



# City of West Allis

Resolution: R-2016-0054

7525 W. Greenfield Ave.  
West Allis, WI 53214

**File Number: R-2016-0054**

**Final Action:**

**Sponsor(s):** Administration & Finance Committee

**MAR 15 2016**

Resolution to endorse the City of West Allis Innovation, Operational Excellence and Continuous Improvement Activities.

WHEREAS, the City of West Allis ("City") has endeavored to provide cost effective municipal services and a positive and creative approach to the management and operation of the City and strives to "raise the bar" to make the City of West Allis the preferred municipality in the Milwaukee metropolitan area, the state, and the country; and

WHEREAS, the economic downturn, continually evolving budget constraints, and increasing benefit costs have severely impacted the City's ability to preserve quality service delivery to the community, and resulted in the need to utilize resources differently; and

WHEREAS, the Common Council has adopted goals for excellence in administration, which include preparation of "focused" annual objectives and action plans/strategies, use of team building, quality improvement strategies, and administrative and technological improvements and measurement of department performance; and

WHEREAS, the Common Council has encouraged the City of West Allis Green Initiative, employees' participation in the Lean Continuous Improvement training, and is embarking on a Strategic Planning Process; and

WHEREAS, in order for Innovation, Operational Excellence and Continuous Improvement Activities to be successful, employees must be actively engaged in efforts on a day-to-day basis.

NOW, THEREFORE, BE IT RESOLVED, that the Common Council of the City West Allis endorses the City of West Allis Innovation, Operational and Continuous Improvement Activities.

BE IT FURTHER RESOLVED that the Common Council of the City of West Allis directs City leaders to:

- Set a vision for departments and engage in setting goals aligned with excellence in administration and present regularly to the City Administrator for dissemination to the Mayor and Common Council.
- Create a culture of daily, continuous improvement and innovation and make time to implement changes.
- Consider City operations as a whole; refuse to participate in turf battles and silo preservation.
- Actively participate in training which supports the initiative and challenges the status quo.
- Set expectations for employees which encourage exerting discretionary effort.
- Align hiring and promotion processes to ensure candidates possess the qualifications and experience consistent with the City's mission, goals and innovation activities.

- Provide honest and accurate feedback; only reward high performers whose behavior is congruous with the City's mission, goals and innovation activities.

ADM\ORDRES\ADMR529

ADOPTED MAR 15 2016

APPROVED 3/21/16

Monica Schultz

Monica Schultz, City Clerk

Dan Devine

Dan Devine, Mayor