

## Oelwein City Council Evaluation City Administrator

10 years NBD

What did we do in 2025-2026?

- Worked with a downtown business owner to save a building, 1 South Frederick
- Worked with the city council to cut expenses to align with depleting revenues
- Awarded \$75,000 in downtown business forgivable TIF loans
- Had an incredible RAGBRAI party
- Demolished a building in the downtown and sold the lot to an adjacent building owner
- Provided a balanced budget
- Received a CDBG grant for \$500,000
- The audit was completed for the city with no substantial findings
- Started a bridge project
- Created videos walking residents through two ballot votes
- Worked on an aggressive on boarding plan for new city council members
- Completed an assessment day for public work employees
- Worked with employees on annual goals
- Negotiated the first housing project in Oelwein in the last five years
- Continued progress on the flood mitigation project ion the northeast
- Certified my creditable city manager status through the ICMA Voluntary Credentialing Program
- Applied for an Iowa Department of Agriculture and Land Stewardship (IDALS) wetland grant
- Served as the board chair of the Fayette County Economic Development
- Served as the board chair for OCAD
- Served on the OCAD housing board
- Served on the Iowa League of Cities Board
- Worked on the viaduct project slowly but surely

Community Life

- Raised \$10,000 for Oelwein Rotary Reads

What are we going to do in the future?

- Cut expenses to match future revenue projections
- Water project, funded with cash
- Sewer project, funded with cash
- Flood mitigation project
  - Applied for federal assistance one, denied

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- Applying again in 2026
- Finish a bridge and do the next one
- Goal setting
- Work on taking down downtown buildings
- Replace the viaduct
  - Applied for a federal planning grant three times
  - Working on a new federal grant

Why the evaluation matters?

The most important job for the city council is to evaluate the city administrator. This tool is to ensure the council and city administrator are on the same track. The city council should not be afraid to be professionally critical of the city administrator. The city council should always feel comfortable with the City Administrator's performance and should understand the important role the administrator has in the organization.

Not helpful criticism example:

Dylan only likes his own ideas.

Helpful criticism example:

Dylan's inability to help the city council bring their ideas to fruition is discouraging. Sometimes the city council will voice an idea at a meeting, and we do not get any follow up on the matter. One example is the street lighting. We have talked about it a lot, but no follow through with Dylan. This is frustrating as the city council is the policy makers, but we need Dylan to provide the resources and information to make the decisions.

Dylan's next ten years:

- Be highly critical of general fund departments to ensure a balanced budget
- Get the debt service on some sort of track
- Continue to push for ideas that upset the onion cart
- Stay on course for utilities and the improvement plan
- Get creative on delivering city services
- Create a city flag
  - Maybe a city seal for bonus points

## Oelwein City Council Evaluation City Administrator

### Dylan's Bosses

#### Mayors

1. Peggy Sherrets
2. Brett DeVore

#### City Council

1. Ben Weber
2. Kevin Stickel
3. Renee Cantrell
4. Matt Weber
5. Darin Christensen
6. LouAnn Milks
7. Warren Fisk
8. Charles Gerdtts
9. Lynda Payne
10. Matt Derifield
11. Tom Stewart
12. Rex Ericson
13. Karen Seeders
14. Dave Garrigus
15. Dave Lenz
16. Anthony Richhio
17. Tony Cannon
18. Dave Gearhart