

**CITY COUNCIL/STAFF RELATIONS POLICY**  
**Council Policy No. 14/02**

**POLICY:**

- This policy emphasizes the position that in a Council/City Manager system Council directs the organization through the City Manager.
- Council directs the City Manager to achieve outputs. Direction is given through Council's goals/objectives. The action plans created by the City Manager to achieve the outputs are governed by the policies of Council.
- The City Manager interprets Council's policies within the scope of Council's policies (as interpreted by the City Manager). The City Manager has the authority to develop action plans to achieve goals/objectives. Where there are multiple interpretations, any questions should be referred back to Council for decision.
- Council as a whole directs the City Manager. The City Manager will do his best to accommodate requests from individual members which shall be made available to all Council. However, if these requests are, in the opinion of the City Manager, onerous or inappropriate and outside the sphere of Council's goals and objectives then these shall be deferred and discussed by Council.
- Council monitors the performance of the organization by monitoring the performance of the City Manager. As Council's single official link to the operating organization, the City Manager's performance will be considered to be synonymous with organizational performance as a whole.