



Strategic Plan Quarterly Update – Q3 2025

Why - To enrich our community through service.

Mission - Offer a high quality of life through services and opportunities, while providing a safe and inclusive community.

Vision - Be a community of choice by connecting residents, businesses, and visitors to natural resources, recreation, economic opportunities, and quality of life through forward thinking, inclusivity, and sustainable advancements.

Create a Community of Choice:

- **Maintain a Safe and Healthy Community**
 - Safety Committee/HR added Safety Incident Reporting to Paycor and completed the Safety Suggestion Form to be rolled out in Q2.
 - Continue to offer several health, safety, senior-based programs, such as: CPR, Water Safety Instructor, Lifeguarding, XYZ, Safety Town, and Babysitting through the Recreation Department.
 - Installed two enhanced trail crossings at 1000 Islands on CTH Z near Eagle Lookout and Valley Trail
- **Create Belonging, Access & Opportunity Resource Group**
 - The group did not meet in Q3 but has two meetings scheduled prior to year end to stay on track.
- **Increase Public and Park Open Space Attendance**
 - Continue to monitor park and public use.
 - Special event application and fees discussed with Common Council.
- **Renovate One Park Every Other Year**
 - Completed installation of Strassburg playground equipment.
 - Worked with KASD to re-purpose playground equipment from Haen school.
- **Evaluate a City Facilities Manager Position**
 - A sub-foreman daily role was implemented again to help define and evaluate tasks that may fall into a future full-time Parks and Facilities Manager position. Role ended in October. Recommending a Parks

Foreman and some re-alignment in Street/Parks Dept and not a facilities manager at this time.

- Evaluated Asset Management Software for future use.

- **Anticipated focus for next quarter(s)**

- Install cameras at three parks; LaFollette, Horseshoe, and Jonen
- Seek proposals from consultants to redesign LaFollette Park facilities.
- Begin filling and grading for Inside the Park Baseball complex. Seek proposals for final design.
- Complete Strassburg Park shelter and BB court surfacing.
- Create an Adopt-a-park program for City consideration
- Continue reforestation of park trees
- Final approval of “park plan”

Communication Plan:

- **Enhance external communication**

- Continued discussion with Amplitel Technologies for possible sources for a phone system are being evaluated. The phone system has been budgeted in the 2026 Budget and is expected to be completed in 2026.
- Staff has also began evaluating Council chamber audio and meeting software in a desire to improve the meeting quality, efficiency and accessibility. This to has been included in the 2026 budget.

- **Anticipated focus for next quarter(s)**

- Prepare and send out an RFP for the creation of an Employee Intranet
- Continue evaluating phone systems and select a vendor by Q1 2026
- Continue to evaluate Council meeting Audio/AV and meeting software upgrades and report back to council by end of year 2025.

Create a People Management Plan:

- **Develop a standardized staffing assessment (risk assessment, current/future needs, job analysis, needed resources, etc.)**

- Staff has been analyzing our current HRIS system capabilities to evaluate if it is the best solution for what we desire to have. This system is the spot where employee evaluations are housed, which ties into some of the other initiatives that are part of our long-range goals in pay for performance and merit programs. Staff will continue to evaluate the current system as well as new ones to come to a recommendation on the best solution.
- Proposal on updates to the compensation administration and the performance management processes was brought forward in October.

- **Anticipated focus for next quarter(s)**

- Implementation for approved updates to the compensation and performance processes.
- Staffing planning with leaders.