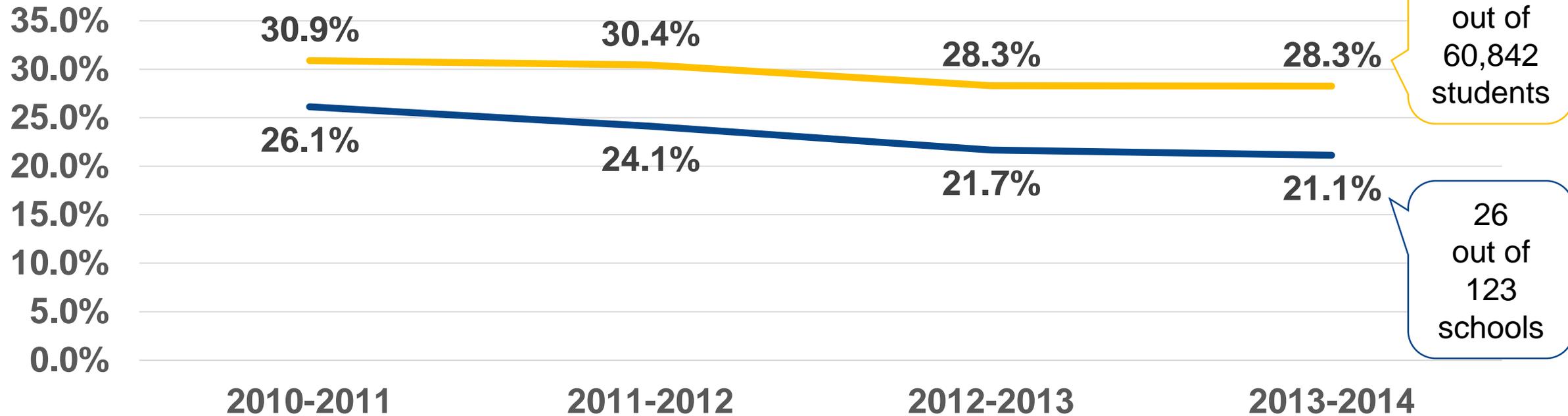
Source: Turn the Page KC

Quality Seats/Quality Schools



Percent of Schools/Students with "Quality Seats"

- Percent of schools meeting "Quality Seats" criteria
- Percent of school seats meeting "Quality Seats" criteria

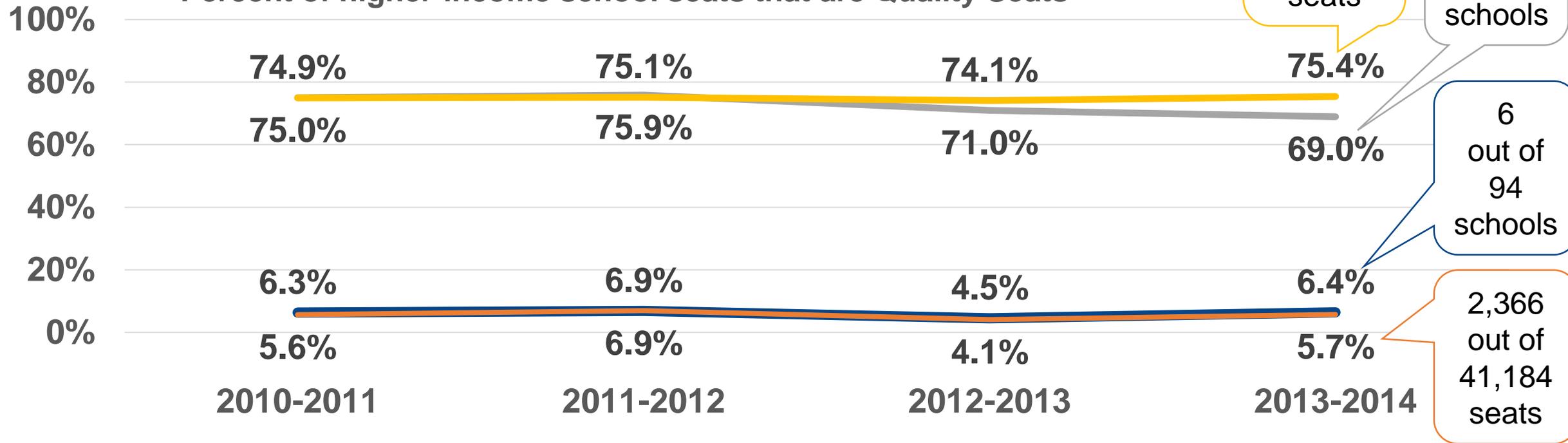


Quality Seats are defined as seats at schools that meet or exceed the state average in percent of students scoring proficient/advanced in both ELA and Math

Quality Seats/Schools By Income

Lower-income = 50% or more FRL; Higher-income = less than 50% FRL

- Percent of lower-income schools with Quality Seats
- Percent of lower-income school seats that are Quality Seats
- Percent of higher-income schools with Quality Seats
- Percent of higher-income school seats that are Quality Seats



Quality Seats are defined as seats at schools that meet or exceed the state average in percent of students scoring proficient/advanced in both ELA and Math. FRL = free and reduced lunch.

Goal: To Fulfill Policy Goal of **ENFORCEMENT**

Related Measurements

- Homicides Over Time
- Citizen Satisfaction with Police Services



The Kansas City No Violence Alliance: **KC STAT Enforcement Efforts**



Major Joseph McHale

Kansas City Police Department

Kansas City Crime

- Historically one of the top **10** most violent cities in the United States
- Averages **106** Homicides per year
- Averages **3,484** Aggravated Assaults per year
- Crime typically contained within urban core
- 13 square miles of 315 account for **47 %** of all homicides

	Murders/100k	Agg. Assaults/100k
Kansas City	22.9	755
Jacksonville, FL	8.3	381.4
Seattle	6.2	229.4
Chicago	15.9	458.9
Boston	6.2	306.4



Kansas City Governing Partners



JACO & City Prosecutors



KCPD



ATF



FBI



KC NoVA
Kansas City No Violence Alliance



University of Missouri - Kansas City



City of Kansas City



U.S. Attorney



MO Probation & Parole



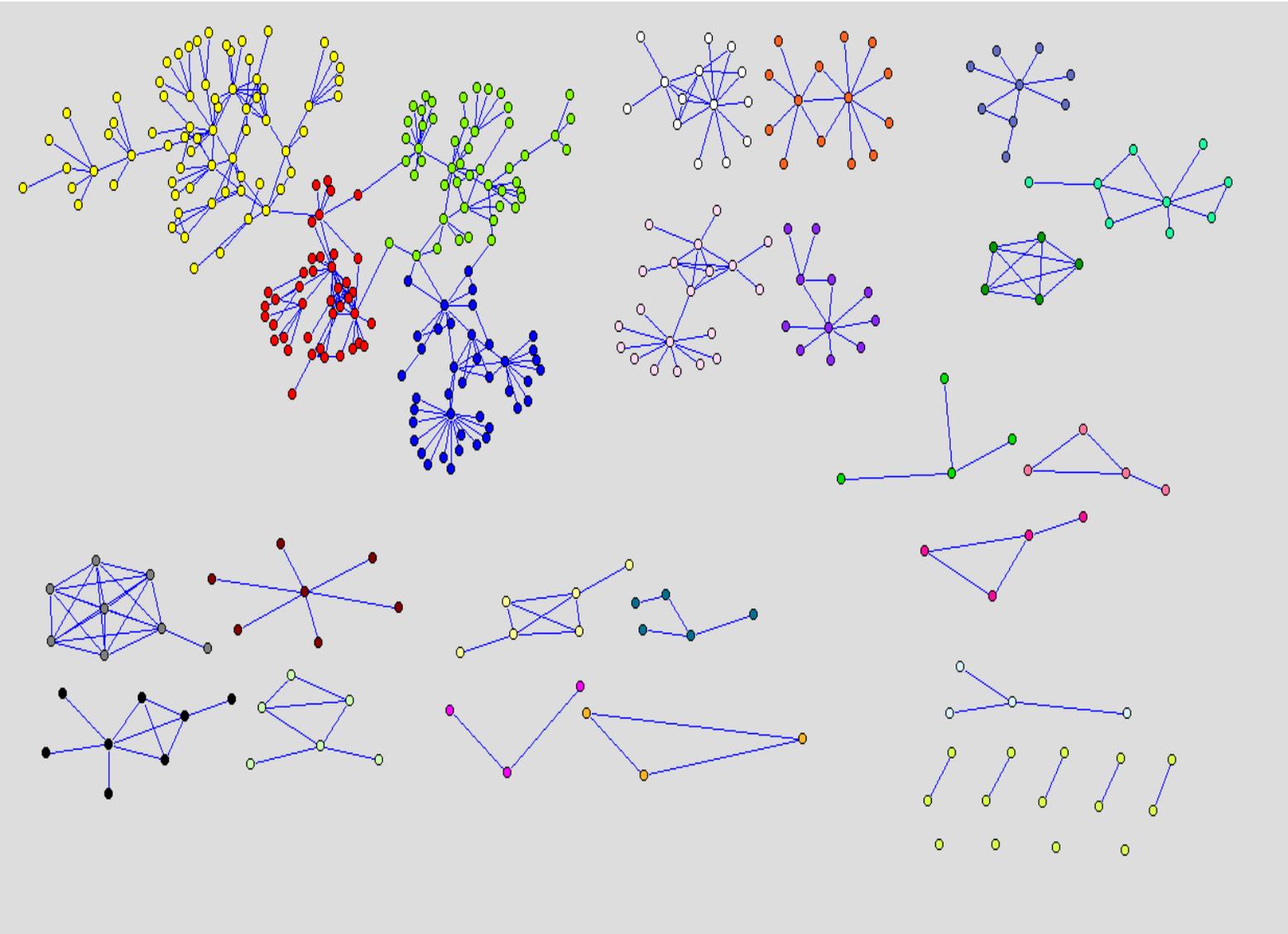
KC NoVA
Kansas City No Violence Alliance

The Goal of KC NoVA



- Reduce Homicides and Aggravated Assault
 - 2014 - 80 homicides
 - 2013 - 100 homicides
 - 2012 - 108 homicides
 - 2011 - 109 homicides

Violent Crimes Intelligence Squad



- Intelligence Sharing Group Audits: 4
- Groups Submitted for Enforcement: 7
- Gangs/Groups Identified/Following: 57
- Group Members Identified/Following: 931
- Risk for Retaliation: 6

KC NoVA Call In Events



- Call ins conducted: 4
- Individuals Invited: 637
- Individuals Attended: 146



Social Service Intervention



- Clients Assessed: 225
- Currently Receiving Services: 190
- Tracks Available:
 - Probation
 - Parole
 - Parole Re-entry
 - Juveniles
 - Non-supervision
- Services Provided:
 - Life Skills
 - Job Searching
 - Case Management



Violent Crime Enforcement Unit



July 2014-August 2015

- Car Checks: 1,373
- Pedestrian Checks: 321
- Residence Checks: 1,380
- Traffic Violations: 368
- Guns Recovered: 118
- Federal Warrants Cleared: 16
- State Warrants Cleared: 297
- City Warrants Cleared: 1,166



KC NoVA
Kansas City No Violence Alliance

KC NoVA Probation Parole Partnership



July 2014-August 2015

- NoVA Group Members on Probation Parole: 252
- Administrative Jail Sanctions (2015 only): 20
- Absconders Arrested (2015 only): 348
- Prison Visits: 19
- Home visits with P & P Subjects: 60

Fugitive Apprehension and Arraignment Squad



July 2014-August 2015

- Cases to Prosecutor: 3,288
- Cases Filed: 2,330
- Defendants Arraigned: 2,703
- Warrants Served-Outside: 256
- Warrants Served-Local: 864



KC NoVA
Kansas City No Violence Alliance

Violent Crimes Administrative Squad



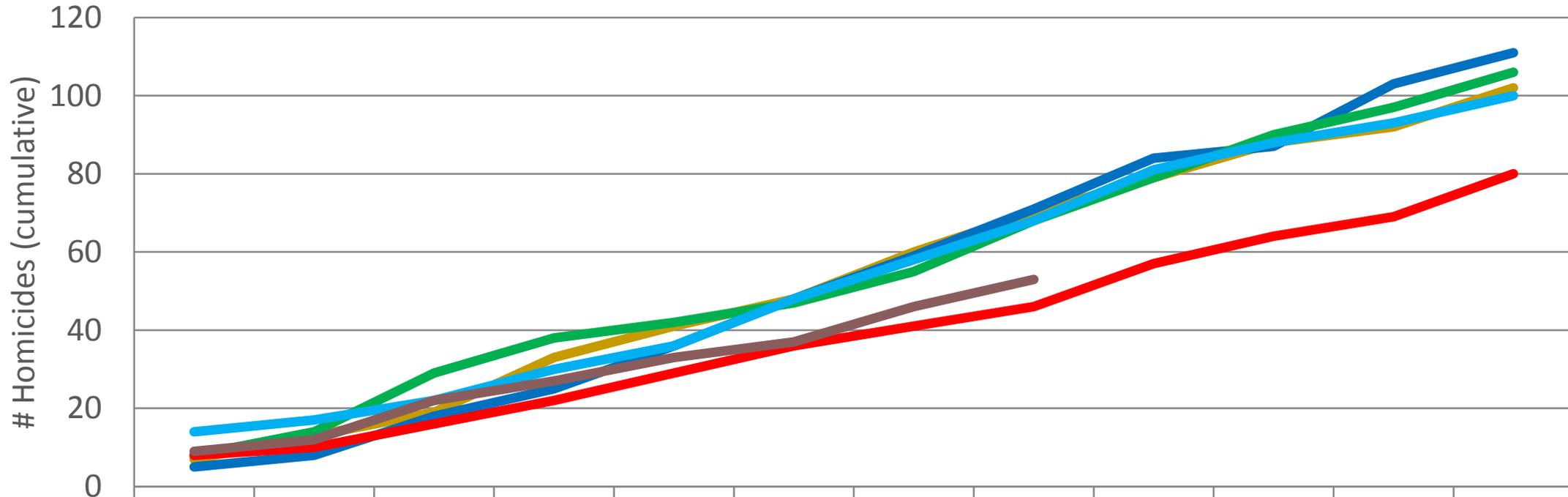
July 2014-August 2015

- Federal Cases Assigned: 167
- Federal Cases Submitted: 102
- State Cases Assigned: 239
- State Cases Submitted: 207



KC NoVA
Kansas City No Violence Alliance

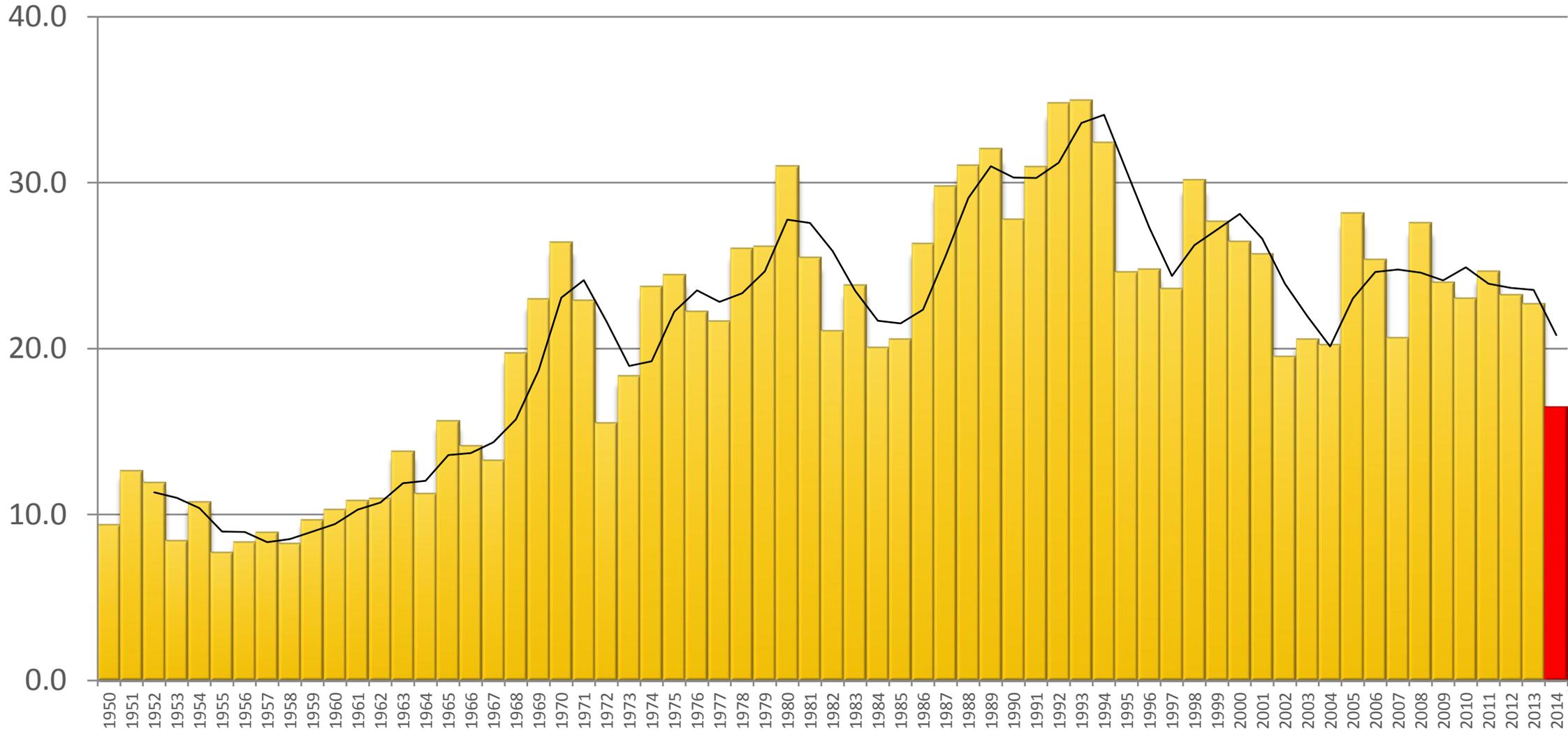
KC Monthly Homicides (Cumulative Per Month)



	Jan	Feb	Mar	Apr	May	June	Jul	Aug	Sep	Oct	Nov	Dec
2010	7	13	19	33	41	48	60	70	79	88	92	102
2011	5	8	18	25	36	48	59	71	84	87	103	111
2012	8	14	29	38	42	47	55	68	79	90	97	106
2013	14	17	22	30	36	48	58	68	81	88	93	100
2014	8	10	16	22	29	36	41	46	57	64	69	80
2015	9	12	22	27	33	37	46	53				



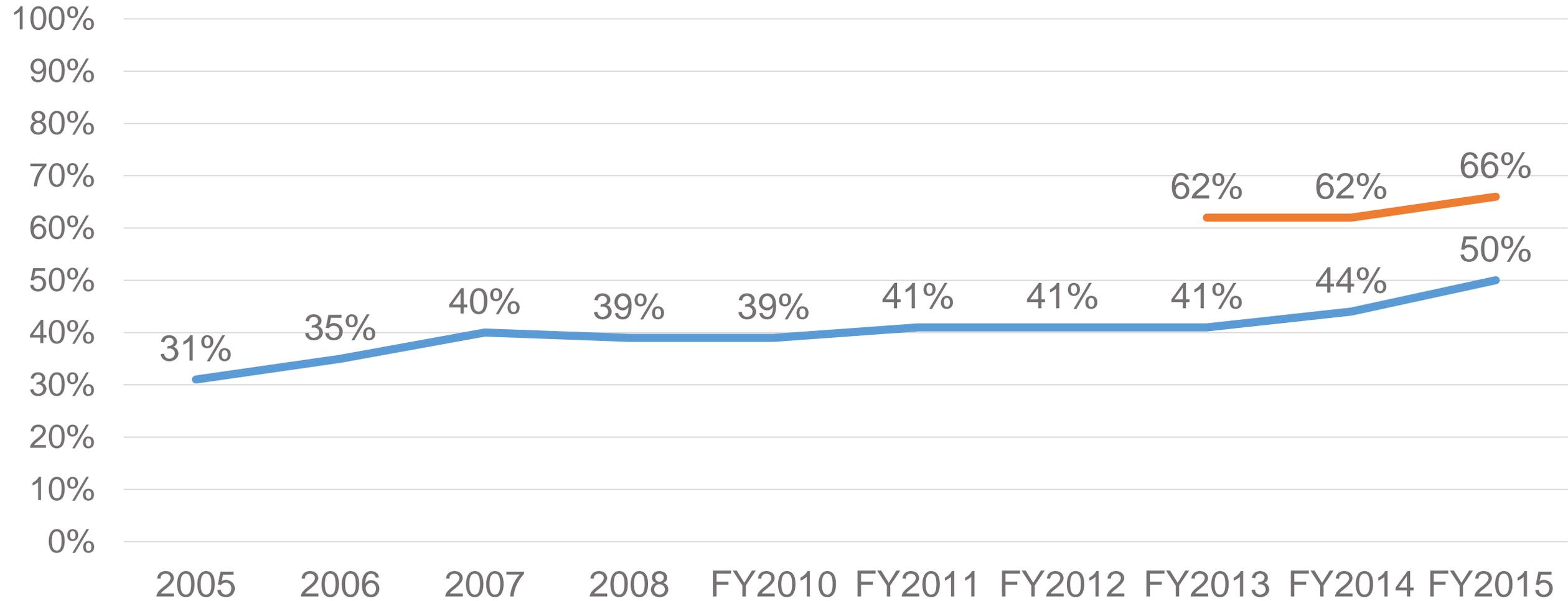
Kansas City Homicides - Rate / 100K - 1950-2014



KC NoVA
Kansas City No Violence Alliance

Citizen Satisfaction With Police Services

— The city's overall efforts to prevent crime — Effectiveness of local police protection



Source: Citizen Survey

Goal: To Fulfill Policy Goal of EFFICIENCY

Related Measurements

- Number of KCStat sessions
- Boards/Commission Appointments by Gender

KCStat Overview



Frequency

- Monthly meetings = 2 meetings per goal
- 2.5 hour meeting: usually 9-11:30 AM on 1st Tuesday of month
- Held on 10th floor

Structure

- Mayor and Manager facilitate from middle table; department directors and staff present from semicircle table.
- 70+ slides of data and narrative providing updates on the Citywide Business Plan goals and objectives

Engagement

- Meetings are live-tweeted (#kcstat) and questions are accepted
- Online dashboard (kcstat.kcmo.org) is updated regularly
- Live-stream and video is archived on kcmo.gov/data as well as past presentations



KCStat Schedule

Customer Service	Neighborhoods and Healthy Communities	Infrastructure and Transportation	Planning, Zoning and Economic Development	Public Safety	Finance and Governance	Leadership
January	February	March	April	May	June	August 25
July	August 11	September 14	October 6	November 10	December 1	

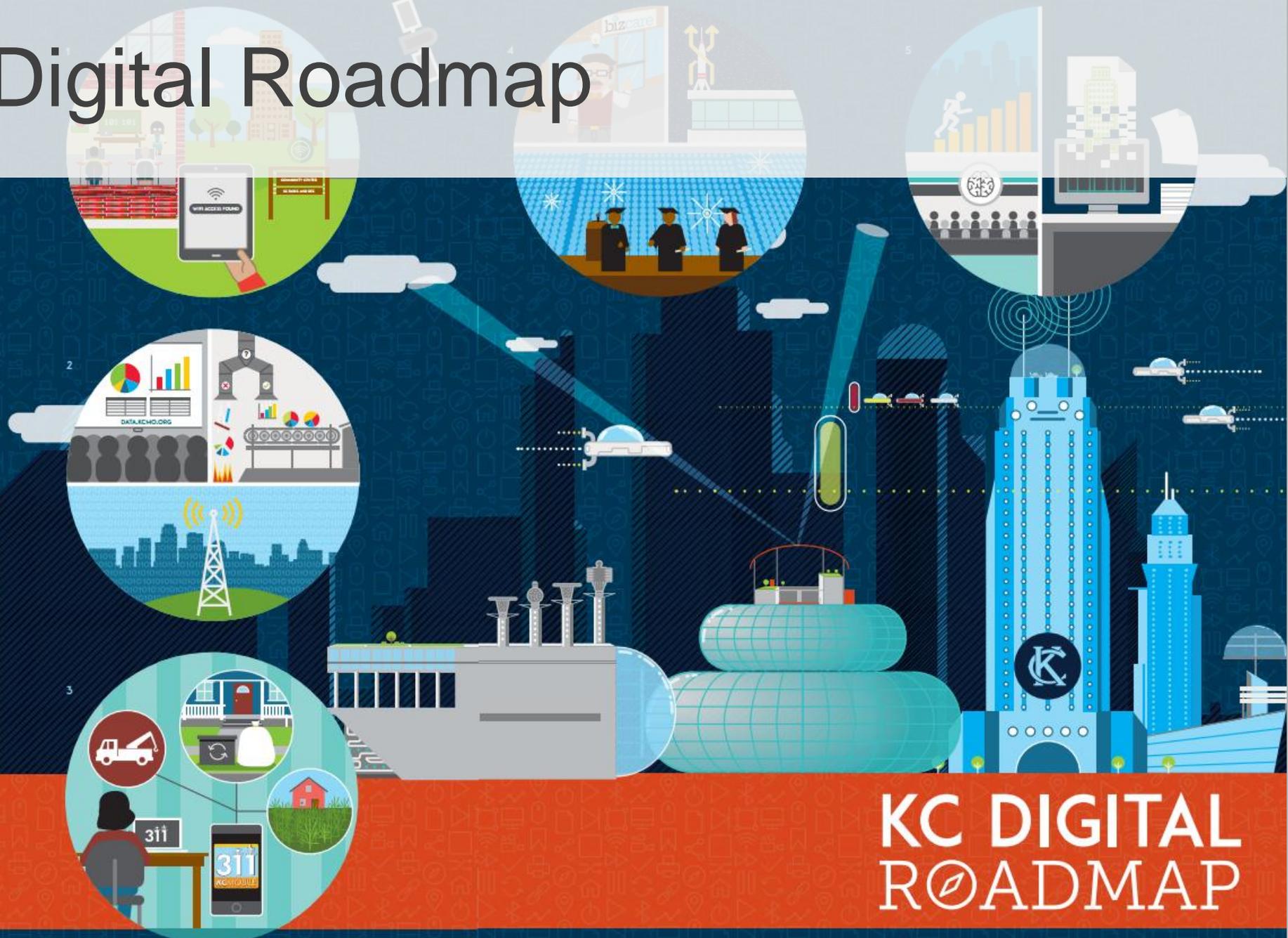
All KCStat sessions are held on the 10th Floor of City Hall at 9 am

Smart Cities

In June 2015, Kansas City, Missouri finalized Mayor Sly James' "Smart City Initiative" by entering into a strategic collaboration agreement with Cisco Systems, Inc., to develop the most comprehensive smart city network in North America.

- Deliverables range from smart lighting that will help the environment while lowering costs, interactive sensors that will allow for better parking services, and a partnership with Sprint to install a new public Wi-Fi network downtown that will provide basic internet access to visitors and residents of the area for free, making the City more digitally inclusive.
- Informational kiosks will also be part of this initiative and will include unique city apps, nearby event information, and interactive maps, all of which will be used to create the Living Lab: a virtual platform of data that will be used to foster the entrepreneurship and innovation.
- Kansas City's Smart City implementation is expected to be complete by Spring of 2016.

Digital Roadmap



1 DIGITAL INCLUSION

1. Develop a City-wide digital inclusion policy aimed at bridging Kansas City's digital divide.
2. Develop City-wide digital strategies to increase public access to free Wi-Fi, and to manage public infrastructure.
3. Improve approaches to technology procurement with a focus on digital literacy, professional skills, communications, operations and delivery of services.

2 OPEN GOVERNMENT

1. Make data more accessible to residents.
2. Develop strategies and supporting policies to identify and provide data that is most valuable to the community.
3. Enhance operations by ensuring timely delivery of data and internal collaboration.

3 ENGAGEMENT

1. Build on the initial success of 311 and other digital engagement platforms.
2. Enhance mobile accessibility of digital services and information.
3. Focus on implementing best practices and support feedback from the community.

4 INDUSTRY

1. Support technology startup infrastructure.
2. Foster sustainable partnerships with regional academic institutions.
3. Create a smart city living lab to enable entrepreneurs to test ideas in Kansas City.

5 SMART CITY

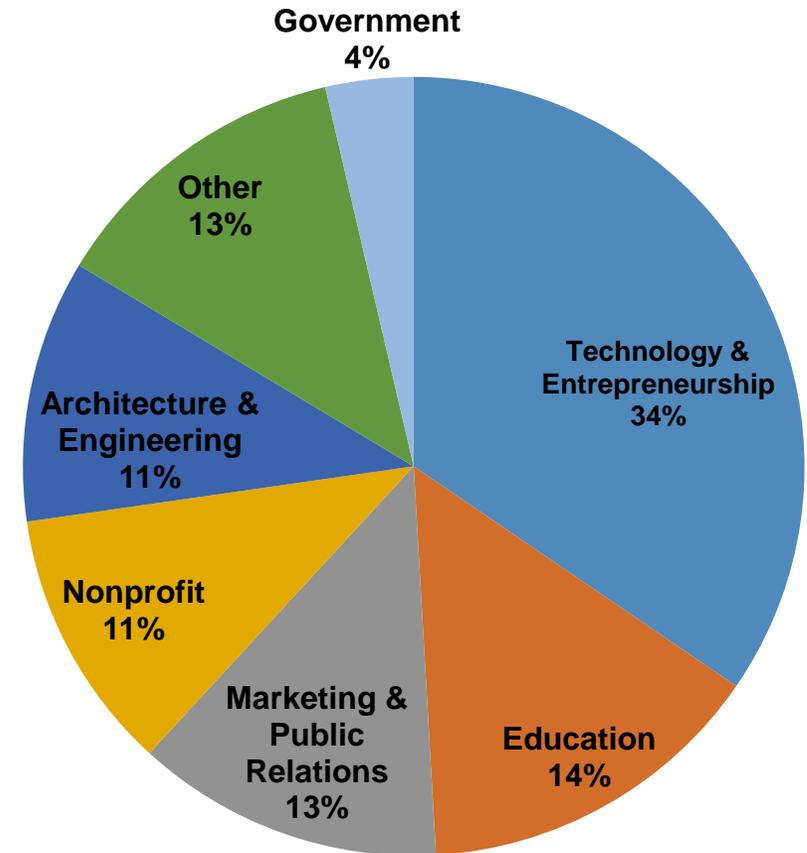
1. Establish a Smart City advisory structure to benchmark and measure the success of Kansas City's Smart City infrastructure investment.
2. Leverage data and analytics to drive performance management, and explore the potential of predictive modeling in order to work smarter.
3. Embrace a paperless City Hall by developing a priority list of digitizing processes.

KC DIGITAL ROADMAP

Mayor's Challenge Cabinet

- The Mayor's Challenge Cabinet is a board of cross-sector young professionals tasked with formulating forward-thinking civic policies that reflect the needs and wants of Kansas City's emerging leaders. The goal of the Mayor's Challenge Cabinet is to engage this demographic in the process of City government and to fundamentally transform the way City Hall approaches problems, working strategically to develop efficient, effective and enhanced municipal operations. The Mayor's Challenge Cabinet works directly with the Chief Innovation Officer.
- The first Challenge Cabinet was appointed in April 2013. This Cabinet consisted of 30 young professionals. The second Cabinet was appointed in September 2014 and consisted of five teams focused on distinct projects: *Innovation Policy*, *Digital Roadmap*, *Open Data*, *KC Community Walks*, and *Community Engagement*.
- Though there are no plans to implement a third Challenge Cabinet, the Mayor's Office recognizes the importance of engaging Kansas City's young professionals in local government. We will continue to work with local young professional organizations around issues important to this demographic. One existing example of this is our ongoing partnership with Live KC-- an organization focused on making Kansas City an attractive place for millennials to live, work and play-- and their work around early childhood education and Turn the Page KC.

Challenge Cabinet Membership by Employment Sector





GOAL 1:

AN INCLUSIVE,
DIVERSE ORGANIZATION

STRATEGIES

- 1) SUPPORT EMPLOYEES IN EXPANDING AND PERFECTING THEIR SKILLS SO THAT THEY ARE COMPETITIVE AND ELIGIBLE FOR HIGHER POSITIONS WITHIN CITY GOVERNMENT
- 2) FOSTER AN ORGANIZATIONAL CULTURE THAT NURTURES DIVERSITY OF PERSPECTIVES AND EXPERIENCES
- 3) ELIMINATE BARRIERS TO CIVIC PARTICIPATION IN BOARDS AND COMMISSIONS

GOAL 2:

ENTREPRENEURIAL
WOMEN-OWNED BUSINESS
PROCESSES

STRATEGIES

- 1) INNOVATE CERTIFICATION APPLICATION PROCESS TO ENHANCE CUSTOMER EXPERIENCE
- 2) INCREASE OUTREACH TO TRADE ORGANIZATIONS AND BUSINESS GROUPS



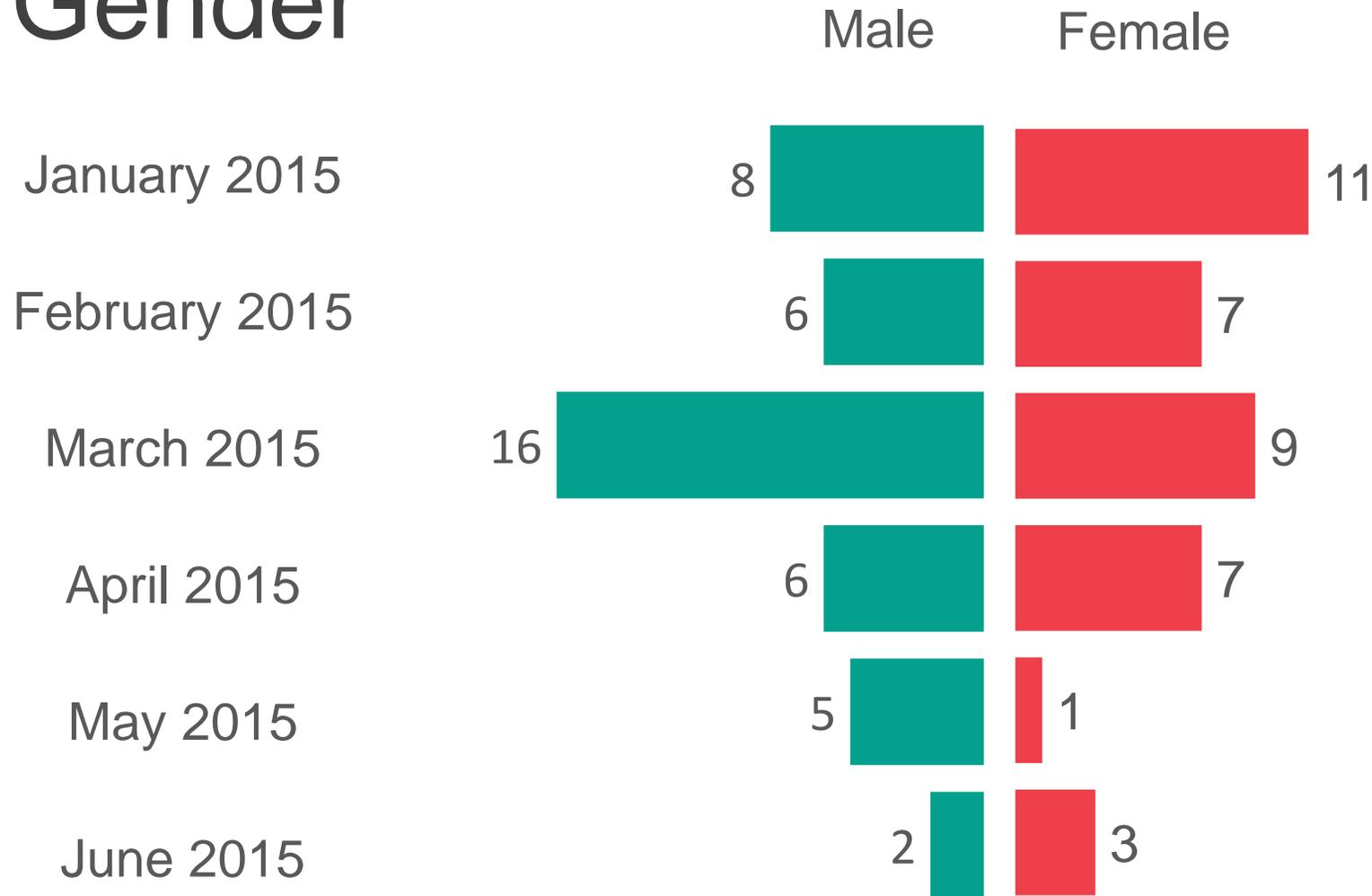
THE WOMEN'S
FOUNDATION
OF GREATER
KANSAS CITY



CENTRAL
EXCHANGE
CONNECT. ACHIEVE. TRANSFORM.



Boards and Commissions Appointments by Gender



Total appointments of women to boards and commissions through Appointments Project = 13

6 Month Totals = Male: 43 (53%) Female: 38 (47%)

Goal: To Fulfill Policy Goal of EMPLOYMENT

Related Measurements

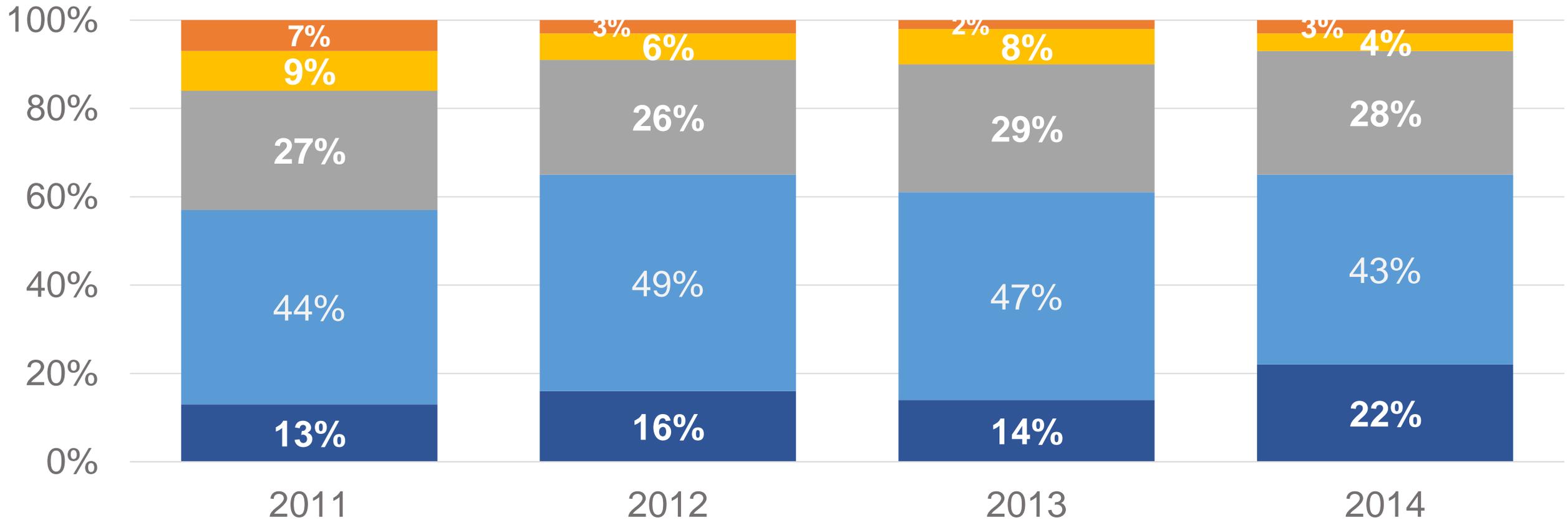
- Citizen satisfaction with KC as a place to work
- Business satisfaction with KC as a place to do business

Business Satisfaction with KC As a Place to Do Business



Rating of Kansas City as a Place to Do Business

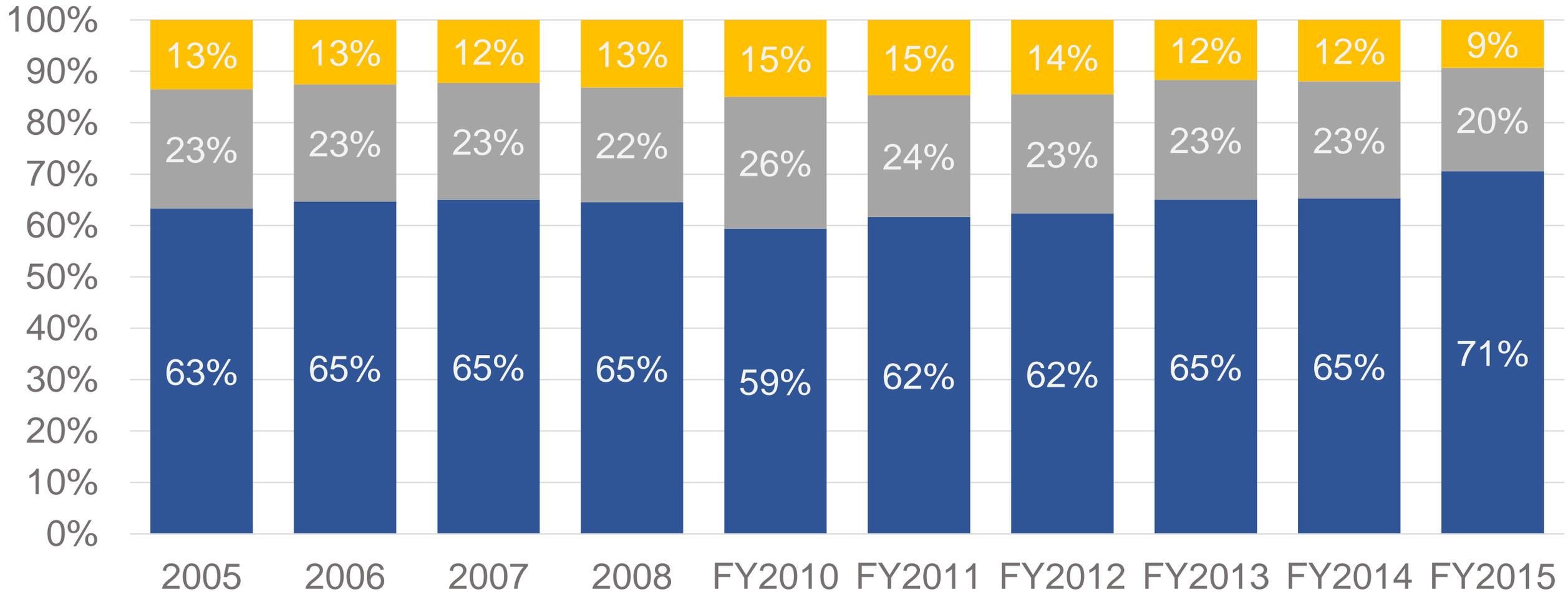
■ Excellent ■ Good ■ Average ■ Below Average ■ Poor



Citizen Satisfaction with KC as a Place to Work



■ Satisfied/Very Satisfied ■ Neutral ■ Dissatisfied/Very Dissatisfied



Economic Development Initiatives



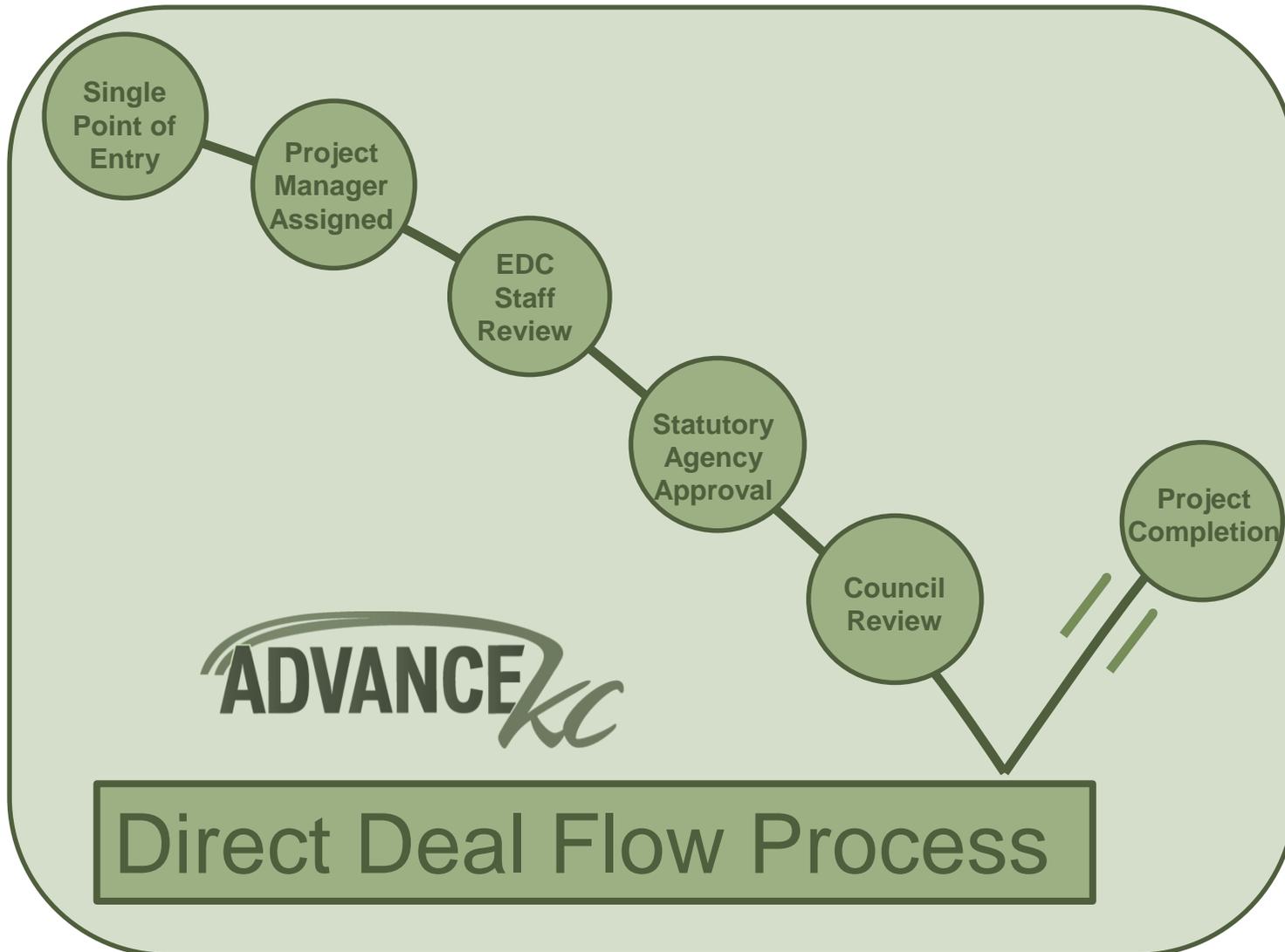
Planning for future jobs and opportunities.

Major Accomplishments

1. Revised Approach Toward Incentives and Industry Support
 - Single point of entry
 - Project scorecard
 - Targeted Industry Sectors
2. Creation of the Office of Cultural and Creative Services
3. Creation of International Business Development position at the EDC

Incentive Process Streamlining

Single Point of Entry



Development of Incentives Scorecard

<u>Project Community Impact Score</u>		Range 0 - 300		
Project Assessment	Not Recommended	Low Impact	Standard Impact	High Impact
Score	< 30	30 - 60	61 - 150	> 150



Average Score = 83

International Business Development Position

Position hired at EDC

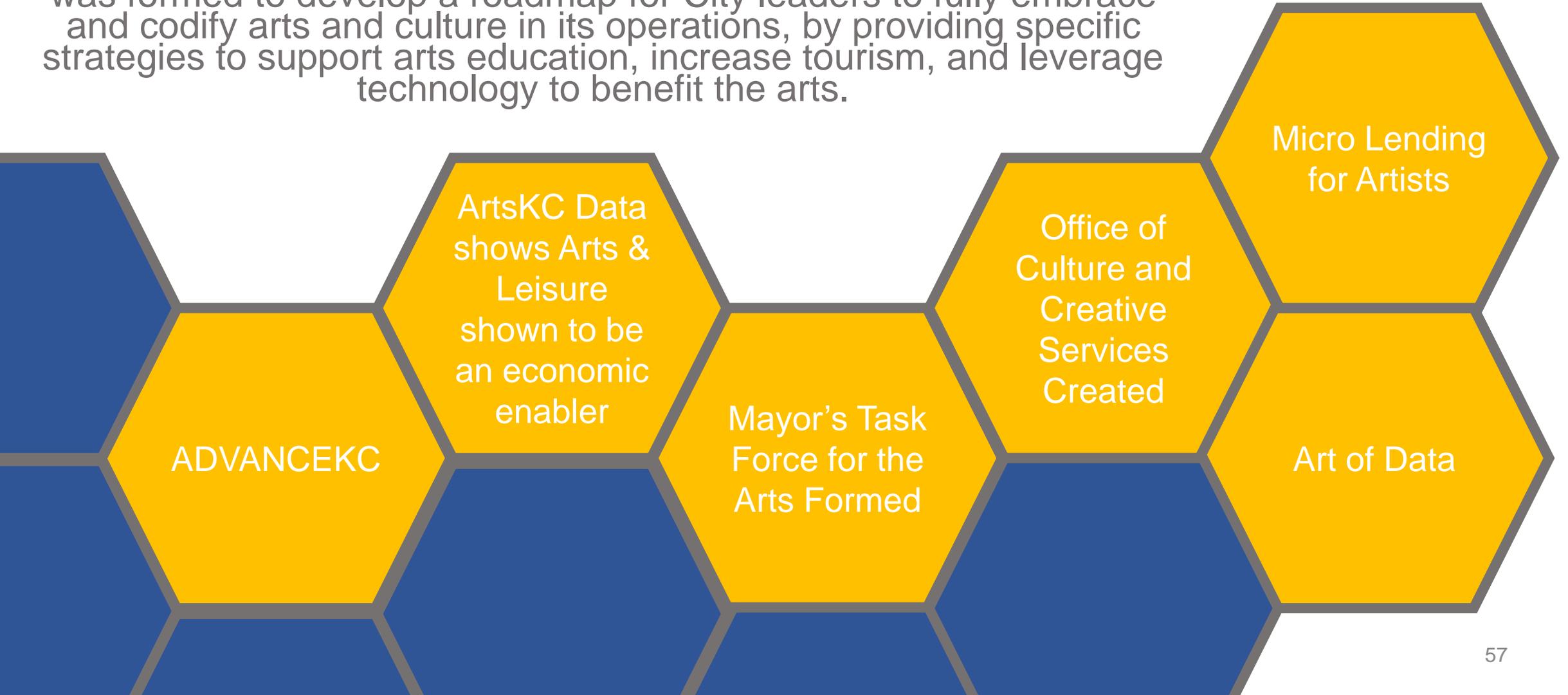
Role:

- Provides services to Kansas City, Missouri businesses regarding import/Export opportunities
- Assists in working with international companies to locate facilities in Kansas City, Missouri
- Manages activities as they relate to international dignitaries that visits Kansas City, Missouri



Office of Culture and Creative Services

The Office of Culture and Creative Services was initiated through recommendations provided as part of a report from the Mayor's Task Force for the Arts. The Task Force for the Arts Cultural Planning Group was formed to develop a roadmap for City leaders to fully embrace and codify arts and culture in its operations, by providing specific strategies to support arts education, increase tourism, and leverage technology to benefit the arts.



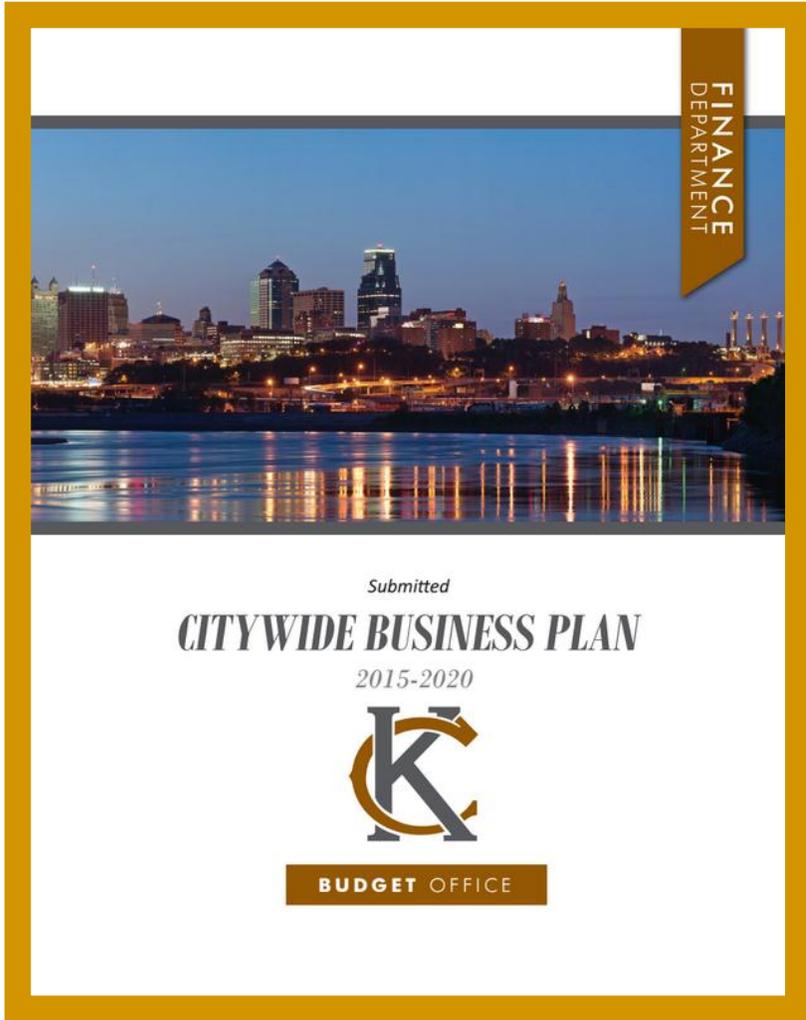
Office of City Manager Troy Schulte

Goal: To create a strategic framework for the city

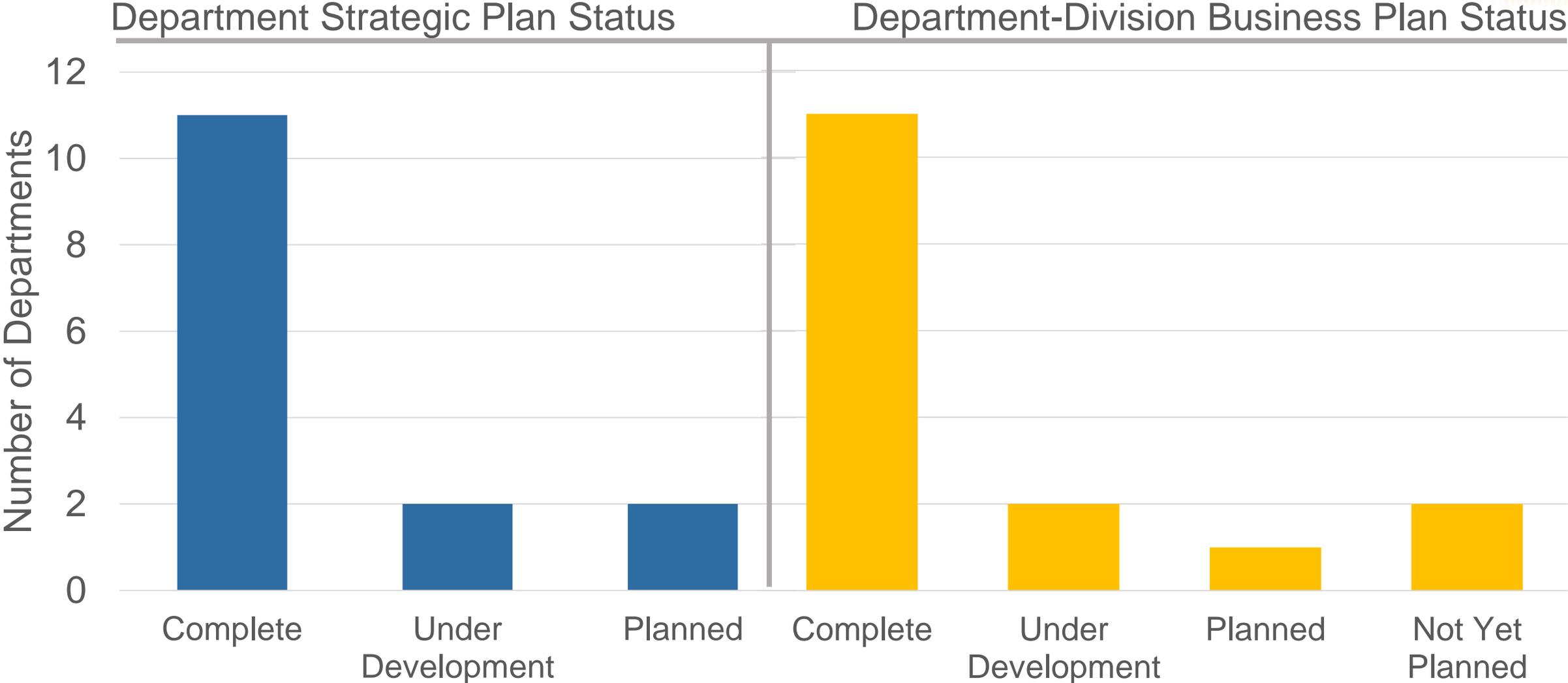
Related Measurements

- Percent of Departments with Completed Strategic Plans
- Percent of Departments with Completed Division Business Plans

Citywide Business Plan



Department Strategic and Division Business Plans



Source: Office of Performance Management & KCMO Finance Department

Goal: To support an internal culture of innovation and continuous improvement

Related Measurements

- ElevateKC Survey Results regarding Innovation

ElevateKC Survey: Assessing Our Work Environment



- Based on performance management findings, the City sought to gather data on its work environment and work culture
- The ElevateKC Survey was developed by a committee of employees across the organization with a focus on identifying the key issues impacting employees' morale.
- The survey was administered all employees during the fall of 2014
- 1,250 employees took survey, a 29% response rate
- Based on the results, 4 implementation subcommittees were formed to focus on the most significant issues.

Assessment of our Internal Culture of Innovation From ElevateKC Employee Survey



■ Agree ■ Neutral ■ Disagree

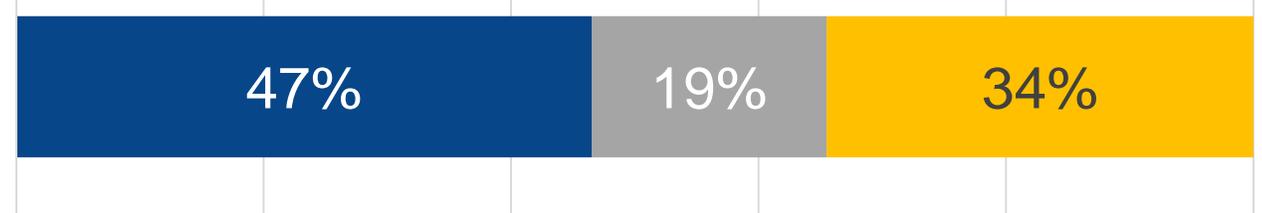
Teamwork/cooperation is encouraged in my department.



Employees in my department are encouraged to suggest better ways of doing things.



Management listens to employees and considers opinions in decision-making.

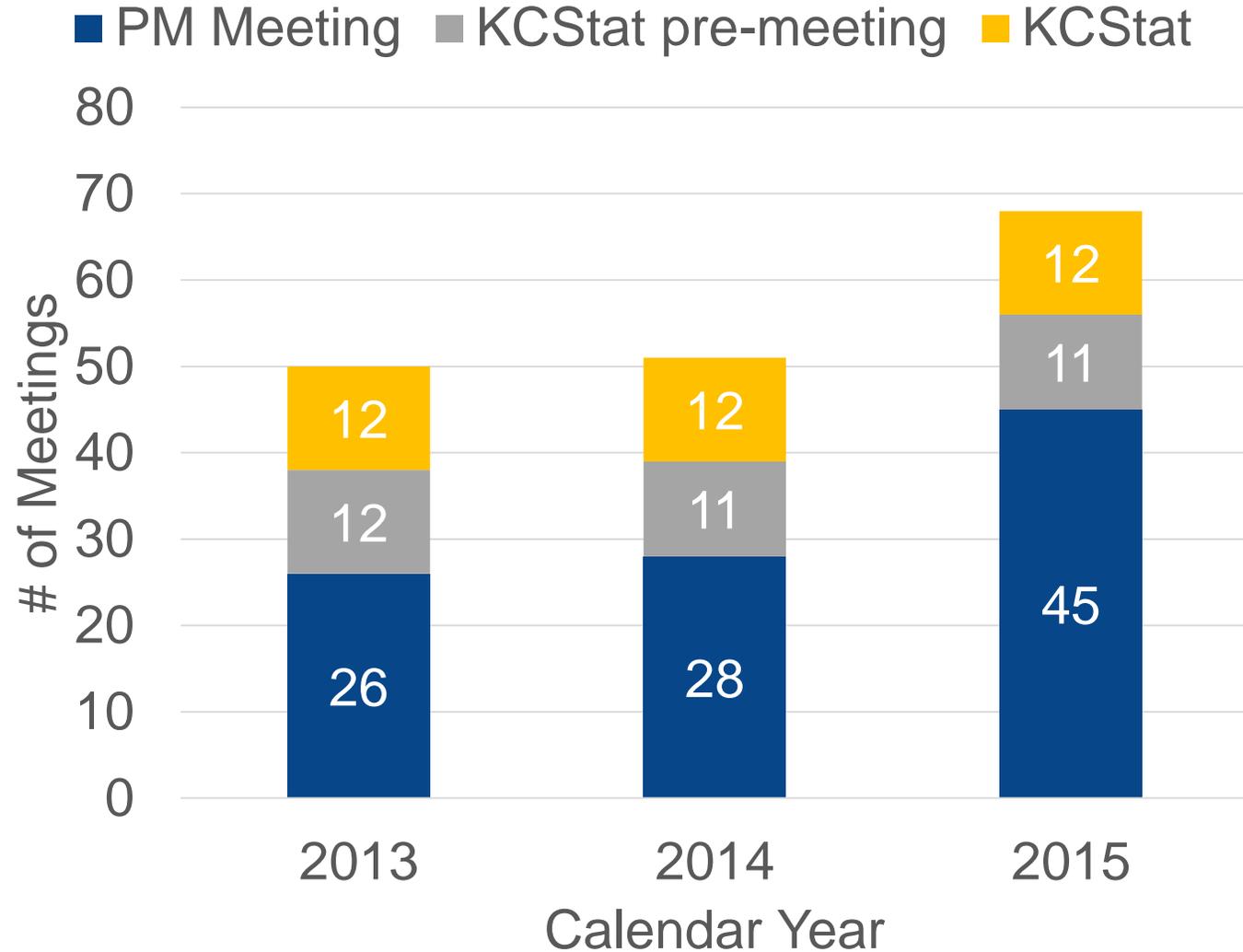


0% 20% 40% 60% 80% 100%

Performance Management Meeting Overview



- Similar to KCStat, but at a micro level and for divisions
 - Allows staff to take a deep dive into specific aspects of their operations
 - Normally one hour per division, multiple times per year
- Ideas and suggestions are tracked as follow-up items and are implemented in future meetings





What Works Cities Initiative



PRESS & MEDIA

AUG 5 2015

GOVERNMENT INNOVATION

WHAT WORKS CITIES

SHARE

Bloomberg Philanthropies Announces First Cities Selected to Join What Works Cities Initiative

Over 100 Cities Applied To the Nation's Most Comprehensive Initiative to Help City Halls Use Data and Evidence Effectively to Deliver Better Results for Residents

Today, Bloomberg Philanthropies announced the first cities selected to participate in What Works Cities – a \$42 million initiative to help 100 mid-sized American cities enhance their use of data and evidence to improve the lives of residents. The mayors of Chattanooga, Tennessee; Jackson, Mississippi; **Kansas City, Missouri**; Louisville, Kentucky; Mesa, Arizona; New Orleans, Louisiana; Seattle, Washington; and Tulsa, Oklahoma have publicly committed to enhance their use of data and evidence in order to improve services, inform local decision making and engage citizens.

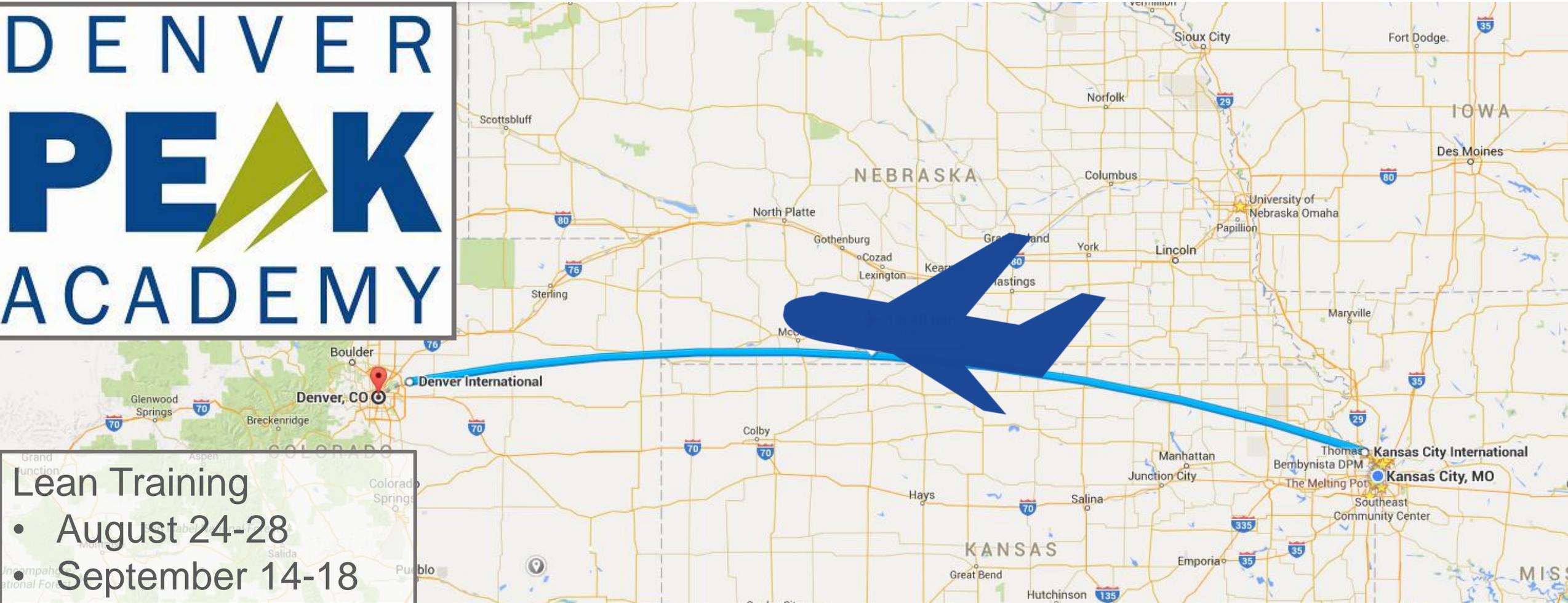
These eight cities will receive expert support and peer-to-peer learning opportunities to make



Outcomes of What Works Cities



Process Improvement in KCMO

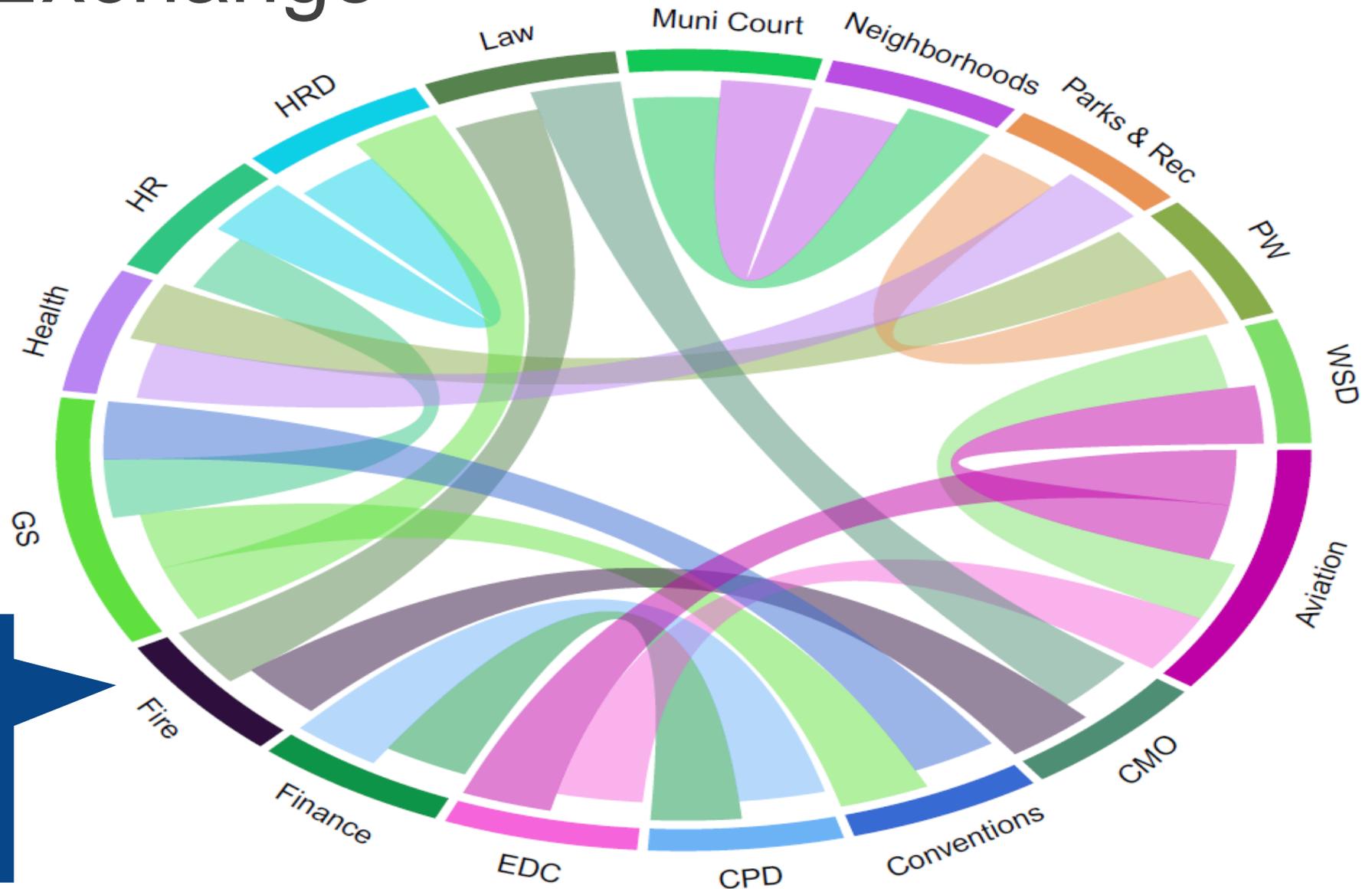


Lean Training

- August 24-28
- September 14-18

Goal: A Standard Framework for Process Improvement Efforts in City Hall

City Deputy Exchange



Fire is receiving someone from Law and sending someone to the CMO

Deputy directors will be sent to departments with similar operations

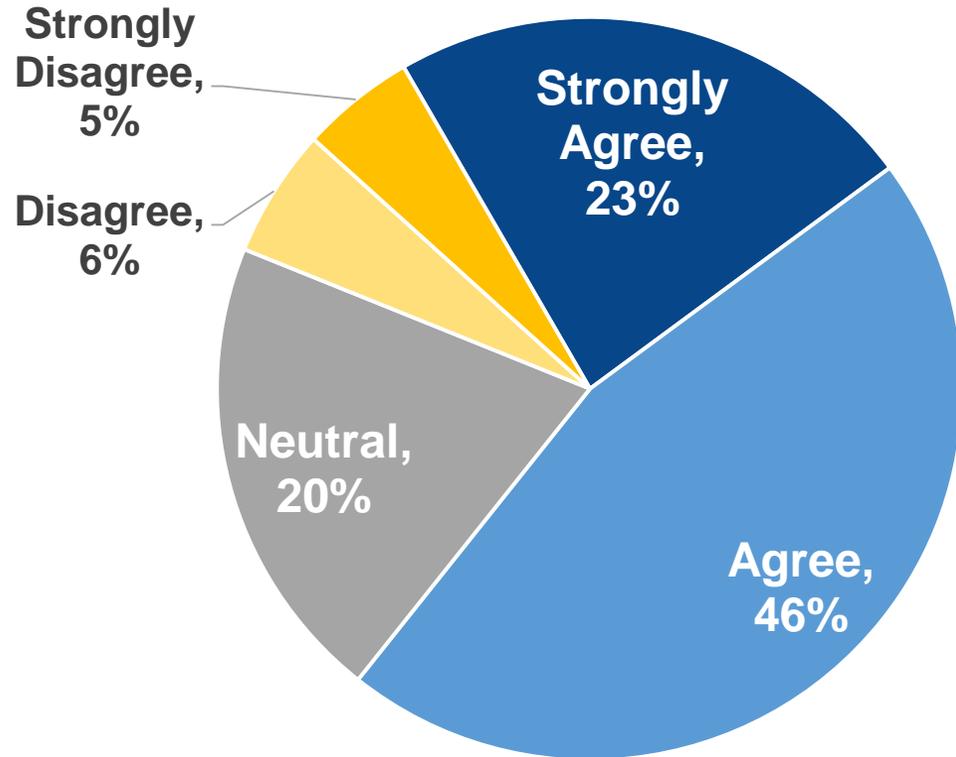
Goal: To make the City of Kansas City an excellent place to work

Related Measurement

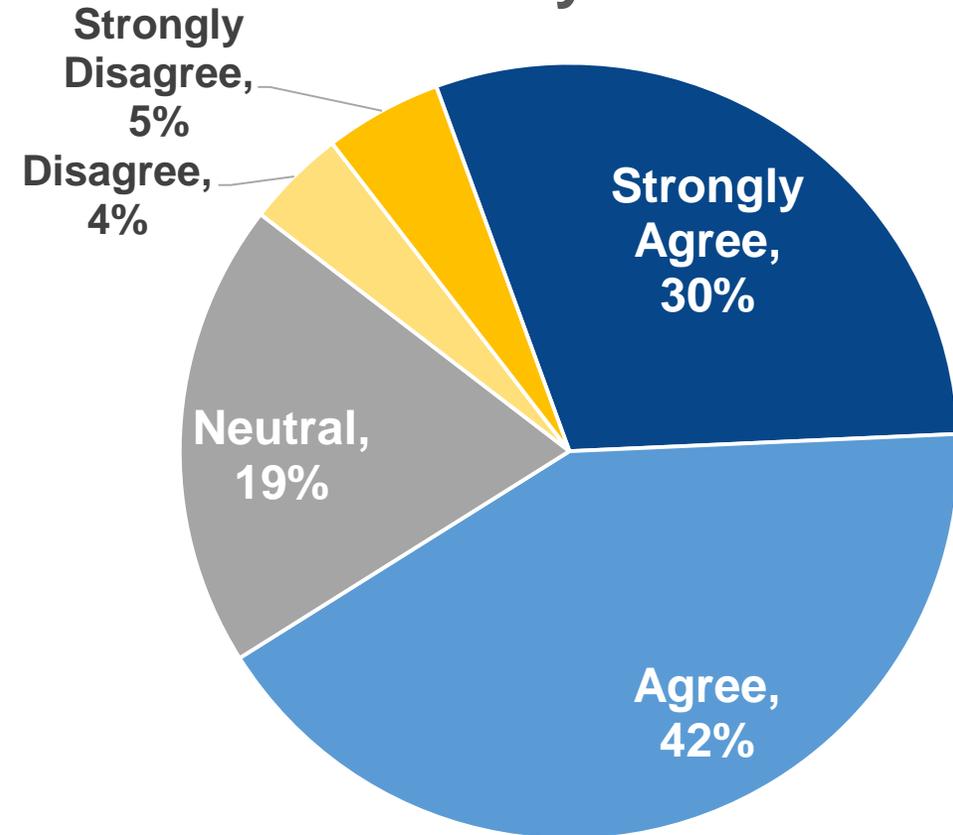
- Percent Agree: “The City is a good place to work” (Elevate KC)
- Percent Agree: “I’m Proud to Work for the City” (Elevate KC)

Employees Like Working Here

The City is a good place to work.



I'm proud to work for the city.

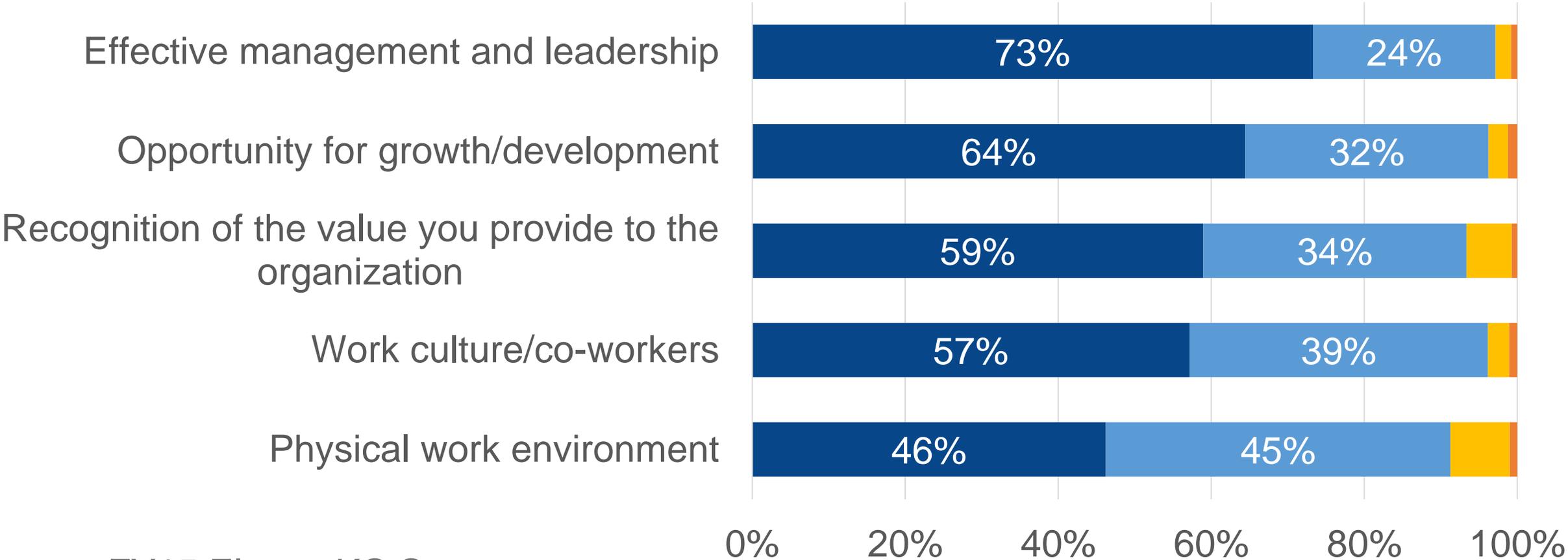


Employees Cite a Variety of Elements As Important to Job Satisfaction



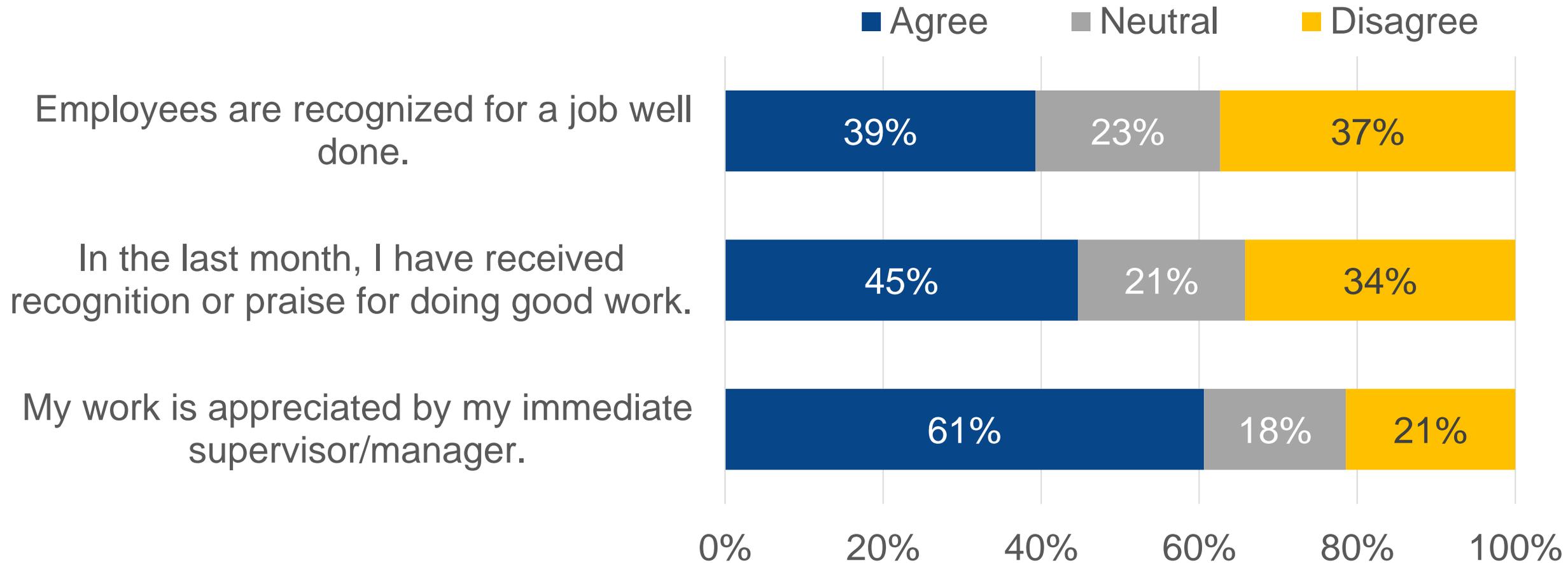
How important to you are each of the following elements to your job satisfaction?

■ Very important ■ Important ■ Not Very Important ■ Not At All Important



Source: FY15 ElevateKC Survey

Employees Do Not Always Feel Recognized... But They Know They Are Appreciated



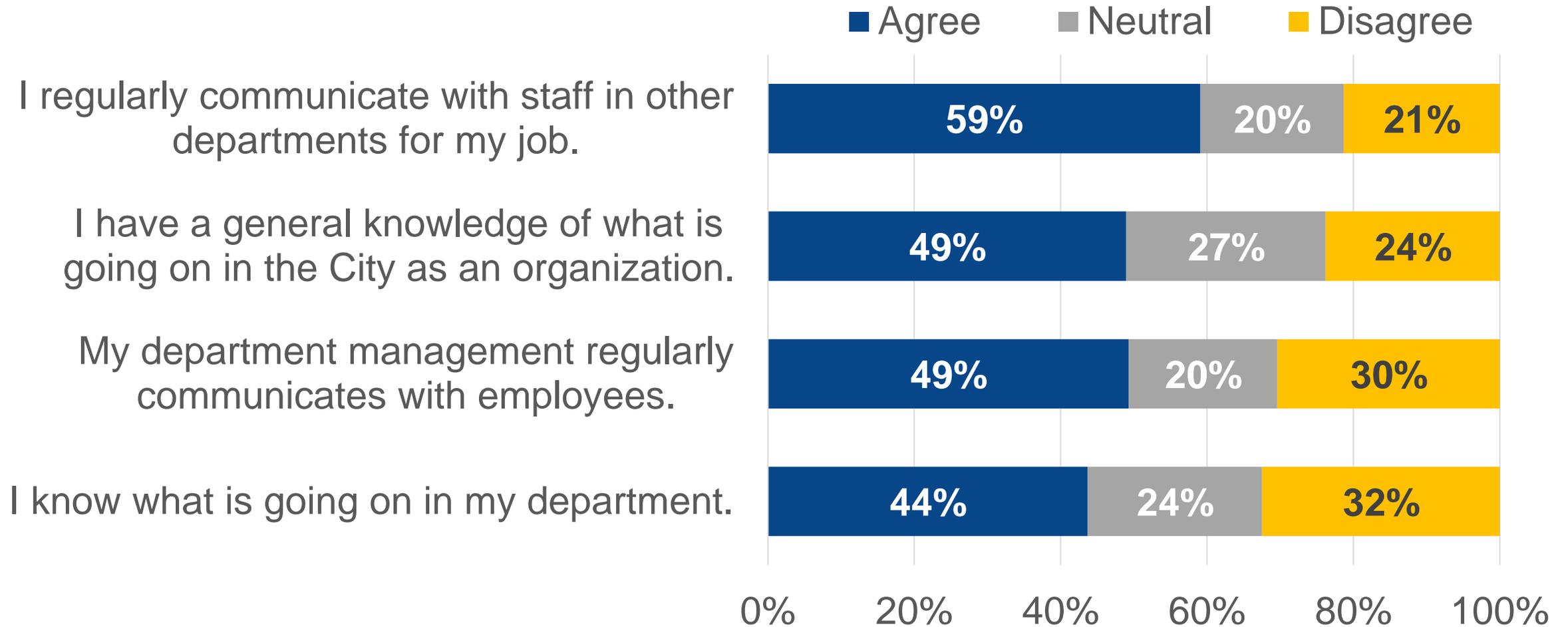
Employee Recognition Subcommittee



Chair: Bert Malone –Health Department

Recommendation	Timeframe for Implementation	Progress/Status
Distribute an Employee Recognition Toolkit to all Departments	Short term	In Progress
For consideration citywide: <ul style="list-style-type: none">• Employee Recognition Week• Discounts for City employees on city services• Annual field day/picnic event• Donuts with director• Ideas/Suggestion box• Menu of options to replace service awards/pins	Short Term	Some ideas piloted in certain departments (i.e. Health, PW)

Communication Can Present Challenges



Internal Communications Subcommittee



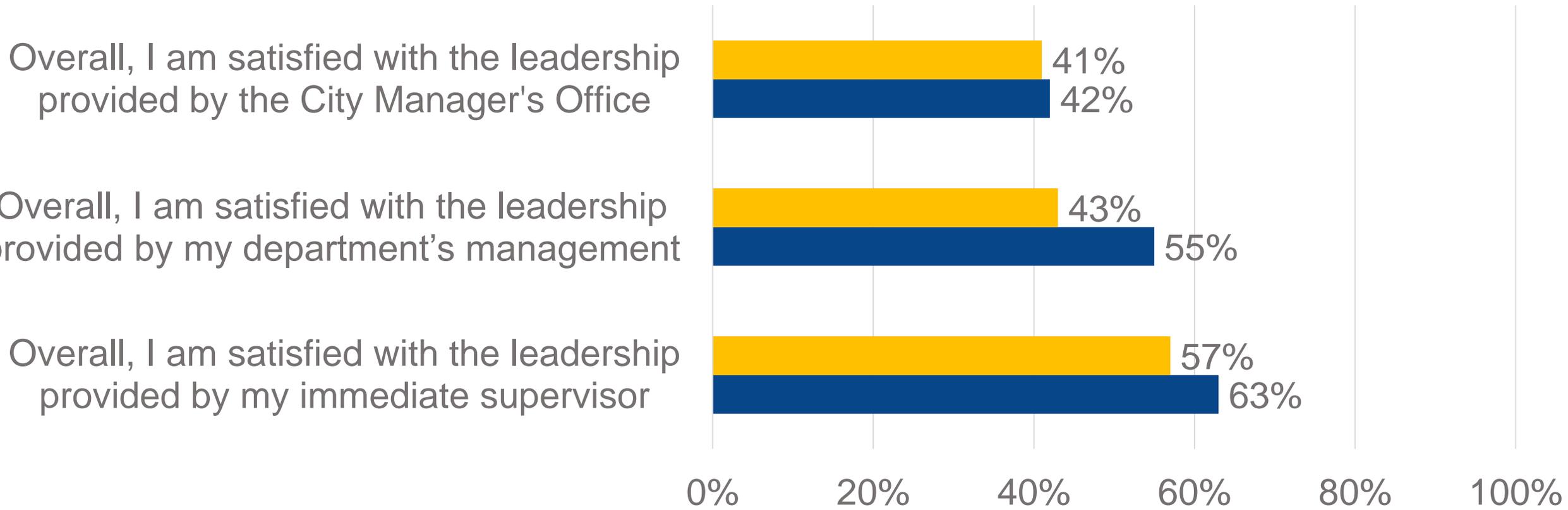
Chair: Ellen Belzer – Finance Department

Recommendation	Timeframe for Implementation	Progress/Status
Establish communication liaisons within departments to serve as content contributors and relay information	Medium	Not yet started
Establish myKC as main communication channel	Medium	Not yet started
Provide training at new employee orientation, video training and in-person on using city email and facilitate employees in using their own cell phones as technology/communication assets	Medium	Not yet started
Provide access to the internet in city buildings via wi-fi	Medium	Not yet started
Augment existing communications training for managers and supervisors	Short term	Not yet started
Create an internal “Communications Toolkit”	Short term	Not yet started

Satisfaction with Management/Leadership

Percent of Respondents Selecting “Strongly Agree” or “Agree”

■ Kansas City, Missouri
 ■ US City/County Average



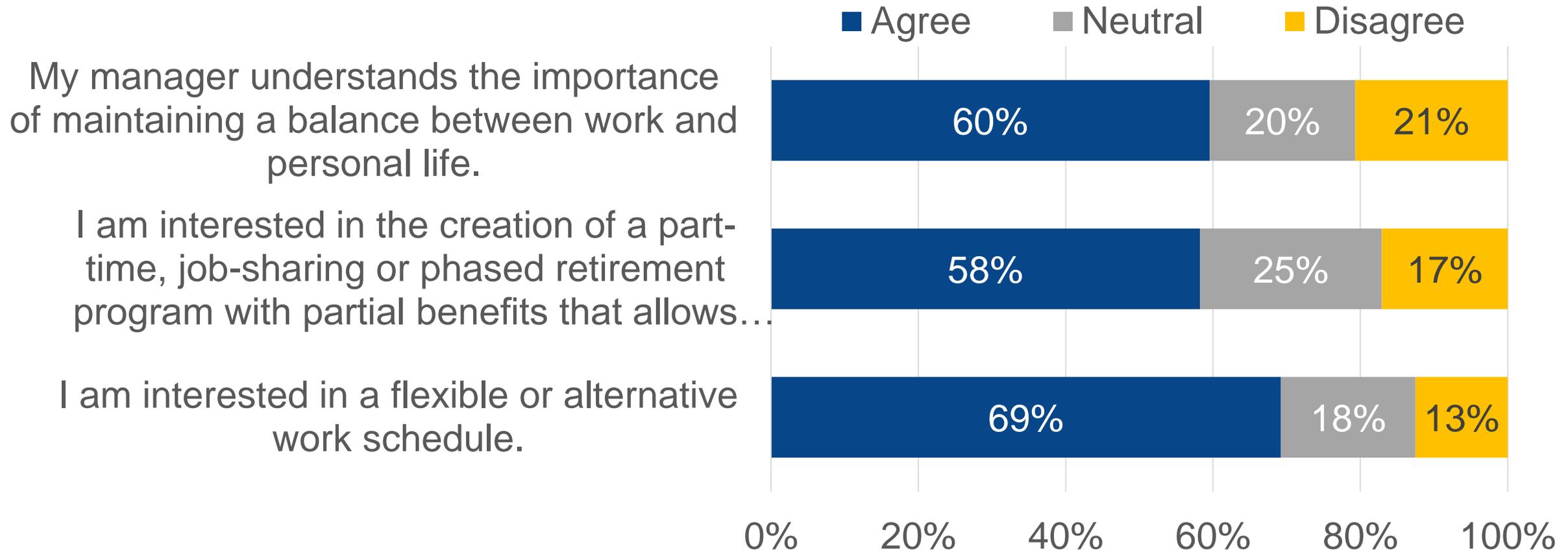
Employee Performance & Effective Leadership Subcommittee

Chair: Tom Briggs – Human Resources

Committee met and began work on May 20.
Recommendations expected by end of summer.



There Are Opportunities for Improvement in Work-Life Balance



Preparing the Workforce for the Future Subcommittee



Chair: Cecilia Abbott – Law Department

Recommendation	Timeframe for Implementation	Progress/Status
Implement PAWS Program (Alternative Work Schedule)	Short/Medium	In Progress (pilots in summer 2015)
Institute a phased retirement program	Medium	Not yet started
Provide benefits for part-time employees	Medium	In Progress
Increase professional development opportunities	Medium	In Progress (Existing programs and WE Initiative)



Questions & Comments