

## Topic Selection Rankings

Topics	High Votes
<b>1. Effectiveness of youth programming efforts and investments across departments in responding to youth violence; how to adapt our efforts to reach those at greatest risk.</b>	<b>5</b>
<b>5. Partnerships across jurisdictions of county and state to achieve greater efficiency, eliminate duplication</b>	<b>4</b>
6. HR – centralization vs. departments, reducing mistakes, duplication, strengthening policies, addressing gender and race bias	4
<b>7. Customer and constituent service, 311 system</b>	<b>3</b>
<b>4. HR – Is our promotion system fair or is it “it’s who you know”/favoritism/cliques? How can we better recognize, reward and retain talent?</b>	<b>3</b>
8. Forestry – speeding up the reforestation process to address climate issues, using bare root stock, youth jobs program, homeowner initiative	2
9. Parks and Public works coordination of projects and maintenance for greater efficiency and cost savings	2
2. Front line staffing vs. chiefs – are departments too top-heavy? Also, what kind of salaries and perks do top-level staff receive and are these appropriate?	0
3. OTC proprietary technology vs. off the shelf products – Should OTC use more off-the-shelf products rather than proprietary programs? Does it need to do a better job of training and onboarding staff to use technology?	0