



CITY COUNCIL STAFF REPORT

ITEM NO. 4.4

DATE: September 27, 2021

TO: Honorable Mayor and City Council

FROM: Marc Roberts, City Manager

SUBJECT: Resolution adopting the City Council Norms, Values, and Principles of Governance and the City of Livermore Vision, Mission, and Values.

RECOMMENDED ACTION

Staff recommends the City Council adopt a resolution revising the City Council Norms, Values, and Principles of Governance and the City of Livermore Vision, Mission, and Values.

DECISION TYPE

SUMMARY

On February 1, 2021, the City Council reviewed the existing Norms and Values document. At that meeting, Council provided feedback on areas for revision and created a focus group consisting of Council Member Kiick and Council Member Bonanno to further refine the document and return to Council for further consideration.

On May 3, 2021, the City Council reviewed proposed revisions and provided additional feedback, including direction to separate the item into two distinct documents. Based on the direction on May 3, Council Members Kiick and Bonanno have made further refinements. The final draft documents are attached for Council's consideration.

DISCUSSION

On February 1, 2021, the City Council reviewed the existing Norms and Values document. At that meeting, Council provided feedback on areas for revision and created a focus group consisting of Council Member Kiick and Council Member Bonanno to further refine the document and return to Council for further consideration.

On May 3, 2021, the City Council reviewed proposed revisions and provided additional feedback. Changes included:

- Added a Vision Statement
- Added Core Value: Commitment to Equity
- Language change: Customer Service changed to Public Service
- Edited Council Norm: changed Affirm People to Encourage Civic Engagement
- Removed redundancies in several locations
- Eliminated low content qualifying statements to keep things direct and concise
- Added Council Values: Data Driven Decision Making, Teamwork
- Edited Council Values: Enthusiasm changed to Enthusiasm and Effort
- Combined Council Values: Honesty & Straightforwardness and Effective Communication are now Honest & Effective Communication
- Added content to Council Responsibility section regarding use of staff time
- Added City Attorney Responsibility

At the May 3, meeting, Council provided additional direction including:

- Separate the document into two
- Define equity
- Strengthen language around public service philosophy
- Add a section on Advisory Body Relations, simple: (they are appointed, serve at pleasure of the Council) refer back to Rules of Procedure

Consistent with Council direction, Council Members Kiick and Bonanno made further refinements. The final draft documents are attached for Council's consideration.

FISCAL AND ADMINISTRATIVE IMPACTS

Other than staff time, there are no fiscal or administrative impacts associated with revising the Norms and Values document.

ATTACHMENTS

1. [Resolution](#)
2. [Exhibit A - Vision, Mission, and Values](#)
3. [Exhibit B - City Council Norms, Values, and Principles of Governance](#)

Prepared by: Christine Martin
Assistant City Manager

Approved by:



Marianna A. Burch
City Manager

Fiscal Review by:



Tina Olson
Administrative Services Director