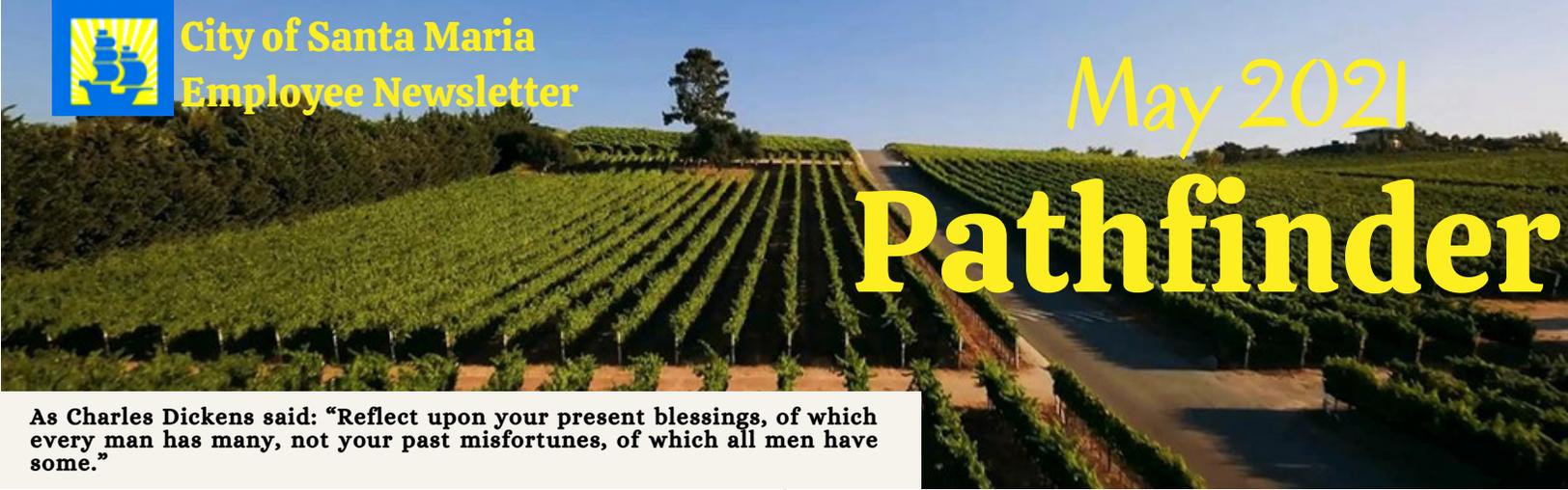




Pathfinder



As Charles Dickens said: "Reflect upon your present blessings, of which every man has many, not your past misfortunes, of which all men have some."

Teamwork Matters

A message from
the City Manager

Jason Stilwell



Even after playing together for 59 years and dozens of albums, the Rolling Stones still understand the value of supporting each other. Each member understands their roles. Each one is committed. Together, they make it look easy.

The secret to being an excellent team is coming together, staying together, and moving forward together. Another factor is team members in the proper places to ensure success. Everyone has their strengths and contributes to the group's overall success.

We support each other every day in our City organization. We supported each other during the pandemic and picked up slack when co-workers were out and stayed home to avoid the risk of exposure in the workplace. That is due to our comprehensive safety plans and your diligence.

Another observation is your support of our co-workers in the Police Department. They are part of a noble profession that, nationally, is under rising anti-police rhetoric. We have worked hard to have the best public safety services on the Central Coast and it has earned and is maintaining the trust and support from our community.

The Police Department's Mission Statement: "In partnership with the community, we will provide impartial, ethical, and professional law enforcement services. We will take a leadership role in forming collaborative community efforts

to find long-term solutions for the reduction of crime through prevention. We will strive to maintain the trust, understanding, and confidence of our residents, while working to improve the quality of life."

This year, the Police Department is continuing training and employment of constitutional policing practices to improve de-escalation and intervention strategies with an emphasis on mental health issues and implicit bias training. But we have all had to work to retrain and reinvent ways to serve Santa Maria within the last year.

In all 10 departments, the City is fortunate to have talented employees. We all are aware of the context in which we operate: budget uncertainties, expenses growing faster than revenues, the hiring freeze, and more, resulting in a workforce that is strained to do more with less.

Day in, day out, we continue to stay focused on the core services and fundamentals. All of us can continue to support each other - and our community. As I have said before, I am impressed with staff's creativity with public programs. Creativity goes hand in hand with necessity.

None of us has ever experienced a crisis of this scale and duration. We are getting through it and persevering in large part because of the support of our coworkers and friends and family and with the support of our community. I am very proud of how you, our City employees, come together, stay together, and move forward together.

Jason