CITY OF CHARLOTTE

Performance Management Framework

BUDGET, GOVERNANCE, AND INTERGOVERNMENTAL RELATIONS

FEBRUARY 5, 2024

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Today's Objective

Review policy goals and objectives from the Annual Strategy Meeting

- *Seeking committee consensus to move forward with development of measures*
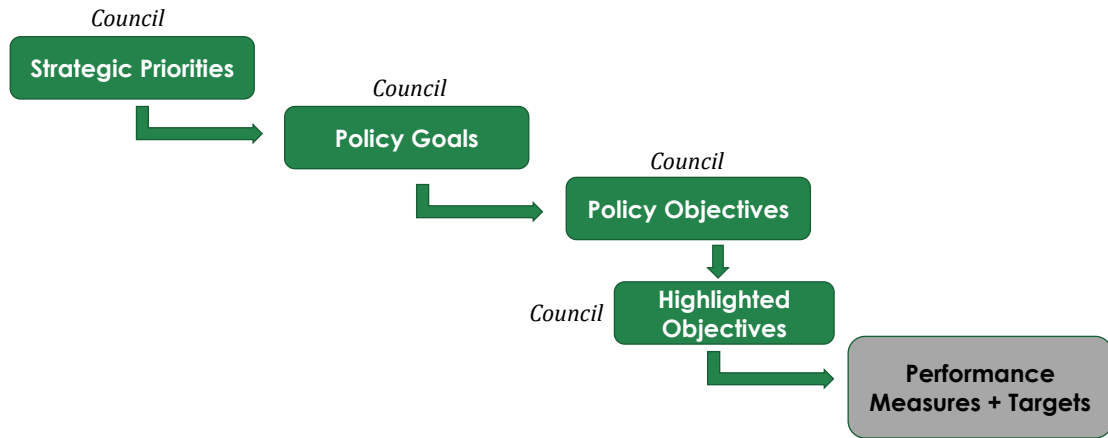
Discuss:

- Insights from looking at the full set of goals and objectives
- Areas needed for clarification

Understand next steps

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Where We Are Headed

Council
Strategic Priorities

Council
Policy Goals

Council
Policy Objectives

Council
Highlighted Objectives

Performance Measures + Targets

Next Step:
Staff w/ Council Input & Review

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Review: Output from Annual Strategy Meeting

Strategic Priority	Policy Goal	Policy Objective
Well-Managed Government *Ensuring the city demonstrates inclusivity through commitment to and focusing on equity and safeguarding the environment; leadership in financial stewardship; reviewing best practices; and maintaining consistency in approach with an emphasis on effective and efficient services that are accountable, customer focused, and inclusive.*	**Budget Principles** *The development of the city's annual operating budget will be a transparent process that includes community input and involvement. As established in the annual budget adopted by City Council, the city's budget principles set forth objectives that are based on the framework set forth by North Carolina General Statute 159, the Local Government Budget and Fiscal Control Act, and the City Code of Ordinances that includes the city charter.*	▪ The city will have a structurally balanced budget. Ongoing costs will be funded with recurring revenues. One-time monies, such as certain federal grants, will be used for one-time expenses. New and significant expenses brought forward outside the budget process should be avoided, when feasible. ▪ The city will engage in a continual evaluation of the most cost-effective means for providing city services. ▪ The city will evaluate the total tax and fee burden – not just the property tax rate – residents pay in exchange for government services as part of the budget development process.

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Review: Output from Annual Strategy Meeting

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Well-Managed Government *Ensuring the city demonstrates inclusivity through commitment to and focusing on equity and safeguarding the environment; leadership in financial stewardship; reviewing best practices; and maintaining consistency in approach with an emphasis on effective and efficient services that are accountable, customer focused, and inclusive.*	**Comprehensive Plan** Goal 10: Fiscally Responsible *Charlotte will align capital investments with the adopted growth strategy and ensure the benefit of public and private sector investments benefit all residents and limit the public costs of accommodating growth.*	▪ Increase infrastructure investments (water/sewer replacement, street lighting, stormwater facilities, streetscaping, etc.) in existing urbanized areas planned for significant new development that are constrained by infrastructure capacity.
	Strategic Energy Action Plan: *Zero-carbon sources for city fleet and facilities*	▪ Strive toward the city's fleet and facilities to be fueled by 100% zero carbon sources by 2030
	Equity in Governance Framework *establishes an approach for City Council to intentionally incorporate an equity lens in policy development and other decision-making processes. The city recognizes and acknowledges its role in the creation and perpetuation of systemic inequities through policies enacted and practices committed throughout its history, and is dedicated to working to undo the impacts of these decisions through an intentional, strategic approach that incorporates an equity lens in decision-making processes.*	▪ Meaningfully engaging residents

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Next Steps

Today
- Committee endorsement on goals and objectives

Month of February
- Staff explores performance measures aligned to goals and objectives

March Committee Meetings
- Staff return with performance measures for feedback

May/June
- Council approves performance measure framework (including targets) through the budget process

Future
- Public dashboard
- Regular reporting to the public/Council

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