



## Council-Staff Relations 2022 CML



# Session Objectives



▲ Understand and appreciate community demands on council members



▲ Apply the city manager's office policy for reporting council requests



▲ Recognize the importance of bridging the gap between council and staff





# Council-Staff Relations



*Suggestions on improving relations with our elected officials.*





# Number 1



*Never compete with elected officials  
for public recognition/attention.*

*"We're not the face or the voice of the city."*





# Number 2



*Do the small stuff well for them so they can trust you on the big stuff:*

*"Pay attention and remember what's important to your elected officials."*





# Number 3



*Always have time for your elected officials—don't forget to make them your priority:*

*"If they don't feel valued, it is difficult to build team."*



# Number 4



*Implement city council decisions faithfully:*

*"Support the decision even if it's not what you would have done."*

# Number 5



*Always maintain your professionalism:*

*"Don't make it personal."*



# Number 6



*Be realistic regarding the separation between "policy" and "administration":*

*"Realize things aren't always black and white."*



# Number 7



*Help elected officials become better policy makers:*

*"Help them stay focused on what they're supposed to do by providing them options to consider with supporting details for thoughtful analysis."*





# Number 8



*Present facts and information fairly and without spin:*

*"Never cross the line regarding influencing a policy decision."*

# Number 9



*Be realistic regarding the number and types of issues you can tackle at the same time:*

*"Don't try to take on all of the important issues all at once."*

# Number 10



*Have clear communication and agreement regarding our role and the council's expectations:*

*"You can't perform up to expectations if you don't know what they are."*

# Number 11



*Every time the council changes it is a new job interview:*

*"Never take this relationship for granted."*

# Number 12



*If council doesn't trust or believe that you are honest and have integrity...*

*Nothing else matters!*



Thank You!



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