

Sustainable Brookhaven Work Program  
Pre-2019

<b>Initiative</b>
<b>4.0 Organizational</b>
Established a Wellness Committee of City staff to promote healthy lifestyles
Established a Safety Committee of City staff to identify and mitigate safety risks
Reviewed compensation policy and benefit structure for Police to maintain and attract talent
Created a structured career track within Planning & Zoning Department for staff development and succession planning
Provided cross-training among employees to provide consistent coverage of service (i.e. permitting and business license services)
Emphasized recognition of employees at milestone anniversaries
Revised Tuition Reimbursement Policy to retain and attract talent
Developed a focus on customer service, with every department head attending customer service training
Encouraged staff to participate in the Leadership DeKalb program and other professional development opportunities
Moved paper plan review to electronic, providing increased flexibility for field workers