

# City of Paramount Goal Setting Report



Report Assembled By:



**Authors:**

Mike Egan, Director

Sofia Gonzalez, Junior Business Analyst

January 2026

# Table of Contents

Table of Contents .....	1
Executive Summary .....	2
Essential Goals.....	3
Important Goals .....	5
Value-Added Goals .....	6
Paramount City Council Long-Term Goals .....	7
Safe Community.....	7
Community Health .....	7
Attractive, Well-Maintained Infrastructure .....	7
Invest in Staff Development .....	7
Enhanced Community Image.....	7
Efficient, Effective and Fiscal Responsibility .....	7
Improved Communications/Responsiveness .....	7
Exhibit A – January 29, 2026 Tripepi Smith PowerPoint Deck.....	8

# Executive Summary

On January 27, 2026, Tripepi Smith facilitated a public goal-setting session with the Paramount City Council and members of the City's executive team. The Council discussed a broad range of overall goals address the community's most pressing needs, agreeing upon 11 essential goals, 7 important goals and 4 value-added goals. They focus on public safety, infrastructure projects and improved communications for the immediate future, while additional goals will be developed as staff capacity and revenues continue to grow. The report is based on the City Council's consensus around the goals and expanded objectives.

The Paramount City Council's long-term goals are strategic, community-centered and forward-looking. These goals are focused on addressing immediate priorities while laying the groundwork for long-term stability and growth. Together, they help ensure that Paramount remains a safe, responsive and thriving community for years to come.

## Essential Goals

These goals address the City's most urgent and high-priority needs, focusing on actions that have the greatest immediate impact on public safety, city operations and the core services.

Goal #1: Assess opportunities to expand staggered street sweeping schedules where appropriate and supported by affected residents

Goal #2: Enhance traffic safety signage near schools

Goal #3: Upgrade recognition certificates to with a refreshed logo, to start with the new Mayoral term

Goal #4: Promote a Care Solace bulletin on Channel 36

Goal #5: Improve timeliness of Council notifications with the Sheriff's Department's incident template

Goal #6: Enhance local workforce development programming through SELACO WDB partnership

Goal #7: Council decision regarding moving election date from June to November

Goal #8: Enhance social media programming with more video highlighting community services programming

Goal #9: Ensure Emergency vehicle access during Santa Train to the greatest extent possible

Goal #10: Update Best Practice to improve survey responses from residents on important matters

Goal #11: Work with Congressional Representative to support and keep residents informed of legal rights during federal immigration operations

## Important Goals

These goals support strategic improvements and the City's long-term priorities. While not as urgent as essential goals, they will help the City operate more effectively over time.

Goal #1: Social Media Education Program promoting E-Bike Safety

Goal #2: Press Caltrans to be more responsive and improve maintenance standards on graffiti and landscaping

Goal #3: Enhance Mental Health awareness programming for the community and particularly seniors

Goal #4: Develop social media campaign to include scam avoidance and money saving tips

Goal #5: Update sidewalk inspection schedule and address sidewalk displacements on Indiana between Monroe and Alondra

Goal #6: Address alley parking problems blocking waste and fire trucks, focusing on repeat offenders

Goal #7: Increase spay and neutering program to include feral cats, working with animal control partners

## Value-Added Goals

These goals provide additional benefits that improve quality of life and community engagement. Though lower in urgency, they strengthen the City's image, promote resident participation and create opportunities to enhance services for the broader community.

Goal #1: Develop a community garden committee/spokesperson program to enhance local knowledge and participation

Goal #2: Update City plaques to recognize Councilmembers and City Managers who have served the City

Goal #3: Address storm drain deficiencies on Madison at Virginia and Georgia

Goal #4: Schedule Bookmobile to serve the City

# Paramount City Council Long-Term Goals

Based on the Council's discussions and established goals, the City of Paramount has identified a set of key outcomes to guide the City's efforts. These outcomes reflect the results the Council aims to achieve for a well-managed and thriving community.

Safe Community

Community Health

Attractive, Well-Maintained Infrastructure

Invest in Staff Development

Enhanced Community Image

Efficient, Effective and Fiscal Responsibility

Improved Communications/Responsiveness

# Exhibit A – January 29, 2026 Tripepi Smith PowerPoint Deck



## Goal Setting Workshop

City of Paramount  
Tuesday, January 27, 2026



## Effective Council – Manager Teamwork

City Council

- Set Policy
- Approve Goals and Budget
- Give Direction to the City Manager in Noticed Public Meetings
- Represent Resident's Interests
- Uphold Community Values
- Supervise and Hold City Manager Accountable



Best practices based on *Institute for Local Government, League of California Cities, International City/County Management Association*



## Effective Council – Manager Teamwork

### City Manager

- Implement Council Policies
- Oversee Daily Operations
- Manage Departments and Staff
- Prepare the Annual Budget for Council Review
- Provide Professional Policy Advice to Council
- Ensure Efficient and Ethical Administration



Best practices based on *Institute for Local Government, League of California Cities, International City/County Management Association*



TRIPEPI SMITH

## Effective Governance

- **Respect** council-manager form of government
- **Accept the outcome** of a majority vote
- Ability to **make unpopular** but necessary **decisions**
- **Disagree respectfully**
- Being **trustworthy**; doing what you say you will do and doing it transparently
- Engage with the public in **productive** ways



Best practices based on *Institute for Local Government, League of California Cities, International City/County Management Association*



TRIPEPI SMITH

## City Manager Code of Ethics

# ICMA

International City/County Management Association



## Council/Manager Function

- A common phrase is:

–“The Council decides what should be done;  
the Manager decides how to do it.”



## Importance of Annual Goal Setting

- Strategic Direction and Focus
- Accountability and Performance
- Budget & Resource Alignment



## Importance of Annual Goal Setting

- Adaptation to Change
- Transparency and Public Trust
- Interdepartmental Coordination



## Importance of Annual Goal Setting

- Improved Decision Making Throughout the Year
- Governance Best Practices
- Staff Morale and Effectiveness



## Good Local Governance

How well an agency makes decisions, delivers services and represents the community in a way that is effective, fair, accountable and responsive.



## Good Local Governance

### ❖ ACCOUNTABILITY

- Answerable to the public
- Clear Roles and Responsibilities

### ❖ TRANSPARENCY

- Decisions and processes are open and understandable



## Good Local Governance

### ❖ PARTICIPATION

- Constituents have meaningful opportunities to influence decisions

### ❖ RULE OF LAW

- Regulations are applied fairly and consistently



## Good Local Governance

### ❖ EFFECTIVENESS AND EFFICIENCY

- **Public Resources are used wisely to achieve real outcomes**

### ❖ RESPONSIVENESS

- **Community needs are addressed in a timely way**



## Good Local Governance

### ❖ PUBLIC TRUST

- **We should expect, actually demand, that our public servants be ethical and trustworthy.**



## Good Local Governance, cont.

“In looking for people to hire, you look for 3 qualities, integrity, intelligence and energy. And if they don’t have the first, the other two will kill you. If you think about it, it’s true, if you hire someone without integrity, you really want them to be dumb and lazy.”

- Warren Buffet



## Lack of Integrity

CALIFORNIA

### Is a city manager worth \$800,000?

By Jeff Gottlieb and Ruben Vives

July 15, 2010 12 AM PT



Bell, one of the poorest cities in Los Angeles County, pays its top officials some of the highest salaries in the nation, including nearly \$800,000 annually for its city manager, according to documents reviewed by The Times.

In addition to the \$787,637 salary of Chief Administrative Officer Robert Rizzo, Bell pays Police Chief Randy Adams \$457,000 a year, about 50% more than Los Angeles Police Chief Charlie Beck or Los Angeles County Sheriff Lee Baca and more than double New York City's police commissioner. Assistant City Manager Angela Spaccia makes \$376,288 annually, more than most city managers.

Top officials have routinely received hefty annual raises in recent years. Rizzo's contract calls for 12% raises each July, the same as his top deputy, according to documents obtained under the California Public Records Act.



Former Bell City Manager Robert Rizzo is taken into custody at his Huntington Beach home before being booked into L.A. County Jail. He had an annual salary and benefits package of more than \$1.5 million. (Robert Lachman / Los Angeles Times)



## Lack of Integrity

CALIFORNIA

### Former South Gate Treasurer Indicted

By Hector Becerra

Nov. 20, 2004 12 AM PT



TIMES STAFF WRITER

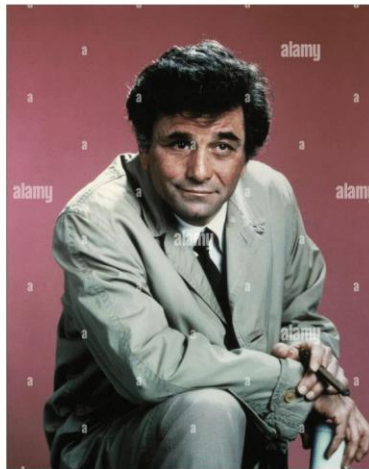
Former South Gate Treasurer Albert Robles was arrested Friday and charged with plundering \$12 million over five years from the small working-class city, whose entire annual budget is \$28 million.

A federal grand jury indicted Robles on 39 counts of money laundering, bribery, wire fraud and public corruption, alleging that he used his elected office and political influence to funnel money from a variety of city projects to family and friends between 1998 and last year.

Federal officials estimate that Robles, 39, personally received \$1.2 million from the various schemes. Robles' attorney declined to comment Friday, saying he had not reviewed the case.

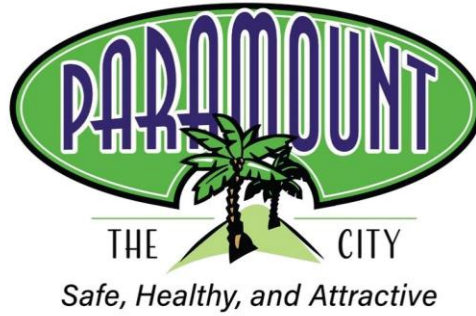


## Tales from the Trenches





# Staff Goals 2026



# Council Discussion

