

## **SUGGESTIONS FOR CITY COUNCIL CONSIDERATION**

- **CONSISTENT COMMUNITY OUTREACH**
- **CONSIDER ESTABLISHING A CITIZEN'S ACADEMY**
- **CONSIDER A PERCENTAGE OF A BUDGET SURPLUS INTO RESERVES**
- **CURRENT COUNCIL MEMBERS TO CEASE "PARTICIPATION" IN PENSION PLAN**
- **ADOPTION OF A PRIVATE PENSION PLAN FOR NEW HIRES**
- **CONSIDER USE OF CERTIFICATES OF PARTICIPATION**