

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

**Significant Initiatives, Programs & Policies**

**Human Resources & Staff Development**

1. Hire a Grade 3 Wastewater Operator to run the WWTF.
2. Hire replacement for Streets Foreman position.
3. Bring all Public Works staff up to Grade 2 Water and Grade 3 Wastewater operator certification.
4. Soccer referee clinic to teach and attract new referees.
5. Umpire clinic in spring to train umpires for Prairie League.

**Infrastructure Studies & Programs**

6. Develop a downtown streetscape plan
7. Develop plan for sidewalk construction, replacement, and accessibility compliance.
8. Develop plan for further connecting trails in town with Heritage Trail.
9. Create a park plan at Ertl Property.
10. Continue sanitary sewer main inspection program in Cartegraph.
11. Continue manhole inspection program in Cartegraph.
12. Continue regular large-scale sewer main cleaning program using trailer jetter and rented jetter/vac unit.
13. Develop plan for looping dead-end water mains.
14. Develop plan for adding radium removal treatment at Water Well 5.
15. Develop plan for completing water main looping and eliminating dead end mains.
16. Develop plan for replacing failing fire hydrants and valves

17. Complete the Lead Service Line inventory and look for ways to fund replacements.
18. Integrate Wincan camera data with Cartegraph data management system.
19. Continue to utilize pavement preservation techniques.
20. Complete system for planning/prioritizing street rehab approaches and projects - 5 year plan.

#### **Community Enhancement Programs & Policies**

21. Develop a stronger policy for nuisance properties - industrial and residential - 3<sup>rd</sup> St. NE /4<sup>th</sup> Ave. NE.
22. Make sure more downtown businesses have accessibility and ADA compliant.
23. Update City logo and Branding Plan for City
24. Develop a tree replacement plan
25. Establish a community garden project
26. Create a better policy and ordinance for the replacement, repair, or demolition of dangerous buildings.

#### **General Administration**

27. Continue getting documents into Laserfiche
28. Update & implement a Code Enforcement Program.
29. Improve the snow removal ordinance.
30. Parade Permits - with requirements and possible fee.

#### **Financial Studies and Programs**

31. Water and sewer rate updates
32. Continue working on getting financial software in Cloud.

- 33. Competitive wages for all staff.
- 34. Develop a financial plan for the continued support of Heritage Trail paving
- 35. Review registration fees to improve umpire and referee fees.

**Miscellaneous Programs**

- 36. Possible implementation of Knox Box Program on Industrial Buildings
- 37. Fire alarm codes on industrial buildings