



COMMISSION / CITY MANAGER RELATIONSHIP POLICY

Policy 2.1. Delegation to the City Manager

The City Commission will instruct the City Manager through written policies that prescribe the city goals to be achieved and describe organizational situations and actions to be avoided. The City Commission will support any reasonable and consistent interpretation of those policies by the City Manager.

Accordingly:

1. The City Commission will develop policies instructing the City Manager to achieve defined goal results. These policies will be developed systematically from the broadest, most general level to more defined levels, and will be called Strategic Direction Policies.
2. The City Commission will develop policies to let the City Manager know what practices and circumstances to avoid and to establish the practical, ethical and legal boundaries within which all staff activity and decision-making will take place and be monitored. These policies will be developed systematically from the broadest, most general level to more defined levels, and they will be called City Manager Accountability Policies.
3. As long as the City Manager uses any reasonable and consistent interpretation of the City Commission's Strategic Direction Policies and City Manager Accountability Policies the City Manager is authorized to establish administrative procedures, make all decisions, establish all practices and develop all activities the City Manager deems appropriate to achieve the City Commission's vision, goals, and policy expectations.
4. The City Commission may change its Strategic Direction Policies and/or City Manager Accountability Policies at any time after input from staff and by majority vote of City Commission members, thereby shifting the boundary between the City Commission and City Manager domains. By doing so, the City Commission changes the latitude of choice given to the City Manager. However, as long as any commission-specified delegation of authority is in place, the City Commission will respect and support any reasonable and consistent interpretation of its policies, even though City Manager choices may not be the choices the commission or its members may have made.

Adopted:	April 2017 (original October 2009)
Monitoring Method:	Commission Self-Assessment
Monitoring Frequency:	Every 2 years on even years
