

## COMMITTEE OF THE WHOLE, A STANDING COMMITTEE OF THE COMMON COUNCIL

Time & Place: Tuesday, August 13, 2013 at 5:30 pm., in Lower Level Cafeteria at City Hall, 407 Grant Street

Members Present: W. Nagle, R. Wagner, J. Brezinski, D. Nutting, G. Gisselman, K. Winters, L. Rasmussen, K. Kellbach, D. Oberbeck, R. Mielke, S. Abitz

Others Present: Mayor Tipple, N. Giese, W. Hebert, A. Jacobson, L. Guidt (citizen)

### Core Values Workshop.

Michael Loy explained the reason for the workshop is to explain where we were with core values, where we are now, and where we're going. Loy gave the history of how core values came to be in the organization in 2008 through the department of public works and the fire department. When the original core values workshops were held, the organization came up with 11 core values, and it has been hard for employees to remember what they are. Loy said he felt the initial work done with core values was a good start and great brainstorming session. Loy has held workshops with all the departments to narrow down the core values to 3-5 so that all employees can recognize and live by the core values of the organization every day. To better define where core values fit into the organization, Loy explained that a mission statement explains why we exist; a vision statement explains where we are headed, and core values are the expectations of how employees are to behave when working together and with the public. Loy gave an overview of the results from the groups that he met with and said that the results were very consistent throughout the organization.

Lisa Rasmussen shared her experience of sitting in on the workshops with DPW and Fire, saying that belief in core values in these two departments runs deep. Rasmussen said she learned that many employees out in the field are asked questions by the public about things that they know nothing or very little about, and that communication flow was a concern to these groups. Rasmussen agreed that communication does need to improve; employees do not need to know every single detail about issues like the alderpersons do, but they should know answers to questions that might be commonly asked by the public. Rasmussen also said that employees want to be acknowledged for good works, have successes recognized, and have issues addressed. Rasmussen believes that employees really appreciate when alderpersons take the time to meet with the departments and learn what employees do; she was very glad to have gone through the workshops with these employee groups.

Loy asked the committee to go over the list of 6 core values (professionalism, communication, accountability, integrity, respect, and vision) that rose to the top from the prior workshops and choose their top 3 individually. Oberbeck asked why service was not listed as one of the core values. Loy said that it did come up in some of the workshops, however, service is what all City employees provide, and the core values are meant to clarify how the services are provided. Wagner questioned if they should choose the core values that they feel they should be living by, or the entire organization, feeling that the alderpersons and department heads should possess vision, however, most employees do not need vision. Loy said that Wagner brought up a great point; the core values are meant for the entire organization, not specific groups. Therefore, vision might be something that the alderpersons and some departments might need to possess, but it is not something that all the employees need to live by. Winters said that communication seemed like another core value on the list that doesn't fit. Loy explained that vision and communication were chosen by some groups during the workshops due to a misalignment in the organization. Employees feel that there is a need to improve these two facets in the organization. Loy said that communication needs to be improved from top to bottom and should be a priority to fix over the next year. The core values that rose to the top were: professionalism, accountability, integrity, and respect. This information will be brought back to the employees and then to council for approval. Loy explained that the core values will be a part of the new performance evaluations, will be used to evaluate candidates during the selection process, and will provide standards by which to reward and recognize employees.

### Continued Discussion on Council Roles, Goals and Objectives.

Rasmussen led a discussion regarding vision and communication, asking everyone to complete the sentence, "This will be the year we (the council) do \_\_\_\_". Wagner would like to see public confidence restored. Abitz would like to see focus on community growth potential. Brezinski said the 2014 budget should provide the current or enhanced level of services that the residence have come to expect, and understand that costs go up and a modest tax increase may be needed. Winters completed the sentence by stating he would like to initiate conversation about a merger with Brokaw. Oberbeck would like the council to create a vision that will sustain Wausau into the future. Gisselman would like to see the issues of housing stock and drugs addressed. Nutting said he would like to see the City move forward and be a leader in all areas.

Meeting concluded at 7:25 p.m.