

**EXHIBIT B**  
**CITY OF DYERSVILLE, IOWA.**  
**GOAL SETTING SESSION 2024-2025**

**Issues and Concerns**

**Human Resources Issues**

1. Ability to maintain wages/benefits due to strain on budgets caused by state government.
2. Keeping adequate levels of volunteers for fire and EMS services.
3. Staffing levels in City departments - open positions, turnover, etc.
4. Need additional full-time staff position for City Hall to assist with workload.
5. PW lost Street Foreman this year - down to 5 out of 6 positions.
6. Dyersville has a Grade 3 Wastewater Treatment Plant, which requires at least one Grade 3 WW Operator. For redundancy, we desire to have all 6 of our crew members become certified as Grade 3 WW Operators. Currently, we have two Grade 3 and one Grade 2 WW Operators.
7. Labor pool stresses for summer Aquatic Center help.
8. Overextension of city staff due to Field of Dreams development.
9. Keeping a well-trained and experienced staff in all city departments.
10. Lack of people to come into open positions.

**Infrastructure Needs**

11. Large portions of the original phase of the Wastewater Treatment Plant are over 23 years old and are starting to show their age. Equipment replacements of substantial expense have begun, and more is needed.
12. WW plant needs more space for added sludge that will be coming from nutrient removal addition.
13. Need bridges constructed in 3 locations as identified in the study.
14. Many streets deteriorating- need rehabilitation or reconstruction. pt Avenue West (Old Highway 20), west of the roundabout has substantial potholes and requires significant maintenance.
15. Some streets beyond rehabilitation - need reconstruction - 16<sup>th</sup> Avenue SE.
16. Many streets have no sidewalks - especially needed on major pedestrian routes.
17. Many existing sidewalks are non-compliant with ADA.
18. Bicycle and pedestrian trails in many parts of town, but not all are connected to each other or to Heritage Trail.
19. The existing bridge on 3<sup>rd</sup> Avenue SE - W over the North Fork Maquoketa River is showing signs of age. It still scores too low for replacement, but some repairs should be done in the meantime.

20. Many dead-end water mains exist in the water system. Also, areas where fire-flows are substandard and require water main looping.
21. Street shop building in need of repair/replacement of rusting/failing metal siding.
22. The water quality at Well 5 is less than that of Well 4 with the treatment process - ammonia and radium are present, but not out of compliance.
23. W&WW systems lack the ability to communicate effectively across the system.
24. Field of Dreams development - maintaining momentum.
25. Westside parking for FOD tournaments and Soccer Saturdays.
26. Aging light poles at Westside Field #1 and Front Candy Cane Park.
27. Permanent restrooms/concession stand at Commercial Club fields.
28. Need for more shade areas at Candy Cane playground.
29. Traffic congestion on Highway 52.
30. Tennis court & basketball court surfaces.
31. Lighting on the east side of Westside Trail.

### **Equipment Needs**

32. The 2017 ½ ton pickup in the Streets Division has had reliability issues. The starter was replaced in 2023 and it shows some rust.
33. The 2013 street sweeper has had reliability problems - the last five years had over \$30,000 worth of repairs.
34. The end loader will be at its replacement age in September, 2024.

### **City Operation Concerns**

35. Concern that new state legislation makes it difficult to maintain our level of services.
36. Maintain efficiency in the departments.
37. Ambulance/EMT Service.

### **Building & Facility Needs**

38. Memorial Building 2<sup>nd</sup> Floor of City Hall.
39. Update City Council Chambers.
40. Aging buildings/planning for replacement of HAC, roof, carpet, etc. of city buildings.
41. PW buildings and equipment spread out all over the City - efficiency is affected when having to move things back and forth.

### **Financial Concerns**

42. Budgeting constraints and controlling costs.
43. Keeping property taxes down.
44. Health/group insurance costs.
45. Inflation's impact on the City budget.
46. Keeping the Aquatic Center in operation.
47. Funding and budgets are limited. There is never enough money to do all that the City

should be doing to adequately serve the citizens.

#### **General Administration Issues & Needs**

- 48. The need to update policy on sidewalk replacement reimbursement.
- 49. The need to update downtown facade improvement policy.
- SO. The need to review incentives for property tax relief for new housing.
- 51. The need to update compensation study across all employee positions.
- 52. The need to develop 5 year plan for street reconstruction/refurbishment.
- 53. Keeping current level of services.
- 54. Continued erosion of local control due to state government.
- 55. Annex residential subdivisions outside city limits - need to create an incentive plan.

#### **Community & Housing Needs**

- 56. Adequate housing, especially for senior and 1st time homebuyers.
- 57. Still no truly "affordable" housing options.
- 58. Condition of rental properties.
- 59. Continue ash tree cutting with no replanting.
- 60. Lack of building inspector.
- 61. Lack of video cameras in town.
- 62. Dyersville has a limited number of restaurants.

#### **Economic Development Needs**

- 63. Further opportunities to partner with MLB at Field of Dreams and ensure that future MLB events are executed safely and as a world-class event.
- 64. Family recruiting.
- 65. New business and downtown development/growth.
- 66. Branding and selling our "Great" City.
- 67. Positioning the community to compete in the global market.
- 68. Drawing more people to our City - visit, live and work.
- 69. Bring new businesses to the City.