

Date: March 28, 2011 Item No.: 10.b

Department Approval

City Manager Approval

Item Description: Presentation on Resident Survey Results

Background

As a part of an approach to engage the community and seek citizen feedback on service satisfaction, performance and budget priorities, the City commissioned a community survey to examine in greater detail the programs and services offered.

A resident survey was designed and administered by Cobalt Community Research, a 501(c)3 nonprofit coalition that was created to help governmental organizations measure, benchmark, and manage their efforts. Their survey instrument is specifically designed to engage residents in budget and planning decisions. The City can subsequently use the information from the survey to help improve our service and program priorities and allocation of scarce resources to increase citizen satisfaction.

For citizen satisfaction benchmarking of various city services, the program employs the scientific methodology of the University of Michigan's American Customer Satisfaction Index (ACSI) a customer satisfaction metric for both government and the private sector. The ACSI measures over two-thirds of the United States economy and produces scores for more than 100 federal government agencies. In addition to asking questions regarding overall satisfaction, the survey asks questions regarding actions the respondant is willing to take. The Index merges satisfaction ratings with action ratings to determine an overall satisfaction rating. Roseville received a 72 on a 100 point scale. The national average is 58.

In the budgeting module, residents were asked to rate how important it is for the City to fund specific programs and services. Residents were also asked which budgetary action they would support if there was not adequate funding to provide each service. Choices were to: eliminate the service, reduce service level, maintain current service level or raise taxes & fees. With this information available, the City Council can better align community expectations and support for the various City services and programs through the Priority Based budgeting process.

William SaintAmour executive director of Cobalt Community Research will join us over the internet for a presentation of the survey results.

POLICY OBJECTIVE

The *Imagine Roseville 2025* visioning process identified this strategy for Making Roseville a Welcoming Community:

"Benchmark and routinely seek community input to evaluate and continuously improve city services".

37 38 39

REQUESTED COUNCIL ACTION

This is a presentation from Cobalt Community Research on the resident survey. No action 40 required. 41

Prepared by: Tim Pratt, Communications Specialist A: Survey Background Information Attachments:

B. Survey Questions

C. Frequently Asked Questinos about surveyD. Executive Summary



Measuring Where You Are: Why Research Matters

- Understanding community values and priorities helps you plan and communicate more effectively about City decisions
- Perception impacts behaviors you care about
- Understanding community perception helps you improve and promote your City
- Community engagement improves support for difficult decisions
- Reliable data on community priorities aids in balancing demands of vocal minorities with the reality of limited resources
- Bottom line outcome measurement of service and trust: Good administration requires quality measurement and reporting



Study Goals

- Support budget and strategic planning decisions
- Explore service assumptions to ensure baseline service measures are understood
- Identify which aspects of community provide the greatest leverage on citizens' overall satisfaction and how satisfaction, in turn, influences the community's image and citizen behaviors such as volunteering, remaining in the community, recommending it to others and encouraging businesses to start up in the community
- Measure improvements by tracking performance over time
- Benchmark performance against a standardized performance index regionally and nationally



Methodology

- Random sample of 1500 residents drawn from voter records
- Utilized <u>www.random.org</u>, a well-respected utility used internationally by many universities and researchers to generate true random numbers
- Conducted using two mailings in January and February 2011
- Valid response from 572 residents, providing a conventional margin of error of +/- 4.1 percent in the raw data and an ACSI margin of error of +/- 1.8 percent (95% confidence)
 - Note: National surveys with a margin of error +/- 5% require a sample of 384 responses to reflect a population of 300,000,000
- Compared precinct and school district of responses with that of the voter records, and difference is less than 3.5%



Bottom Line

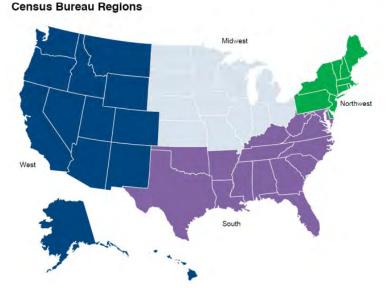
- The City has solid performance when compared against the regional and national benchmarks
- There are several areas where improvement can have significant impact on community-wide engagement:
 - Economic Health
 - Taxes
 - Local Government Management
- Detailed information by specific demographic groups is available to aid in policy review
 - Detail by: years of residency, own/rent, employment, age, education, income, marital status, household composition, gender, and ethnicity.



Available Tools

- Detailed questions and responses broken by demographic group and "thermal mapped" so lower scores are red and higher scores are blue
- Online portal to allow side-by-side comparisons of groups and subgroups (for example, breaking down the scores of individuals divided by age, gender, etc.)
- Online portal allowing download of data into MS Excel
- Comparison scores with local governments in the Midwest and the nation
- Comparison scores with non-local government comparables (industries,

companies, federal agencies)







City of Roseville Citizen Engagement and Priority Study DRAFT 6

Thank you for your participation in this study. All answers will remain completely confidential - your name will not be shared. Please take a few moments to complete and return the survey in the enclosed postage-paid envelope.

1.) First, think about the <i>transporta</i> 10, where 1 means " <i>Poor</i> " and 10 m			n Ros	eville a	nd rate	it on	the fo	ollowing	attribu	tes usir	ng a sc	ale from 1	1 to
,	F	Poor 1	2	3	2	ı	5	6	7	8	9	Excellent 10	Don't Know
Road maintenance (patching, paving and	d plowing)												
Road signage	, , , ,						Ħ.	Ħ	П	П			П
Amount of traffic congestion on the roads	s [ī				ī	П		П				Ħ
Public transportation options													
Accommodation for bicycle and foot traff	ic												
2.) Please rate your Roseville Fire	Department on t	the f	ollowi	ng attril	outes:								
	F	Poor 1	2	3	4	ı	5	6	7	8	9	Excellent 10	Don't Know
Adequate fire coverage for the community	ty												
Fire prevention education													
Quick response to fires													
Response to medical emergencies													
3.) Next, rate the <i>utility services</i> (w	vater, garbage) th	nat y	ou us	e on the	e follov	ving a	attribu	tes:					
	F	Poor 1	2	3	4	ı	5	6	7	8	9	Excellent 10	Don't Know
Reliability of water and sewer services													
Garbage collection													
4.) Next, please rate your Roseville	Police Departn	nent	on th	e follow	ing at	ribute	es:						
	F	Poor 1	2	3	4	!	5	6	7	8	9	Excellent 10	Don't Know
Respectful treatment of citizens													
Safety education													
Timely response													
5.) How frequently do you use the p as Rosefest, recreation classes)?	arks and recrea	ition	facilit	ies (su	ch as t	he SI	kating	Center	, Arbore	etum) a	nd pro	grams (sı	uch
Never	1-6 times a year				6-12 tim	ies a y	/ear			More th	an 12 tii	mes a yea	r
6.) Next, rate your local parks and	recreation facilit	ties a	and pr	ograms	on th	e follo	owing	attribut	es:				
	F -	Poor 1	2	3	4	!	5	6	7_	8	9	Excellent 10	Don't Know
Facilities meet your needs													
Facility maintenance													
Quality of recreational programs													
Variety of recreational programs													
7.) Rate community events (such a	as Rosefest, Sun			rtainme	nt Sei	ies) d	on the	followin	ng:			F #	D#
		Pool 1		2 .	3 -	4	5	6	7	8	9	Excellent 10	Don't Know
Range of cultural offerings				<u> </u>			Щ				Щ		Щ
Strong and vibrant arts community		Ļ					Щ			Щ			Щ
Variety of festivals and community event	S												

8.) Rate the <i>city government</i> in Roseville on the f		g:									
	Poor 1	2	3	4	5	6	7	8	9	Excellent 10	Don't Know
Offering services that are well-managed											
Having employees who are well-trained											
Communicating effectively to the community											
Using dollars wisely											
Responsiveness to citizen ideas and involvement											
Providing High-Quality Customer Service											
9.) Rate the economic health of your community of	on the f	ollowing	aspect	s:							
	Poor 1	2	3	4	5	6	7	8	9	Excellent 10	Don't Know
Cost of living											
Affordability of housing									Щ		
Availability of jobs											
Stability of property values											
Strength of local economy											
10.) Thinking about the diversity of the people wh	o live ir	n your co	ommuni	ty, plea	se rate t	the follo	owing:				
	Poor 1	_2_	3	_4	_5	6_	7	8	9	Excellent 10	Don't Know
Degree of ethnic diversity in your community											
Support of ethnic/religious diversity by local groups, businesses, houses of worship and local government											
11.) Rate your <i>local property taxes</i> on the following	ng attrib	ute:									
, ,	Poor 1	2	3	4	5	6	7	8	9	Excellent 10	Not Applicable
Value of services you receive for the local taxes you pay											
12.) Consider all your experiences in the last year in	n the C	ity of Ro	seville.	Use a	10 point	scale,	where	1 mear	ns " Ve	ry	
Dissatisfied" and 10 means "Very Satisfied." Very Dissatisfied= 1 2 3 4		5	6		7		8		9	Very Satis	sfied= 10
13.) Consider all your expectations of the City of Ro	seville	. Use a	10 poin	t scale	where 1	mean	s "Falls	s Shor	t of Yo	ur	
Expectations" and 10 means "Exceeds Your Expectations?	pectatio	ons." To	what e	extent h	as Rose	eville ta	illen sh	ort of o	r exce	eded you	ır
Falls Short= 1 2 3 4		5	6		7		8		9	Exceed	ds= 10
		· (D .				-111-				L	
14.) Imagine an ideal community. How closely doe where 1 is "Not Very Close to the Ideal" and 10 is					e with tr	iat idea	al? Plea	ase us	e a 10	point sca	aie
Not Very Close= 1 2 3 4	-	5	6		7		8		9	Very Clo	ose= 10
										L	
15.) On a scale where 1 means "Not at All Likely"	and 10) means	"Very	Likely,	" how lik	ely are	you to	take th	ne follo	wing act	ions: Very
	Likely= 1	2	3	4	5	6	7	, 	8	9	Likely=10
Recommend the community as a place to live											
Remain living in the community <i>five</i> years from now											
Be a community volunteer											
Encourage someone to start a business in the community											

16.) On a scale where 1 is "Strongly Disagre	e" ar	nd 10 i	s "Stro	วทุง	gly Agre	e," hov	w much	do you a	agree th	at your	commur	nity is:
A safe place to live	Disagre]	
Enjoyable place for children												
Enjoyable place for unmarried young adults												
Enjoyable place for senior citizens												
Enjoyable place for everyone else												
Physically attractive												
A great place to live												
A great place to have a business												
A safe place to bike and walk												
A safe place to walk at night												
A perfect community for me												
Think about the following City services and satisfaction" and 10 means "High Satisfaction with Community Safety		your s	atisfac n. " If y	tio							Know."	
Animal Control] [Tilgii= 1	Don't Know
Emergency Medical Services	П			ī								
Firefighting Services	П		i i	ī	П							
Fire Prevention Inspections	П			ī								
Police Crime Investigations	П			T	П	一一						
Police Patrols in Your Neighborhood	Ħ			٦								
Police Citizen Outreach Programs	П			ī								
0.45.6.4514.044101111	Low= 1	2		3	4	5	6	7	8	9	High= 1	10 Don't Know
Litter Pickup along Boulevard												
Tree and Plant Maintenance along Boulevard												
Snowplowing of Streets												
Street Maintenance												
Street Lighting												
Traffic Congestion				╝								
Snowplowing of Pathways and Trails												
Pathways and Trails Maintenance												
City Communication and Engagement	Low= 1	2	, ,	3	4	5	6	7	8	9	High= 1	10 Don't Know
Elections/Ease of Voting	Н			4								
Roseville Cable Channel 16	Н			┩								
City Newsletter	Н			4								
City Website												
•	Low= 1	2] [3	4	5	6	7	8	9	High= 1	10 Don't Know
Appearance/Cleanliness of City Facilities	Н] <u> </u>	╡								
Cedarholm Golf Course	H	-		╡	H							
Harriet Alexander Nature Center			ј <u>Г</u>	╣								
Muriel Sahlin Arboretum	H]	╣								
Park/Playground Maintenance			J [_	╣								
Recreational Facilities	\parallel]	╣								
Recreational Programs				=								
Skating Center/OVAL												

Satisfaction with Other City Services	Low= 1	_2		3	_4_	_5	5	6	7	_	8	_ 9)	High= 10	Don't Know
Water quality in Lakes and Ponds		L			Ш							L			
Building Codes/Permitting															
Drinking Water Quality		L			Ш	L						L			
Flood Protection															
Housing Code/Nuisance Property Enforcement		L				L									
Housing Loan Programs					Ш										
Leaf Pickup Program		L				L						L			
License Center					Щ										
Recycling Collection		L				L									
Reliability of Drinking Water Services					Щ										
Reliability of Sewer Services															
Next, think about the following services a potential budgetary shortfalls. Us		e how		priorit	y the	city sł									ace of
Funding Priority for Community Safety		Low= 1	2	1 г	3	4	Г	5	6	Г	7	8	٦	9	High= 10
Animal Control] <u>Г</u>					\vdash	L	_		_	H	
Emergency Medical Services		H		<u> </u> Г		H			H	L	#	-		H	
Firefighting Services] <u> </u>						L	4	H	_		
Fire Prevention Inspections				<u>] </u>			L			L	+	<u> </u>			
Police Crime Investigations] <u>L</u> 1 Г						L	4	L	_		
Police Patrols in Your Neighborhood				<u> </u> 1 Г		-	L		\mathbb{H}	L	+	<u> </u>	_		
Police Citizen Outreach Programs										L					
Funding Priority for Streets and Sidewalks		Low= 1	2	1 F	3	4	_	5	6	Г	7	8	7	9	High= 10
Litter Pickup along Boulevard] <u>[</u> 1 [_					L	4	Ļ			
Tree and Plant Maintenance along Boulevard] <u>[</u> 1			L		\square	L	4	L			
Snowplowing of Streets] <u>[</u> 1						Ĺ	_	L			
Street Maintenance] <u>[</u>		닏			\square		#				
Street Lighting							L		\perp	L	4			Н	
Traffic Congestion		Щ			4	\perp			\mathbb{H}	L	4	Ļ			
Snowplowing of Pathways and Trails							L		\vdash	L	4				
Pathways and Trails Maintenance															
City Communication and Engagement		Low= 1	2	1 -	3	4	_	5	6	_	7	8	7	9	High= 10
Elections/Ease of Voting		Щ							<u> </u>		_				
Roseville Cable Channel 16		Щ			4		Ļ			L	4				
City Newsletter						\perp			<u> </u>		_	L			
City Website															

Funding Priority for City Activities	Low= 1	_ 2		3	4		5	_ 6	_	7		8	_	9	High= 10
Appearance/Cleanliness of City Facilities															
Cedarholm Golf Course										Щ					
Harriet Alexander Nature Center													L		
Muriel Sahlin Arboretum															
Park/Playground Maintenance															
Recreational Facilities										Щ					
Recreational Programs													L		
Skating Center/OVAL										Щ					
Water quality in Lakes and Ponds															
Funding Priority for Other City Services	Low= 1	2	ا r	3	4	1 г	5	6	7	7	ĺ	8	Г	9	High= 10
Building Codes/Permitting		F]] <u>[</u>							L		
Drinking Water Quality		<u> </u>]		F] <u>[</u>	-	Ļ				\blacksquare	Ļ	4	
Flood Protection]] [] [_						L	4	
Housing Code/Nuisance Property Enforcement] [] [1 [4	Ļ		\vdash		4	Ļ	4	
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Leaf Pickup Program] [] [1 [L		\blacksquare		\blacksquare	Ļ	4	
License Center		_] [_] [] [4	Ļ					Ļ	_	
Recycling Collection		F] [Ļ] [_	Ļ		\square		\blacksquare	Ļ	╬	
Reliability of Drinking Water Services		_] [_] [1 [4	Ļ					Ļ	_	
Reliability of Sewer Services															
Because of the weak economy and falling proper not adequate funding to provide each service be	low, ple	itions, ase sp	the ci pecify	ity is lo	okin I dge	g at w									
Budgetary Actions for Community Safety	Eliminate the			Reduce		Levels	Λ	laintain (Current S	Service I	Levels		Raise T	axes &	Fees
Animal Control															
Emergency Medical Services					Ш										
Firefighting Services															
Fire Prevention Inspections															
Police Crime Investigations															
Police Patrols in Your Neighborhood					Ш										
Police Citizen Outreach Programs															
Budgetary Actions for Streets and Sidewalks	Eliminate the	Service		Reduce	Service	Levels	Λ	laintain (Current S	Service I	Levels		Raise 7	axes &	Fees
Litter Pickup along Boulevard					Н] 1					
Tree and Plant Maintenance along Boulevard					닏]					
Snowplowing of Streets					Щ]					
Street Maintenance					닏]				川	
Street Lighting					ᆜ				L] 1				\square	
Traffic Congestion					닏				Ļ]				H	
Snowplowing of Pathways and Trails					\sqsubseteq]]				\square	
Pathways and Trails Maintenance					Ш										

City Communication and Engagement	Eliminate the Service	Reduce Service Levels	Maintain Current Service Levels	Raise Taxes & Fees
Elections/Ease of Voting				
Roseville Cable Channel 16				
City Newsletter				
City Website				
Budgetary Actions for City Activities	Eliminate the Service	Reduce Service Levels	Maintain Current Service Levels	Raise Taxes & Fees
Appearance/Cleanliness of City Facilities				
Cedarholm Golf Course				
Harriet Alexander Nature Center				
Muriel Sahlin Arboretum	Ц			
Park/Playground Maintenance				
Recreational Facilities				
Recreational Programs				
Skating Center/OVAL				
Water quality in Lakes and Ponds				
Budgetary Actions for Other City Services	Eliminate the Service	Reduce Service Levels	Maintain Current Service Levels	Raise Taxes & Fees
Building Codes/Permitting				
Drinking Water Quality				
Flood Protection				
Housing Code/Nuisance Property Enforcement	Ц			
Housing Loan Programs				
Leaf Pickup Program				
License Center				
Recycling Collection				
Reliability of Drinking Water Services				
Reliability of Sewer Services				
The following questions are fo	or analysis only and	d will not be used i	n any way to identify	you.
How long have you been living in Roseville?	One year or less	1-5 years	6-10 years	More than 10 years
Do you own or rent/lease your residence?	Own	Rent/Lease		
Do you currently work inside the city?	Yes	No, outside the	No, I am unemployed	I am retired
What is your age group?	18 to 24 23	5 to 34 35 to 44	45 to 5455 t	65 or over
Which of the following categories best describes your level of education?	Some high school	High school Scanners Scanners	ome college College graduate	Graduate degree(s)
Which of the following categories includes your total family income last year?	\$25,000 or less	\$25-\$50,000	\$50- \$100,000	Over \$100,000
Please indicate your marital status:	Single	Married/ partner		lowed/separated/ orced
Mark the boxes that describe the people living in your house (other than yourself and/or a spouse). Check all that apply. What is your gender?	Child(ren) age 12 or under	Child(ren) over age 12 Female	Parent age 65 or older	None of these
Please check all that apply: To which group(s) do you belong?	Asian White/Caucasian	Black/African American	American Indian/Alaska Native/Native Hawaiian	Other



Frequently Asked Questions

- Q: What is Cobalt Community Research?
- A: Cobalt Community Research is a non-profit, non-partisan coalition that helps local governments measure, benchmark, and manage their efforts through shared data, high-quality affordable surveys, focus groups and facilitated meetings. In partnership with CFI Group (www.CFIgroup.com), Cobalt is taking the lead in establishing the Cobalt Citizen Satisfaction Index, a nationwide measure of citizen satisfaction for local governments.
- Q: Why has Cobalt selected CFI Group as a partner for the Citizen Satisfaction Index?
- A: CFI Group is a strategic partner of the University of Michigan's National Quality Research Center (NQRC), the publisher of the American Customer Satisfaction Index (www.theACSI.org). The ACSI is the standard metric for measuring citizen satisfaction for both the Federal Government agencies and the national consumer economy. CFI Group is the developer of the statistical methodology on which the ACSI is based.
- Q: How is my Citizen Satisfaction Index score calculated?
- A: Your citizen surveys are collected by Cobalt and analyzed using the CFI Group statistical model. The statistical model computes scores for each of the survey questions and aggregate scores for each of the drivers of citizen satisfaction schools, fire, police, utilities, library, parks & recreation, etc. These satisfaction drivers, in turn, are used to create your local government's Citizen Satisfaction Index.
- O: What are the benchmarks and how do I use them?
- A: The benchmarks provide each local government with a performance measure of their overall citizen satisfaction and key driver satisfaction performance compared with other local governments and with the ACSI. The four benchmark charts available for comparison with your Citizens Satisfaction Index are:
 - Satisfaction Index Comparison compares your Citizen Satisfaction Index with three indices: the ACSI National, ACSI Federal Government, and overall Cobalt Citizen Satisfaction.
 - Cobalt Member Benchmark compares your Citizen Satisfaction Index and individual driver scores with the comparable Cobalt Citizen Satisfaction scores for all members.
 - Comparable Employee Benchmark compares your Citizen Satisfaction
 Index and individual driver scores with other local governments with a similar number of employees.
 - Comparable Geography Benchmark compares your Citizen Satisfaction
 Index and individual driver scores with other local governments in your state.

supporting decisions | inspiring ideas

Q: What is a Priority matrix and how do I use it?

A: The Priority Matrix provides guidance on how to optimally improve citizen satisfaction. In addition to performance scores, the CFI Group statistical model computes an impact for each of the drivers of citizen satisfaction. Impacts are statistically derived predictions of the leverage available on overall satisfaction to be derived from improving a score of a particular driver (e.g., schools or roads).

Each driver of satisfaction is plotted with their score as the vertical axis and impact as the horizontal axis. The four quadrants of the matrix are:

Priority Matrix

Drivers with relatively higher scores and greater leverage (impact) on improving citizen Drivers with relatively higher scores but with satisfaction. low impact; i.e., there is little to be gained from improving them more. This is an area where How Are We Performing? investments/improvements could be This is an area where you can promote your considered but where current success or reduce your investment. investments/service quality should be maintained because satisfaction slippage will hurt overall citizen satisfaction. Drivers with relatively lower scores and with Drivers with relatively lower scores and low impact; i.e., there is little to be gained from improving them further. greater leverage (impact) on improving citizen satisfaction. Drivers in this area should be monitored, but This is an area where additional investments generally no major investments should be or improvements should be considered. considered. Lesser change

in satisfaction

Greater change in satisfaction

What Happens to Citizen Satisfaction If We Improve?

Q: How precise are the scores over different sample sizes?

A:

Sample Size	50	100	150	200	250	500	1000	5900
95% Confidence Interval +/-	5,5	3.9	3.2	2.8	2.5	1.8	1.2	0,6
90% Confidence interval +/-	4.7	3.3	2.7	2.3	2.1	1.5	1.0	0.5
80% Confidence Interval +/-	3.6	2.6	2.1	1.8	1.6	. 1.1	0,8	0,4



Q: How do I get help or answers to my questions?

A: Cobalt Community Research has created an email account specifically to support you in getting assistance, Information@cobaltcommunityresearch.org. If you send us an email with a description of the issue for us to address, we will make every effort to get back to you within two business days.

Special Note:

Information provided through the Cobalt Citizen Satisfaction Survey should be balanced with each organization's judgment, legal requirements, safety standards, and other considerations. Research, including that provided through the Cobalt Citizen Satisfaction Survey, should be used to support sound decision-making practices, not to replace them.

Research Brief

2011 City of Roseville Citizen Engagement and Priority Assessment

William SaintAmour Executive Director, Cobalt Community Research March 4, 2011

PURPOSE

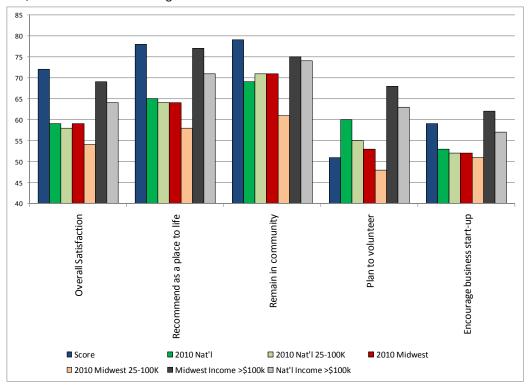
The purpose of this brief is to provide an executive summary of City of Roseville citizen research. In January and February 2011, the City of Roseville asked a random sample of registered voters to respond to a survey to support the following goals:

- Support budget and strategic planning decisions
- Explore service assumptions to ensure baseline service levels are well understood and to provide a reference against which the City can measure improvements over time
- Identify which services provide the greatest leverage on citizens' overall satisfaction and how satisfaction, in turn, influences the community's image and citizen behaviors such as volunteering, remaining in the community, recommending it to others and remaining in the community.
- Benchmark performance against a standardized performance index regionally and nationally.

More than 570 citizens responded, providing a statistically sound measurement of citizen engagement and priorities.

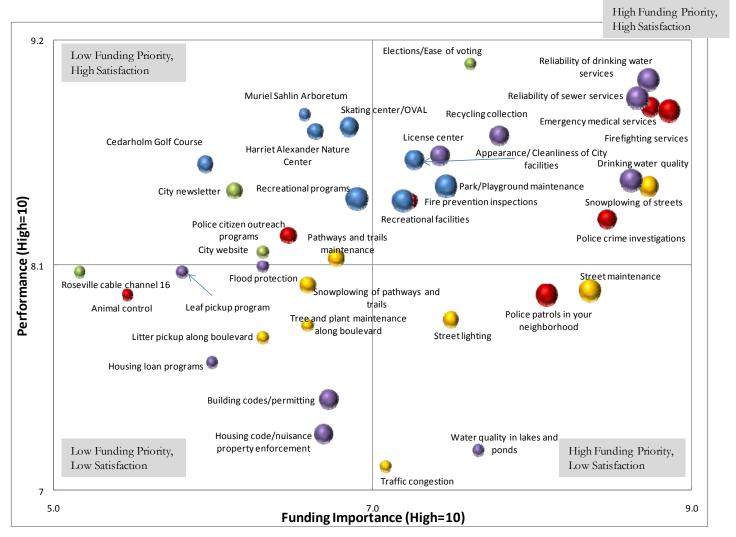
FINDINGS TO STRENGTHEN ENGAGEMENT AND CITIZEN SATISFACTION

Overall, citizens scored overall Roseville satisfaction at 72 on a scale from zero to 100, with 100 the highest score (Roseville scores are dark blue). This is above the score for similarly sized Midwestern cities, which have an overall score of 54. The analysis also identified which aspects of life in Roseville have the greatest impact for additional improvement. Those areas with greatest impact are Economic Health, Local Government Management and Taxes.



BUDGET PLANNING FINDINGS

Citizens were asked to rate 38 City services by both satisfaction and funding priority from 1-10, with 10 being the highest score. The following chart shows services with highest satisfaction in the top two quadrants, services with the highest funding importance in the right two quadrants, and bubble size corresponds to expenditure level. The results may vary by demographic group, and demographic detail is provided to the City in a separate document.



The assessment also asked how funding shortfalls should be addressed if revenue is not available. Residents selected options they supported for each service. Options included eliminating each service, reducing service levels, maintaining current service levels, and raising taxes/fees. This analysis also is available broken down by demographic group.

RECOMMENDATIONS

To act on this information, the City should consider:

- Developing internal City teams to further analyze the results and brainstorm ideas about why respondents answered as they did in these key areas and potential actions in response.
- Validate ideas and potential actions through conversations and town hall meetings/focus groups with residents and line staff. Based on this validation, select 2-3 initiatives that make the most sense. Development of cross-government workgroups also would be a consideration for this step.
- 3. Provide staff with the skills and tools to effectively implement the initiatives.
- 4. Develop formal project plans, milestones, deliverables and operational metrics to ensure the implementation maintains momentum and executive support.
- Re-measure citizen engagement and priorities in 1-2 years to ensure progress was made and track changes in resident needs.