



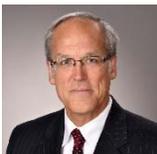
Pathfinder

“The most significant levers leaders have are to put the right people in leadership positions and to ensure that the incentives inside the company are aligned so that people are working toward a common purpose.”

- Kenneth Frazier, CEO of Merck

Teamwork Matters

A message from
the City Manager



JASON STILWELL

On Election Day, Santa Maria voters sent a clear and strong message about their priorities and willingness to fund local municipal services and quality of life programs, as Measure U2018 was enacted with 73.66 percent of votes cast.

This pivotal decision extends and increases this local sales tax from a quarter-cent to the one-cent rate. All City employees are grateful for this impressive level of voter support and confidence in the work we do. We must continue to earn their trust.

Our community will start seeing results next summer after Measure U2018 takes effect on April 1, 2019. That is the date when Santa Maria retailers will begin collecting the one-cent tax and reporting proceeds to the State. In turn, the State takes a few months to disperse the funds to the City.

Simply put, the anticipated new revenue will be available for the City's 2019-2020 budget beginning July 1st. Until then, the City budget adopted by the City Council remains in effect through next June 30th. Our staff is preparing a Measure U spending plan to bring forward to the City Council and public next February to guide the development of next year's budget.

We've heard from the voters. Next, we want to hear from you, the employees, through the City's employee engagement survey coming in January. To understand why, take a look at the quote in the banner (above) of this month's newsletter. Your answers will help influence the way work gets done here, and help employees be successful.

We work more productively and happier if we are all aligned and working together. This voluntary engagement survey is another opportunity for each of you to share feedback. It should take about 10 minutes to complete the survey. For those of you not assigned a computer, Human Resources will make computers available during January weekdays at the Abel Maldonado Community Youth Center and at the Utilities Department.

Honest feedback is essential. Employees are closest to customers, to how the work gets done, and how the functioning of our organization can be improved.

We encourage each employee to provide insight into how the City can provide an environment that is aligned to be supportive of its employees and responsive to its customers. No City managers, supervisors or staff will have any access to any individual survey responses, only the collective results reported by the vendor.

When employees feel a part of something greater than themselves (the vision) and feel that they are contributing to it (the mission) – and the values of the City match their own – they feel truly engaged. They feel like they are valued and that they belong.

At its core, this survey is to further the conversation between employees and our leadership. Our City organization's culture represents how we work and act toward each other and our customers on a day-to-day basis, how we communicate, how we work together. We think employees have a lot to say, and our managers and leaders will listen and respond. That is part of a strong and healthy organization.

Jason