



City Manager Workplan

City Manager's Office
City Council Study Session
May 19, 2026
Item 1

Timeline





City Manager Workplan

This workplan outlines the City Council's expectations for the City Manager to focus and prioritize his efforts to drive results throughout the organization to benefit the community on behalf of the City Council.

The City Manager is directed to complete the workplan with an emphasis on:

Partnership

Access,
Opportunity,
and Belonging

Data informed
accountability

Cross-
departmental
alignment

Focused
communication

1. Operational Performance & Internal Admin

● On Track ● At Risk ● Delayed ● New ● Improved		
Operational Excellence		
Leading the organization to promote a healthy, stable, workforce that delivers on Council's priorities while implementing internal process improvements, cost containment, and efficiency measures in 2026 as we work to structurally align revenues and expenses to ensure sustainable delivery of effective City services in future biennia.		
Performance Metric	Outcome/Update	Status
To ensure fiscal sustainability for the City of Tacoma, the City Manager will develop options for cost containment and reductions that meaningfully addresses the structural deficit in the 2027-2028 budget.		●
To ensure the sustainable delivery of City services to the community, the City Manager will promote a healthy, stable workforce and lead the Roadmap to Recovery to provide options to structurally align revenues and expenses by 2030.		●
To promote transparent, timely communications internally and externally, the City Manager will develop options to improve the impact of internal and external communications.		●



2. Council Priorities: Strategies & Status

Community Safety

● On Track ● At Risk ● Delayed ● New ● Improved		
Community Safety		
Addressing community safety issues through code enforcement, innovative response models, and infrastructure safety.		
Performance Metric	Outcome/Update	Status
To enhance perceptions of community safety for Tacoma Residents, the City Manager will work with Tacoma Police, Tacoma Fire, Neighborhood and Community Services, Public Works, Environmental Services, in alignment with all other departments to improve the quality of life for the community.		●



3. Council Priorities: Strategies & Status

Housing & Homelessness

● On Track ● At Risk ● Delayed ● New ● Improved		
Housing and Homelessness		
Addressing the regional and local causes and impacts of homelessness that residents can access, secure and maintain affordable housing in alignment with AHAS and homelessness strategies.		
Performance Metric	Outcome/Update	Status
To support the wellbeing and dignity for our unhoused residents and promote the safety and cleanliness of the City for all residents, the City Manager will review and renew the applicable portions of the Affordable Housing Action Strategy and Homelessness Strategy with a particular focus on improving shelter acceptance and progression toward stable housing.		●



3. Council Priorities: Strategies & Status

Jobs & Economy

● On Track ● At Risk ● Delayed ● New ● Improved		
Jobs and Economy		
Leading on efforts to make Tacoma the best place to do business in the Puget Sound, including everything from opening and operating a business in Tacoma to being the best place to work for employees.		
Performance Metric	Outcome/Update	Status
To support a vibrant business environment, the City Manager will direct Community and Economic Development and other departments to engage with community partners and industry to analyze and improve Tacoma’s business climate, in alignment with relevant Economic Development plans.		●
To enhance the speed of permitting in Tacoma, in collaboration with Tacoma Public Utilities, the City Manager will direct Planning and Development Services, Finance, and other departments to reduce the time it takes to issue certain permits by proposing new and innovative strategies.		●





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