



City of Prescott

City Council - Workshop Meeting

December 3, 2024 | 9:00 AM
1375 S Walker Road
Highlands Center for Natural History
Prescott, AZ 86303

MINUTES

1. CALL TO ORDER

Mayor Goode called the meeting to order at 9:03 a.m.

2. ROLL CALL

Phil Goode - Mayor
Connie Cantelme - Mayor Pro Tem
Lois Fruhwirth - Councilwoman
Ted Gambogi - Councilman
Brandon Montoya - Councilman
Eric Moore - Councilman
Cathey Rusing - Councilmember

3. DISCUSSION

- A. Presentation, Discussion & Consideration for the City of Prescott Council Retreat & Workshop.

Highlands Center Executive Director Sarah Vincent welcomed the Council and staff and provided an overview of the Center.

City Manager Dallin Kimble commented on the importance of the work the Council and Executive staff will be doing over the next two days.

Facilitator Angela Nicholson continued, stating that the planning that everyone will be doing today makes day-to-day work easier. Today will discuss the vision and mission of the city, and discuss with Department Heads about what the true priorities and issues are. She stated that she is impressed with the city's strategic plan, and it gives a good starting place. She began with a connection exercise for the Council and department heads.

Vision:

- * To be
- * Why
- * Open/Variable
- * Imagine
- * Inspire
- * Visionary

Mission:

- * To do

- * What
- * For whom
- * How do you do it

Goals:

- * Tangible ways you'll carry out your mission and progress forward your vision

Values:

- * Come up with four or five that determine how the Council engages and how employees show up every day

Vision drives performance and values drive work products.

Councilman Gambogi commented on the importance of connecting the vision with the planning. It has to be articulated in a manner that makes everyone agree on how the implementation fits into the vision.

Strategic Priority Areas:

- * Public Safety
- * Dynamic Economy
- * Infrastructure
- * Natural Environment
- * Good Government

Current vision for the City of Prescott is to "be the premier community in the Southwest".

- * Is this the vision statement helping to create organizational alignment
- * Do employees know it
- * Is the vision helping employees to make decisions about priorities, focus and customer service

Mayor Pro Tem Cantelme stated that there is no clear process in the city and that is something that needs to be worked on.

Councilwoman Fruhwirth built on the necessity of good leadership and how everyone in the organization contributes to processes. Having people work on breakthroughs allows them to understand where they fit and contribute.

Councilman Montoya agreed, and stated that the Council has to trust the leaders of departments to do the work they've been hired to do and not micromanage the process. The Council's job is to be strategic and have a big view and staff's job is to execute.

Ms. Nicholson stated that both are correct, she doesn't want to get into the weeds, but it is important to address the upward/downward communication so the Council has what they need to make decisions and vice versa.

Councilman Gambogi commented that he has never had an issue with getting a response or understanding from staff about how processes are being implemented. How it all works can be better communicated though.

Mayor Goode commented on the variety of plan documents the city has, including the General Plan, Strategic Plan, etc. and how these should align with one another. Many people run for public office and get elected or the general public don't understand how that actually works. The Council sets the policy and the City Manager and staff execute that.

Current Mission - we will embrace our unique past, maximize our current opportunities and be a catalyst for our future prosperity.

Current Core Values/Beliefs for the City of Prescott are: "Act with integrity, Work as a team, Have personal commitment and loyalty, Solve problems, Take pride in excellent results, High level of productivity and Be nice."

Executive team discussion regarding how well the staff know the core values and beliefs, but don't have familiarity with the vision and mission.

Council discussion regarding the fact that these values are not making it up to the Council and that is something that needs to be addressed.

Mr. Kimble asked if these core ideas are where they would like to go but would like to wordsmith them slightly.

Ms. Nicholson broke everyone into smaller groups to work on a visioning exercise.

Recess at 10:35 a.m., Reconvene at 10:50 a.m.

Breakout groups continued discussing visioning for the city and community.

Lunch recess from 11:15 a.m. to 11:45 a.m.

Full group discussion regarding what high-performance means for the city of Prescott and what the desired future state of the community is. Word sheets are useful for creating a vision and mission based on the different concepts that are important to the Council and staff.

Breakout groups discussed options for vision and mission statements, and returned to full group discussions regarding how to put those together for statements for the City of Prescott.

Ms. Nicholson reviewed the details provided by the Council and staff and stated that Mr. Kimble will return to the Council with a more fleshed out vision and mission for the Council to review at a future date.

Recess at 1:15 p.m., and reconvene at 1:27 p.m.

Ms. Nicholson continued by requesting that each Director discuss their strengths, weaknesses, opportunities and challenges (SWOC) within their department. Each Director discussed their SWOC.

This item was for discussion only, no formal action was taken.

4. ADJOURNMENT

There being no further business to discuss, the meeting was adjourned at 3:41 p.m.



PHILIP R. GOODE, Mayor

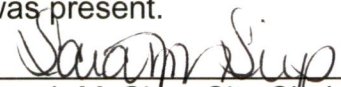
ATTEST:



SARAH M. SIEP, City Clerk

CERTIFICATION

I hereby certify that the foregoing minutes are a true and correct copy of the minutes of the Voting Meeting of the City Council Voting Meeting of the City of Prescott, Arizona held on December 3, 2024. I further certify the meeting was duly called and held and that a quorum was present.



Sarah M. Siep, City Clerk

