



# OSAC Roadmap Progress Report

2025



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## OSAC Progress & Accomplishments

| Initiative                    | Progress & Accomplishments                                                                                                                                                                                                                                                                                                                       |
|-------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Establishing OSAC             | OSAC established the Committee's purpose, charter, and administrative processes; established and defined priority initiatives; created an initial workplan.                                                                                                                                                                                      |
| Interim City Manager Workplan | OSAC finalized the Interim City Manager Workplan and directed the City Manager to report the Interim Workplan to the full Council which he accomplished in Council Study Sessions on 10/14 and 10/21.                                                                                                                                            |
| City Manager Recruitment      | OSAC reviewed and approved the recruitment strategy, oversaw the selection of an Executive Recruiting Firm (ERF), selected competencies to support the recruitment process (with input of the Council), and are continuing to provide guidance on community engagement, recruitment timelines, and general oversight of the recruitment process. |
| City Council Staffing         | OSAC identified options for enhancing Council staffing to meet needs identified through Council Member interviews; explored potential costs and implementation considerations; and will resume the initiative in alignment with the 2027-2028 Biennial Budget development process to occur in 2026.                                              |



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## Previously Identified OSAC Initiatives\*

Interim City Manager Workplan (completed)

City Manager Recruitment (in progress)

Council Staffing (in progress – hold to align with 2027-2028 Budget process)

Charter Review Process & Timeline

Council Project Alignment

Legislation Sponsorship Process

Communication with Council & Staff

Council Retreat Planning

\*See handout for initiative details.



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## OSAC 2026 Membership

### Potential Changes from 2025 Membership

- One vacancy
- One potential vacancy
- One member who may be serving in a different capacity

### The New Mayor will Establish 2026 Committee Assignments

- Timeline TBD

### The First Council Meeting of 2026 is Potentially 1/6 or 1/13

- 2026 Committee assignments may not be determined before the first regularly scheduled OSAC Meeting (1/9)
- It may not be possible to achieve quorum with 2025 members depending on election outcomes.



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## Upcoming OSAC Meetings

| Date                 | Topics                              | Date        | Topics |
|----------------------|-------------------------------------|-------------|--------|
| <b>*November 7*</b>  | <b>Proposed additional meeting</b>  | January 23  |        |
| November 14          |                                     | February 13 |        |
| November 28          | Cancelled                           | February 27 |        |
| December 12          |                                     | March 13    |        |
| <b>*December 19*</b> | <b>Proposed additional meeting</b>  | March 27    |        |
| December 26          | Cancelled                           | April 10    |        |
| January 9            | Pending 2026 Membership Assignments | April 24    |        |

Notable dates:

- November 4<sup>th</sup> – Election Day (November 25<sup>th</sup> Election Certification Meeting)
- January 6<sup>th</sup> – First Council Meeting of 2026
- February – Typical Timing of Council Retreat
- March-April – Potential starting window for the permanent City Manager



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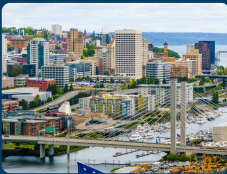
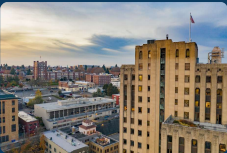
| Date                                        | Topics                                                                                                                    | Date        | Topics                                                                                                 |
|---------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|-------------|--------------------------------------------------------------------------------------------------------|
| <b>November 7</b><br><b>*Proposed Add*</b>  | 1. No.                                                                                                                    | January 23  | 1. City Manager Workplan Check in on February report to Full Council<br>2. Council Retreat (continued) |
| November 14                                 | 1. City Manager Recruitment (45 mins+)                                                                                    | February 13 |                                                                                                        |
| November 28                                 | 1. Cancelled                                                                                                              | February 27 | 1. (Council Retreat)                                                                                   |
| December 12                                 | 1. Discuss CM recruitment survey results & how to use feedback<br>2. Council Retreat Planning<br>3. Incoming Mayor Attend | March 13    | 1. Communication with Council and Staff                                                                |
| <b>December 19</b><br><b>*Proposed Add*</b> | 1. Pending City Manager Recruitment Needs                                                                                 | March 27    | 1. Council Project Alignment                                                                           |
| December 26                                 | 1. Cancelled                                                                                                              | April 10    | 1. Legislation Sponsorship Process                                                                     |
| January 9                                   | 1. Cancelled - Pending 2026 Membership Assignments                                                                        | April 24    | 1. Charter Review                                                                                      |



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