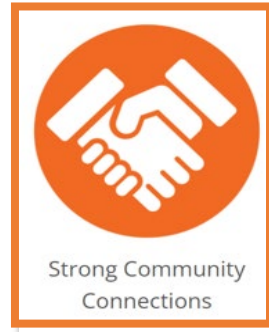


City of Tempe Boards and Commissions Engagement Update

January 6, 2022





2.15 Feeling Invited to Participate in City Decisions

Achieve ratings of "Very Satisfied" or "Satisfied" with the "feeling invited and welcomed to participate in city decision-making processes" greater than or equal to the national benchmark cities as measured in the Community Survey.



Safe and Secure Communities



Quality of Life



Sustainable Growth and Development



Financial Stability and Vitality

Project Origination



Work Study – March 2020

- Reestablished Annual Appreciation Event
- Name Tags for Every Board & Commission Member
- Service Pins
- Chairs & Liaison Survey

Council Retreat – August 2020

- Equity in Action Framework
- Childcare/Stipend Option
- Explore an option to Allow for Rotating Service



Jeremy Farr

Veterans Commission



5 Year Service Pins – 100

10 Year Service Pins – 10

15 Year Service Pins – 10

28 Boards and Commissions

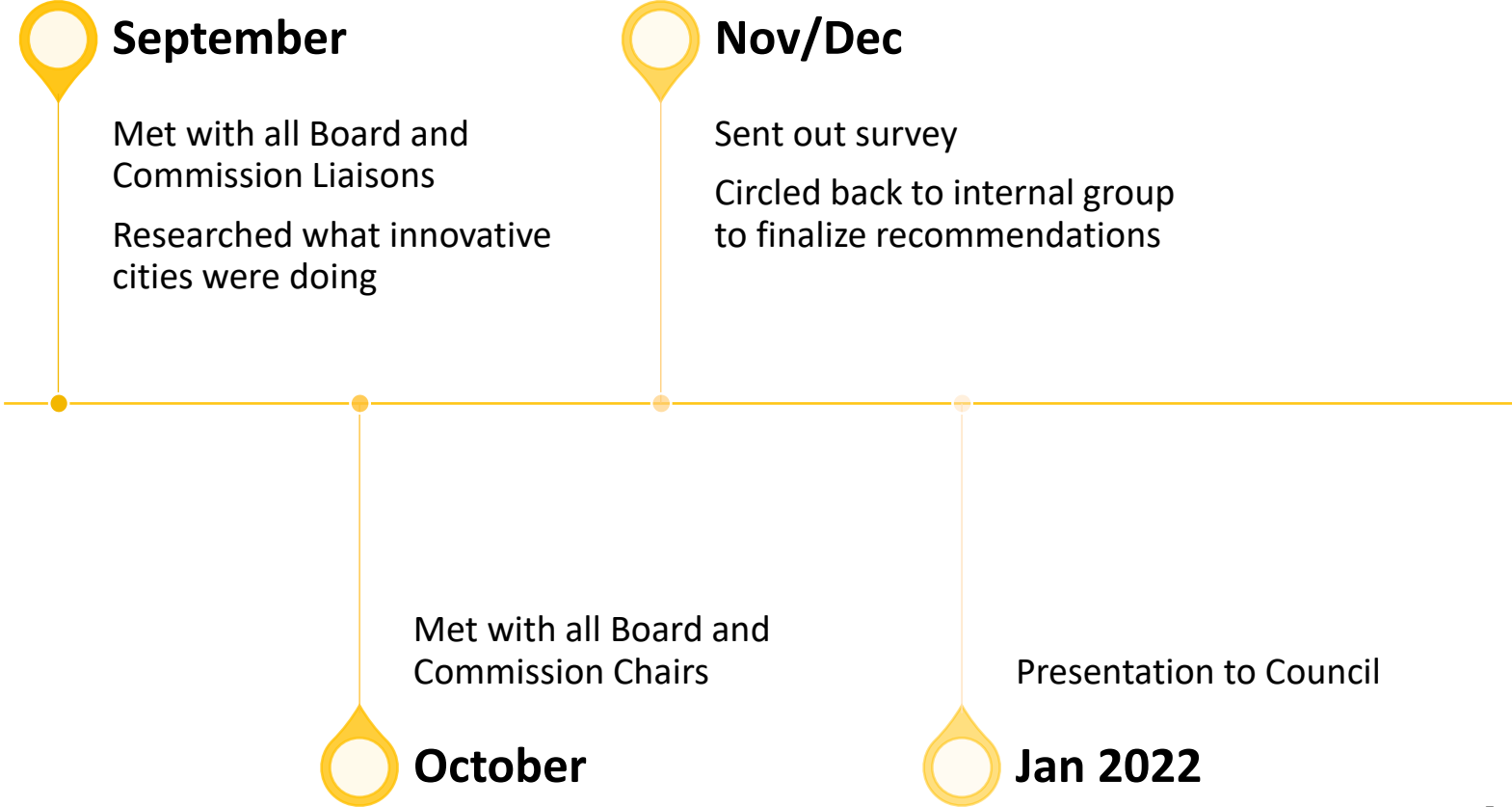
14 Advisory Boards and Commissions

275 Members

Arts and Culture Commission
Audit Committee
Aviation Commission
Board of Adjustment
Commission on Disability Concerns
Desert Conservation Commission
Development Review Commission
Enhanced Services Commission
Family Justice Commission
Fire Public Safety Personnel Retirement System Board
Hearing Officer
Historical Preservation Commission
Human Relations Commission

Industrial Development Authority
Joint Review Committee
Judicial Advisory Board
Library Advisory Board
Mayor's Youth Advisory Commission
Merit System Board
Neighborhood Advisory Commission
Parks, Recreation, Golf, and Double Butte
Cemetery Advisory Board
Police Public Safety Personnel Retirement
System Board
Risk Management Trust Board
Sponsorship Review Committee
Sustainability and Resilience Commission
Technical Code Advisory Board of
Appeals
Transportation Commission
Veterans Commission

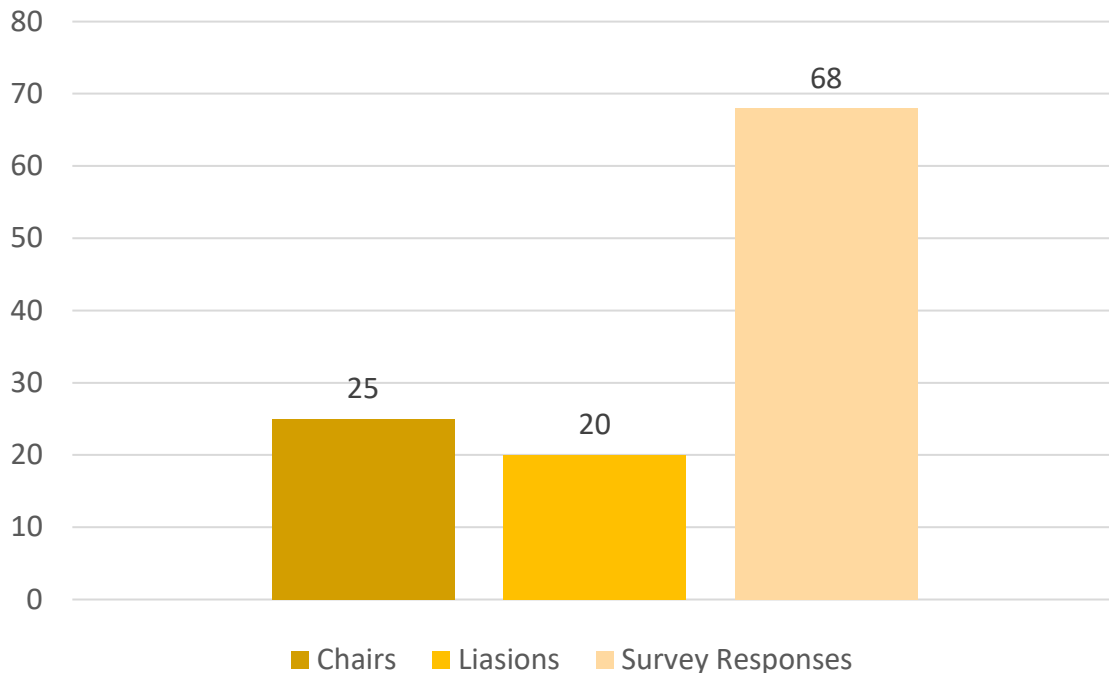
Timeline



Who We Met With



Number of Participants



7 Independent Meetings with
Chairs and Liaisons

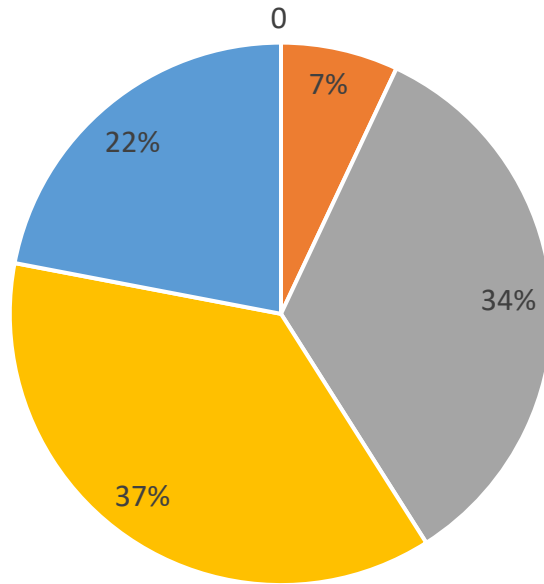
Average of 11 people in each
meeting held

Met with a member from
each Board and Commission,
or they had the opportunity
to fill out the survey

Main Findings from Survey

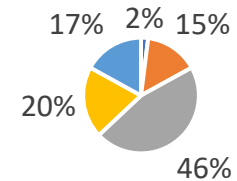


Do you feel your role as a commission volunteer is valued by the City of Tempe?



■ None at all ■ A little ■ A moderate amount ■ A lot ■ A great deal

Overall, how much do you feel your recommendations are valued by City Council?

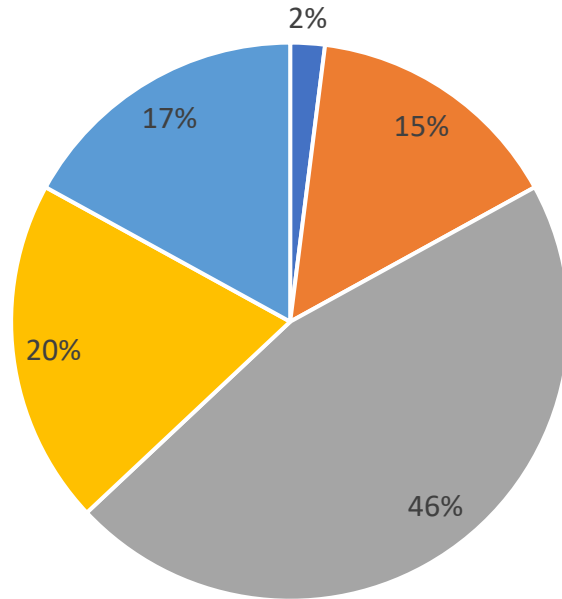


■ None at all ■ A little
■ A moderate amount ■ A lot
■ A great deal

Main Findings from Survey

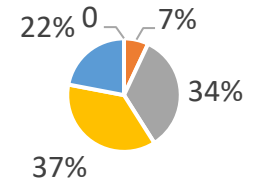


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■ None at all ■ A little ■ A moderate amount ■ A lot ■ A great deal

Do you feel your role as a commission volunteer is valued by the City of Tempe?



■ None at all ■ A little
■ A moderate amount ■ A lot
■ A great deal

Main Findings from Survey



When asked what are the three biggest issues you feel need to be addressed, members responded with:

57%	Additional Interaction between City Council and City Management with B&Cs
52%	Council Members interaction with B&Cs
32%	B&Cs reporting to Council Committees
32%	Collaboration between the B&Cs
28%	Recruitment and retention of B&C Members
24%	Diversity and Inclusion of B&C Members
24%	Boards and Commissions Training/Onboarding Documents

Main Findings from Meetings



Increase Collaboration of Board and Commissions with Each Other

Increase Council & City Management Interaction with B&Cs

Align Board and Commission with a Council Member or Council Committee

Increase Volunteers Feeling of Being Valued & Empowered

Expand & Diversify Recruitment (Increase Diversity of Members)

Allow Opportunity for Chairs and Liaisons to Interview Applicants

Centralized & Minimum Framework of Training for Members & Liaisons

Council Recommendations



Engagement & Appreciation

- Establish Annual Chair/Council Retreat
- Recommend that Councilmembers act as Liaison to a Board and Commission
- Annual Reports to be Presented at a Council Committee

Recruitment

- Expand Annual Public Information Campaign
- Targeted Recruitment Campaigns Towards Underrepresented Communities (EIA)

Training & Development

- Establish the City Clerk's Office as the Central Department
- Institute a Minimum Level of Training for all Members and Liaisons, that Includes Equity in Action Framework
- Establish Mentor/Mentee Program
- Empower Boards & Commissions to Refresh their Bylaws Within the Next 12 months

Questions?

