



City Council Communication

AGENDA DATE: April 20, 2026

LEGISTAR ITEM #: 26-025

PRESENTER: Stefanie Trujillo, Susan Noble, Lori Young

DEPARTMENT: City Manager's Office

<input type="checkbox"/> Administrative Business	<input checked="" type="checkbox"/> Noticed Council Business
<input type="checkbox"/> Informational Presentation	<input type="checkbox"/> Consensus-Building Presentation

BACKGROUND/REQUEST

Discuss and adopt a Working Agreement for Council.

City Council Working Agreement

We agree to govern with dignity, civility, and respect.

In support of that commitment, we will:

1. Lead with dignity and civility.

We will treat one another, city staff, and residents with respect at all times, communicating in ways that are constructive and professional, recognizing that how a message is delivered shapes how it is received.

2. Assume positive intent.

We will approach each other with a growth mindset, seeking understanding before judgment, and acknowledging that assumptions about motives can limit progress and undermine the dialogue our community deserves.

3. Disagree without being disagreeable.

We will focus on issues, ideas, and outcomes rather than personalities, treating ideas as separate from the person expressing them and rejecting zero-sum thinking that erodes trust and undermines collaboration.

4. Be fair and equitable with one another.

We will ensure each councilmember has a fair and equal opportunity to participate and contribute to deliberations, honoring human dignity while holding ourselves and one another accountable.

5. Honor time and prepare in advance.

We will come prepared, review materials ahead of time, submit clarifying questions to staff in advance whenever possible, and practice WAIT (Why Am I Talking?) to ensure our contributions are purposeful and our meetings stay productive.

6. Respect the meeting process.

We will follow agreed-upon procedures, support the presiding officer's role in facilitating an orderly agenda, and commit to listening to understand rather than simply to respond.

7. Stay on topic and solution-oriented.

We will keep discussion connected to the matter at hand, use facts and data to inform our positions, and practice QTIP (Quit Taking It Personally) so we can look for common ground and move the work forward constructively.

8. Hold ourselves and each other accountable.

We will uphold these agreements consistently, address concerns directly and respectfully, and use constructive processes to resolve grievances rather than grandstanding, making an effort to know our colleagues as individuals.

9. Foster consistency in how we govern.

We will model consistency in our interactions with the public, city staff, boards and commissions, and one another, building a culture that is predictable, respectful, and aligned with our shared commitment to the greater good.

10. Keep residents at the center.

We will remember that our work is in service to the community, engaging residents with respect, listening carefully, and keeping the needs and dignity of the people we serve at the center of every decision we make.