



Finance and Property Services Business Plan

2014-2017

FPS 2014-2017 Business Plan

FINAL: Vision, Mission and Goal Statements

FPS Vision Statement

Through an engaged workforce, be a leader in providing high quality, practical services and effective solutions for operations and management of City assets and resources.

FPS Mission

Provide essential financial, resource and asset management services, and engage Enterprise partners in decision-making to uphold the City's lasting vibrancy and strength.

FPS Department Goals

Employee Engagement: Finance and Property Services staff are committed to City and departmental values and goals, feel empowered in their work, and are motivated to attain professional and organizational growth and success.

Resource Planning & Management: Through responsible stewardship actions, City resource needs are identified, prioritized, monitored and effectively managed and executed to support Enterprise-wide operations.

Operations Planning & Management: City assets and infrastructure are effectively provided for to meet department needs and in good operational order for public, visitor and employee use.

Internal Control, Protection & Preservation: Proactive mechanisms, processes and internal controls are in place to account for, preserve and protect City resources to support achievement of City organizational objectives in compliance with laws, regulations and policies.

Safety, Health & Environmental Stewardship: The City's natural and human environments are protected, safe and healthy through security and loss control activities, conservation efforts and sustainable practices.

Continuous Improvement: Finance and Property Service staff conduct their work according to a philosophy that continually seeks to improve existing services and processes that achieve results through effective execution.

**Minneapolis Finance & Property Services
Business Plan 2014-2017 -- Objectives**

Goal 1: Employee Engagement	Goal 4: Internal Control, Protection & Preservation
Goal 2: Resource Planning & Mgmt	Goal 5: Safety, Health & Environmental Stewardship
Goal 3: Operations Planning & Mgmt	Goal 6: Continuous Improvement

Primary FPS Goal		
Connection	Primary Goal Description	Objective
1-A	Employee Engagement: FPS staff are committed to City and departmental values and goals, feel empowered in their work, and are motivated to attain professional and organizational growth and success.	Build employee skills, knowledge and abilities to support current and future organizational goals and business practices, and grow broader Enterprise perspective
1-B	Employee Engagement: FPS staff are committed to City and departmental values and goals, feel empowered in their work, and are motivated to attain professional and organizational growth and success.	Engage in workforce planning to foster a challenging and supportive work environment to attract new employees and increase employee retention
1-C	Employee Engagement: FPS staff are committed to City and departmental values and goals, feel empowered in their work, and are motivated to attain professional and organizational growth and success.	Establish a working environment to support performance achievement, two-way communication and sharing of ideas that results in meaningful and productive work habits, and a promising future for all employees
1-D	Employee Engagement: FPS staff are committed to City and departmental values and goals, feel empowered in their work, and are motivated to attain professional and organizational growth and success.	Support practices to acknowledge and recognize employee contributions to the organization in a timely and meaningful way
2-A	Resource Planning & Mgmt: Through responsible stewardship actions, City resource needs are identified, prioritized, monitored and effectively managed and executed to support Enterprise-wide operations.	Support and strengthen budgeting and longer-term financial planning
2-B	Resource Planning & Mgmt: Through responsible stewardship actions, City resource needs are identified, prioritized, monitored and effectively managed and executed to support Enterprise-wide operations.	Strengthen decision-making and resource allocation through continued provision of sound policies and procedures as well as timely, accurate and meaningful information and analyses
3-A	Operations Planning & Mgmt: City assets and infrastructure are effectively provided for to meet department needs and in good operational order for public, visitor and employee use.	Maintain oversight of City funds and investments; optimize deployment and returns
3-B	Operations Planning & Mgmt: City assets and infrastructure are effectively provided for to meet department needs and in good operational order for public, visitor and employee use.	Plan for and support long-term facility needs in the City
3-C	Operations Planning & Mgmt: City assets and infrastructure are effectively provided for to meet department needs and in good operational order for public, visitor and employee use.	Identify, plan and provide for the facility operational and functional space needs of City departments and visitors
4-A	Internal Control, Protection & Preservation: Proactive mechanisms, processes and internal controls are in place to account for, preserve and protect City resources to support achievement of city organizational objectives in compliance with laws, regulations and policies.	Engage in financial accounting and reporting activities to monitor City finances and provide management information and analyses to City decision-makers
4-B	Internal Control, Protection & Preservation: Proactive mechanisms, processes and internal controls are in place to account for, preserve and protect City resources to support achievement of city organizational objectives in compliance with laws, regulations and policies.	Build and sustain mechanisms to measure and reduce risk to the City, engage FPS and City staff in practices to prevent misuse, fraud and misappropriation of City resources and assets, and diminish employee health and medical issues
5-A	Safety, Health & Environmental Stewardship: The City's natural and human environments are protected, safe and healthy through security and loss control activities, conservation efforts and sustainable practices.	Promote efficient operations and use of City facilities, and reduce impacts to the natural environment
5-B	Safety, Health & Environmental Stewardship: The City's natural and human environments are protected, safe and healthy through security and loss control activities, conservation efforts and sustainable practices.	Identify and mitigate potential health, safety and security risks in City practices, operations and facilities
6-A	Continuous Improvement: FPS staff conduct their work according to a philosophy that continually seeks to improve existing services and processes that achieve results through effective execution.	Advance the effective and efficient use of technology to support and facilitate business processes and service delivery

Goal 1: Employee Engagement
 Goal 2: Resource Planning & Mgmt
 Goal 3: Operations Planning & Mgmt

Goal 4: Internal Control, Protection & Preservation
 Goal 5: Safety, Health & Environmental Stewardship
 Goal 6: Continuous Improvement

Primary FPS Goal		
Connection	Primary Goal Description	Objective
6-B	Continuous Improvement: FPS staff conduct their work according to a philosophy that continually seeks to improve existing services and processes that achieve results through effective execution.	Establish fair and equitable mechanisms to engage various individuals and groups in FPS department business operations and service offerings including but not limited to contracting, purchase of goods and services, and banking services
6-C	Continuous Improvement: FPS staff conduct their work according to a philosophy that continually seeks to improve existing services and processes that achieve results through effective execution.	Optimize business operations through planning, alignment and coordination of activities internally within FPS and with other City departments
6-D	Continuous Improvement: FPS staff conduct their work according to a philosophy that continually seeks to improve existing services and processes that achieve results through effective execution.	Optimize FPS department business operations through planning, alignment and coordination with related organizational parties, and other external partners and customers