



PUTTING PEOPLE FIRST
MAYOR RANDALL L. WOODFIN

Transparency and Efficient Government Co-Chair Letter

The Transparency and Efficient Government team focused on how to make the city more efficient in the deployment of its limited resources and more effective in how it serves its citizens. A transparent government is one that provides information and context to its citizens on the effectiveness of government's operations as well as the prioritization of the efforts of its people and the expenditures of its revenues. Transparency enables the citizens to hold the government accountable.

As we reviewed Legal, Finance, City Clerk, IMS, Mobile Equipment, Communications, and Human Resources, we saw several recurring themes that limited the city government's efficiency and effectiveness. There are many instances of duplicative roles like human resources and finance in multiple departments that should be centralized. There are opportunities to leverage technology to automate processes that improve productivity and save costs. On the human capital front, there is a significant lack of management expertise. The Jefferson County Personnel Board is an obstacle to hiring qualified people expediently. But our most important finding is that the financial health of the city is poor. The city government has underinvested in its infrastructure as well as the city itself; the city government has under-accrued enough money for the city's pension plan and other post employee benefit plans. These issues must be addressed by moving resources to fund the pension and deal with years of deferred capital expenditures. In order to have the funds for other important services that the city provides, the city government must operate more efficiently.

It is our view that the state of the city's financial condition must be transparent to all of its citizens. With an understanding of what needs to be done to put the city on solid financial ground, the citizens of Birmingham will demand a more efficient government that can tackle our deficits and still provide services that we need for all of our city to prosper.

We appreciate the opportunity to be of service to the Woodfin Administration, and hope that our efforts now, and in the future, support Mayor's Woodfin's mission of "building community through servant leadership" and "putting people first".