

**MINUTES OF THE
SOUTH OGDEN CITY COUNCIL MEETING
Tuesday, February 16, 2016 – 6:00 p.m.
Council Chambers, City Hall**

COUNCIL MEMBERS PRESENT

Mayor James Minster, Council Members Brent Strate, Sallee Orr, Adam Hensley, and Russell Porter

COUNCIL MEMBERS EXCUSED

Bryan Benard

STAFF MEMBERS PRESENT

City Manager Matt Dixon, Parks and Public Works Director Jon Andersen, Police Chief Darin Parke, Fire Chief Cameron West, Finance Director Steve Liebersbach, Assistant to the City Manager Doug Gailey, and Recorder Leesa Kapetanov

CITIZENS PRESENT

Katelyn Panter, Jim Pearce, Austin Miller, Luke Kaschmitter, Kylee Strate, Addison Weeks, Walt Bausman, Simon Saberon, Josh Payne, Jerry Cottrell

I. OPENING CEREMONY

A. Call to Order

Mayor Minster called the meeting to order at 6:00 pm and entertained a motion to convene.

Council Member Porter moved to convene as the South Ogden City Council, followed by a second from Council Member Strate. In a voice vote Council Members Strate, Orr, Hensley, and Porter all voted aye.

The mayor excused Council Member Benard who was out of town and Attorney Ken Bradshaw who was unable to attend.

B. Prayer/Moment of Silence

The mayor invited everyone to participate in a moment of silence.

C. Pledge of Allegiance

Council Member Strate led everyone present in the Pledge of Allegiance.

The mayor then opened the meeting for public comments. He asked those who wanted to speak to limit their comments to three minutes.

II. PUBLIC COMMENTS

There were no comments from the public.

III. RECOGNITION OF SCOUTS/STUDENTS PRESENT

Mayor Minster invited the boy scouts present to come forward. Council Member Orr asked them to introduce themselves and presented them with a South Ogden City pin. Members of Troop 334 were attending the meeting to earn their Citizenship in the Community merit badge. They were: Nathan Vance, Eric Lowe, Ivan McDonald, Gavin Knight, Garrett Booth, Simon Sabaron, Bryson Allen and leaders Rick Flam and John Vance.

IV. CONSENT AGENDA

- A. Approval of February 2, 2016 Council Minutes**
- B. Set Date for Public Hearing (March 1, 2016 at 6 pm or as soon as the agenda permits) To Receive and Consider Comments on FY2016 Budget Amendments**

The mayor read through the consent agenda and asked if there were any questions. There were no questions or comments so the mayor entertained a motion.

Council Member Orr moved to approve the consent agenda, followed by a second from Council Member Porter. All present voted in favor of the motion.

The consent agenda was approved.

V. DISCUSSION / ACTION ITEMS

- A. Consideration of Ordinance 16-06 – Amending Title 10, Chapter 23 of the City Code, Replacing it With New Water Efficient Landscape Ordinance**

City Manager Matt Dixon gave some background on the landscape ordinance for the benefit of the public in attendance. He pointed out that the ordinance would not require any retro-fitting, but would be adhered to from this point forward.

The council asked several questions concerning the new landscape ordinance. Council Member Hensley pointed out that the requirements of the landscape ordinance were not applicable to single-family homeowners. The council asked several questions concerning backflow devices as related to the ordinance as well as outside what was contained in the ordinance. They were concerned as to whether the City’s water system was protected enough. They asked staff to collect more information concerning the matter.

There was no more discussion on the ordinance. Mayor Minster called for a motion.

Council Member Porter moved to adopt Ordinance 16-06. The motion was seconded by Council Member Orr. The mayor asked if there were any further discussion, and seeing none, he called the vote:

Council Member Porter -	Yes
Council Member Orr -	Yes
Council Member Strate -	Yes
Council Member Hensley -	Yes

Ordinance 16-06 was adopted.

- B. Consideration of Resolution 16-03 – Adopting the Branding Style Guide**

City Manager Dixon explained the City’s desire to rebrand and the process it had been going through. The branding style guide set out the “dos and don’ts” of the utilization of the

City's brand and logo. Once the guide was approved, the City would receive the artwork needed for everyday use.

There were no questions or comments from the Council. Mayor Minster entertained a motion concerning Resolution 16-03.

Council Member Porter moved to adopt Resolution 16-03 adopting the branding style guide. Council Member Strate seconded the motion. After determining there was no further discussion, the mayor called the vote:

Council Member Porter-	Yes
Council Member Strate-	Yes
Council Member Hensley-	Yes
Council Member Orr-	Yes

Resolution 16-03 was passed.

C. Consideration of Resolution 16-04 - Approving the Municipal Waste Water Planning Program

Parks and Public Works Director Jon Andersen came forward to comment on this item. He explained approving the waste water planning program was an annual requirement of the State Department of Environmental Quality. He pointed out that because the number of connections in the City had increased, they were now required to be at a grade 3 for sewer operators; they had previously been a grade 2.

Council Member Orr asked several questions to clarify the information on the report. There were no other comments or questions. The mayor called for a motion.

Council Member Strate moved to adopt Resolution 16-04, followed by a motion from Council Member Porter. The mayor asked if there were any further discussion, and seeing none, he called the vote:

Council Member Strate -	Yes
Council Member Porter -	Yes
Council Member Orr -	Yes
Council Member Hensley -	Yes

The motion was upheld.

VI. DISCUSSION ITEMS

A. Discussion on Special Events

Assistant to the City Manager Doug Gailey informed the Council that Special Events Coordinator Jill McCullough had tendered her resignation. Staff felt it would be a good time to approach the Council to see if they wanted to re-evaluate the events the City sponsored as well as the special events coordinator position.

Mr. Gailey suggested three options to the Council: 1) Hire another full-time person and keep the position and the events the same, 2) Make the position part-time and only sponsor three main events a year; the Easter Egg Hunt, South Ogden Days, and the Old Fashioned Family Holiday, and 3) find a part-time current employee in the City, make them full-time and give them the added responsibility of special events. Mr. Gailey outlined the costs/savings of each option.

The Council discussed the matter extensively, weighing the pros and cons of each option. They also discussed downsizing South Ogden Days. Council Member Porter said South

Ogden Days was an important event and he wanted to see it stay the same. Council Member Strate said he was of the opinion that there were too many events in the city. They put a burden on the businesses because the City was always asking for something; he did not mind scaling things back a bit. Council Member Orr said making the position part-time could work, but wondered if a qualified person could be found. City Manager Dixon asked the Council to determine what events they wanted to have in the City as well as their scope; staff would then make staffing decisions to make sure the Council's vision was carried out. The Council said they would like to think about the matter more and requested that staff provide them more information, including the costs and attendance of each event. The mayor moved to the next item on the agenda.

B. Discussion on Transportation Infrastructure Funding

City Manager Dixon explained this item had been placed on the agenda at the request of Council Member Strate. Mr. Dixon reminded the Council of the previous year's state legislation and the funding it would provide to the City for transportation, including roads, trails, etc. South Ogden would receive approximately \$332,000 a year more for transportation funding. He then turned the time to Council Member Strate.

Mr. Strate reminded everyone that two large counties had chosen to not participate in the optional quarter cent tax for transportation funding; Salt Lake and Utah. This year there was a bill in the legislature that would remove the 40% UTA funding to make the optional tax more palatable to those who were against it because of UTA's cut. He asked if the legislation could be revisited in counties that had already approved the optional tax; if so he wanted to support removing the 40% UTA funding.

City Manager Dixon said HB215, the one Mr. Strate was referring to, had died in committee the previous week and would probably not go forward.

C. Discussion on Reasonable Accommodation

City Manager Dixon informed those present that Council Member Strate had requested this item be put on the agenda as well. Mr. Dixon had included in the packet the minutes of the meetings where the ordinance for Facilities for Disabled Persons was discussed. He then turned the time to Mr. Strate.

Mr. Strate said he still had several questions concerning reasonable accommodation but wanted to hear what others on the Council thought about it.

Council Member Orr said she still wondered how they could prohibit group homes from existing in churches and schools. Mr. Lindberg had suggested the City create public facilities zones that would prohibit the possibility. Mr. Lindbergh had also said the City could not deny a residential facility for disabled persons based on parking requirements; she asked if the City didn't have parking requirements for multiple family residential units as well as for home based businesses. She felt parking should be an issue when considering reasonable accommodation and wanted to make sure that what the City could take into consideration was in the ordinance.

Council Member Hensley commented he was saddened that the meeting that could have taken place with residents did not take place and felt that it should still happen. He also said the code as written now opened the City to further litigation; it put the onus on the citizens to be antagonistic with not only the group trying to come into the City, but to be antagonistic with the Council. He felt the Council should decide in the ordinance what "reasonable" meant instead of deciding it every time a request was made.

Council Member Porter pointed out the City had to comply with the Federal Fair Housing Act and the City should find an attorney that dealt with it all the time; if not Neil Lindberg, then someone else.

Council Member Strate agreed. He said some cities had limited to 16 the number of residents in a facility for disabled persons. He still had the question of what was considered an "institution" and what was not; Salt Lake County had addressed the issue.

He wanted to get a second opinion from another attorney about our code. He also wanted to make sure we had the best process and/or person in place to determine reasonable accommodation.

Council Member Hensley suggested a moratorium on requests for reasonable accommodation be put in place until the City could find an expert to give them direction and draft a better code. Council Member Porter agreed.

Council Member Strate asked if he could make a motion for a moratorium. City Manager Dixon said they had to have a resolution before them before they could vote on it, and a moratorium had to be enacted through a resolution. Mr. Strate said they had previously polled the Council on an issue and if they all agreed, it could be a binding action until it was ratified with a resolution. City Manager Dixon requested that Mr. Strate tell him what he was trying to accomplish and staff would work with legal staff to make sure it was done correctly.

Council Member Strate moved to place a moratorium on reasonable accommodation effective immediately and that it be ratified at the next meeting. The moratorium should be city wide, but only on applications for reasonable accommodation. There was discussion among staff and the Council as to if the Council could enact a moratorium in the way Mr. Strate was proposing. City Manager Dixon suggested language be added to the motion that if, after review by City Attorney Bradshaw, it was determined that this was an inappropriate action, that staff be advised to put things in motion to get a moratorium in place as soon as possible. **Council Member Strate amended his motion to what City Manager Dixon had suggested.** City Recorder Leesa Kapetanov reviewed Mr. Dixon's suggested wording to make sure it was correct. **Council Member Strate said the wording was correct and also added that the moratorium should last 120 days. The motion was then seconded by Council Member Porter. The mayor asked if there was further discussion.** Council Member Orr said she agreed with Council Member Strate concerning residences and institutions. She also pointed out that according to minutes of previous meetings, they had agreed to revisit the Residential Facilities for Disabled Persons Ordinance later. **Mayor Minster then moved forward with a roll call vote:**

Council Member Strate-	Yes
Council Member Hensley-	Yes
Council Member Porter-	Yes
Council Member Orr-	Yes

The motion stood.

City Manager Dixon then clarified that the Council wanted to hire someone for an outside opinion, preferably not Mr. Lindberg. He also clarified that a person should be hired before a meeting with the public was held. The Council agreed. Mr. Strate said he would prefer someone who was completely divorced from South Ogden and had been on both sides of the issue, both as a litigator against an entity as well as defending one. He also said he would like to compare South Ogden's ordinance with Salt Lake County's and Alpine City's.

Mr. Dixon asked if the public hearing required for a change to the ordinance would suffice for the kind of public input Mr. Strate and Mr. Hensley envisioned. They said it would.

D. Discussion on FY2016 Budget Amendment and FY2017 Budget Timeline

The mayor invited Finance Director Steve Liebersbach to comment concerning this agenda item. Mr. Liebersbach gave the Council a handout (see Attachment A) and reminded them this was only a discussion item. However, he wanted the Council to be aware of what the proposed amendments were going to be.

Some of the line items were simply “housekeeping” corrections. The most important amendments dealt with the currently restricted fund balance of \$100,000 for the widening of 40th Street; it needed to be transferred to the capital projects fund to be used for the ongoing costs for the 40th Street Project.

Another item being addressed was the money in the general fund received as re-payment on a CDRA loan. He said there had been discussion by the Council on restricting those funds, but they were currently just sitting in the general fund. Council Member Strate said the monies had already been restricted as he had moved to restrict the funds for the widening of 40th Street in a motion made at a previous meeting. Mr. Liebersbach said he would check the minutes to confirm the action. He then discussed some other insignificant budget amendments that would be proposed such as accounting for some small donations and grants.

Mr. Liebersbach then reviewed the proposed timeline for the adoption of the FY2017 budget. He noted that staff was anticipating a budget work session for the next meeting, but it would be up to the Council to schedule how many work sessions they felt they needed. The most important dates on the timeline were May 3, when by law the City must adopt a preliminary budget; June 7 when the public hearing for the FY2017 budget would be held; and June 21, when the budget must be adopted.

Finance Director Liebersbach then pointed out the utility rate information he had given the Council in regards to discussions they had held for the need to have more funds available for road improvements. The information would help them as they considered things like road fees, utility franchise fees, etc.

Mr. Liebersbach then answered several questions from the Council on the budget amendments.

VII. DEPARTMENT DIRECTOR REPORTS

A. Parks and Public Works Director Jon Andersen – Project Updates

Mr. Andersen informed the Council that although it wasn’t completely finalized, it did not look like the City would receive any funds from RAMP for the amphitheater shade structure and electrical. The RAMP Committee said the application would have been more successful had there been matching funds from the City; however, they were very optimistic the City would receive funds for the bathroom facility at the junior high.

Mr. Andersen then reported that staff was still working on a CDBG grant; things looked good they were very optimistic that they would receive funding.

Council Member Hensley acknowledged the hard work of staff in preparing the applications.

B. Fire Chief Cameron West – Fire Department Participation in Hill AFB Air Show

Chief West informed the Council the City’s Fire Department would be helping with the upcoming air show scheduled at Hill Air Force Base on June 25-26. He anticipated the City would be receiving VIP passes for the practice on the 25th, and asked if the Council had interest in receiving the passes. The Council said they would.

VIII. COUNCIL REPORTS

A. Mayor – nothing to report.

B. City Council Members

City Council Member Hensley – reported his wife had given birth the day before and mother and baby were doing well.

Council Member Strate – noted the state legislature was considering two bills concerning the regulation of bees in the state. He felt South Ogden should follow whatever the state decided to do.

He then informed everyone that the County had sent notices saying that construction would begin on Skyline Drive beginning with the installation of a roundabout on Combe Road. He asked that a discussion item be put on the next agenda to discuss how the construction could best benefit the City.

Mr. Strate then made some comments about the proposed Form Based Code and then concluded by asking staff for the status on the entrance to the Ogden Athletic Club. He felt it was not wide enough.

Council Member Porter – said the retreat was very beneficial and thanked staff for their hard work. He also reported that he would not be present at the next meeting.

Council Member Orr – commented on the Bonneville Communities That Care Program. She then asked if the Council could have a work session concerning the Form Based Code so they could understand it more fully. She would also like to look at the area between 36th Street and 40th and look at the concerns of the area.

- C. **City Manager** – nothing to report.
- D. **City Attorney Ken Bradshaw** – not in attendance.

IX. ADJOURN CITY COUNCIL MEETING AND CONVENE INTO A WORK SESSION

Mayor Minster pointed out it was time to adjourn the meeting and convene into a work session.

Council Member Orr moved to adjourn city council meeting and convene into a work session. The motion was seconded by Council Member Strate. The voice vote was unanimous in favor of the motion.

The council meeting adjourned at 8:13 pm.

NOTE: The Council took a break and moved to the EOC for the work session. The Mayor and all members of the Council except Council Member Benard were present for the work session. Staff in attendance were City Manager Dixon, Chief Parke, Chief West, Parks and Public Works Director Jon Andersen, Human Resource Specialist Doug Gailey, and City Recorder Leesa Kapetanov.

Residents in attendance were Walt Bausman and Wesley Stewart.

The work session convened at 8:28 pm.

A. Strategic Planning

City Manager Dixon reviewed the inward/outward mindset as discussed during the council retreat. He acknowledged the confusion everyone felt at the retreat while trying to create the objectives. He broke those present into four groups, with each group working on one of the objectives. He asked each group to simplify the objective they had and not be so specific in it. They would get more specific in the goals and action plans developed for each objective.

The groups switched out each time and then presented their revised objectives (see Attachment B). They were: Towards Employees – Preserve and enhance employee satisfaction; Towards Businesses – Provide services and support to enable successful businesses; Towards Residents – Preserve and enhance the quality of life for residents; Towards Agencies – Establish and maintain good relationships that provide mutually

beneficial goods and services between agencies; Towards Council – Be sufficiently informed in order to make decisions that are best for the City. One of the groups also worked on the mission and vision statements of the City. They felt the mission statement should be changed to “South Ogden City is dedicated to preserving and enhancing quality of life and professionally meeting the expectations of residents, businesses, employees and visitors.” The also changed the current vision statement by removing the word engaged and some other wording. The new statement should read “By 2025 South Ogden City will stand out as the friendliest, safest, and most inviting place to live, work, and visit in Weber County; where residents feel at home while enjoying the highest quality of life in a vibrant community.”

City Manager Dixon reminded the Council of the issues they had brought up that were important to them during the last work session on February 2. He then showed the Council the strategic objectives from the previous year (see Attachment C) and asked them to review and change them according to their revised strategic objective towards residents and their list of things they wanted to accomplish. He reminded them to keep the number of goals between 3 and 5 and to make them realistic and obtainable. After much discussion, the Council and staff came up with the goals listed on the last 2 pages of Attachment C.

Due to the lateness of the hour, there was no more discussion. The mayor called for a motion to adjourn.

Council Member Porter moved to adjourn the work session, followed by a second from Council Member Strate. The voice vote was unanimous in favor of the motion.

The work session concluded at 10:04 pm.

I hereby certify that the foregoing is a true, accurate and complete record of the South Ogden City Council Meeting held Tuesday, February 16, 2016.


Leesa Kapetanov, City Recorder

Date Approved by the City Council March 1, 2016

Attachment A
Handout of Finance Director Steve Liebersbach

South Ogden City

March 01, 2016

Fiscal Year 2015 - 2016

Budget Amendment

	Current Budget	New Budget	Difference +/-
10-39-800 Appropriation of Fund Balance - General Fund	\$683,510	\$672,313	(\$11,197)
51-30-890 Appropriation of Fund Balance - Water Fund	\$33,796	\$26,401	(\$7,395)
52-30-890 Appropriation of Fund Balance - Sewer Fund	\$47,066	\$39,671	(\$7,395)
* correction on prior budget amendment			
10-39-800 Appropriation of Fund Balance - General Fund	\$672,313	\$772,313	\$100,000
10-80-230 Transfer to Capital Projects Fund - General Fund	\$0	\$100,000	\$100,000
40-30-400 Transfer in from General Fund - CPF	\$0	\$100,000	\$100,000
40-40-349 40th Street Widening - City's %age	\$5,442	\$105,442	\$100,000
*** Appropriate \$100,000 of restricted fund balance to the 40th street project			

*** Restrict \$567,034.40 of fund balance - loan money from the CDRA

*** Conceivably some miscellaneous donations, etc.



SOUTH OGDEN CITY UTILITY RATES

	WATER USAGE PRICE RATE PER LEVEL		SEWER USAGE PRICE RATE PER LEVEL	WATER BASE FEE	SEWER BASE FEE	GARBAGE RATE PER CAN	RECYCLING RATE PER CAN	RESIDENTIAL STORM DRAIN FEE
WATER USAGE LEVELS	RATE PER 1000 GALLONS	SEWER USAGE LEVELS	RATE PER 1000 GALLONS	\$ 7.50	\$ 12.00	\$ 9.75	\$ 3.45	\$ 5.50
0- 3,000 GALLONS	\$ 1.54	0- 3,000 GALLONS	\$ 0.80					
4,000- 10,000 GALLONS	\$ 1.75	4,000- 20,000 GALLONS	\$ 3.40					
11,000-20,000 GALLONS	\$ 2.25	21,000-40,000 GALLONS	\$ 4.00					
21,000-40,000 GALLONS	\$ 2.80	OVER 41,000 GALLONS	\$ 4.25					
OVER 41,000 GALLONS	\$ 3.10							

DUPLEX STORM DRAIN FEE	4- PLEX STORM DRAIN FEE	COMMERCIAL STORM DRAIN PER ERU
\$ 8.25	\$ 11.00	\$ 5.50

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Attachment B
Strategic Objectives

Toward Employees:

To preserve & enhance
employee satisfaction. (&
remain competitive within
the local government
compensation market.)

Towards Businesses

To provide services

and support to

enable successful

businesses

Towards Residents:

To enhance, protect & preserve the quality of life for residents. (by enforcing laws fairly, educating and communicating with residents, and treating everyone as a person.)

Towards Agencies

Establish & maintain
good relationships
that ^{provide} mutually beneficial
goods & services
between agencies.

Towards Business

Attachment C

Previous Year's Strategic Objective and Goals Toward Residents and
Revised 2016 Objective and Goals

South Ogden Mayor and City Council 2015

Goals & Action Plans

Matt
Matt Dixon

Strategic Directives Goals Action Plans Tasks	Owner	Resources (people, budget, equipment)	Target Finish	Update (and additional detail)	% Complete
1. Towards Residents: To enhance, protect & preserve the quality of life for residents by enforcing laws fairly, educating and communicating with residents, and treating everyone as a person.					
1.1 Complete Code Updates	Matt Dixon	Mark Vasic, Leesa, Doug	12/31/2016		0%
1.2 Use newsletter effectively, positively	Jill McCullough	Russ	4/30/2016		0%
1.3 Enforcement information	Darin Parke	Sallee	3/31/2016		0%
1.4 Create a Transportation Plan	Jon Andersen	Adam	12/31/2016		0%
1.5 Branding	Matt Dixon	Bryan	12/31/2016		0%
1.6 Treat those who come to City Hall as people	Elaine Burleigh	Matt	12/31/2016		0%
1.7 Staffing levels to provide quality services	Matt Dixon	Department Heads	12/31/2016		0%
1.8 Figure out how to get timely feedback	Matt Dixon	Doug	12/31/2016		0%
1.9 Responsive and Timely Communication	Matt Dixon	Russ	12/31/2016		0%
1.10 Town Hall	Leesa Kapetanov	Adam	12/31/2016		0%
1.11 Analyze efficiencies in Public Safety	Darin Parke	Matt	12/31/2016		0%
2. Toward City Council: To maximize the effectiveness of our work to help the City Council as indicated by their feedback.					
2.1 Provide list of code enforcement problems	Darin Parke	Matt	6/30/2016		0%
2.2 Provide a feedback mechanism	Matt Dixon	Department Heads, Bryan Benard	6/30/2016		0%
3. Toward Agencies: To maximize the useful delivery of cooperative governmental services to other agencies as indicated by the continuing satisfaction of the governing bodies.					
3.1 Make list of agencies and ask what we can do for them	Matt Dixon		12/31/2016		0%
3.2 Finalize negotiations with county for fire services	Cameron West	Matt	9/30/2016		0%
3.3 Communication efficiencies	Leesa Kapetanov	Department Heads, Ken	12/31/2016		0%
4. Toward Employees: To preserve and enhance employee satisfaction and remain competitive within the local government compensation market.					
4.1 Conduct an Employee Satisfaction Survey	Doug Gailey		9/30/2016		0%
4.2 Fix wage inequities	Doug Gailey	Department Heads, City	7/31/2016		0%

			Council		
4.3	Conduct Benefits Analysis	Doug Gailey		7/31/2016	0%
4.4	Employee recognitions - find what works best	Doug Gailey	Matt, Department Heads	12/31/2016	0%
4.5	Innovation Award (between departments and individuals)	Matt Dixon	Bryan	12/31/2016	0%
4.6	Training, Innovation, Team-building day	Matt Dixon	Bryan, Doug, Departments	12/31/2016	0%

5. Towards Businesses:

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South Ogden Mayor and City Council 2015

Matt
Matt Dixon

Goals & Action Plans

Strategic Directives Goals Action Plans Tasks	Owner	Resources (people, budget, equipment)	Target Finish	Update (and additional detail)	% Complete
1. Towards Residents: To enhance, protect & preserve the quality of life for residents.					
1.1 The city will create a Transportation Improvement Plan that will include city streets, trails, bike lanes, and sidewalks. The plan will focus on short term needs - bringing current facilities up to acceptable standards and a long term needs - maintenance & funding.	Jon Andersen	City Engineer, Matt, Adam, Brent, Trans. Fee, Study, GF Allocations for Streets	6/30/2016		0%
1.2 We will make demonstrable improvements to the City's Code Enforcement efforts.	Darin Parke	Officer Bailey, Sallee, Possible Budget Impacts	12/31/2016		0%
1.3 We will identify and make necessary updates to important city codes.	Matt Dixon	Mark Vlastic, Leesa, Doug, Brent	1/31/2017		0%
1.4 We will make demonstrable improvements in our understanding of the public's wants, needs & desires, as measured by public input gathered at meetings, through surveys & other means. (focus is on information gathering, communication of all forms, etc.)	Select Owner		12/31/2016		0%
2. Toward City Council: To be sufficiently inform in order to make decisions that are best for the city.					
2.1 Provide list of code enforcement problems	Darin Parke	Matt	6/30/2016		0%
2.2 Provide a feedback mechanism	Matt Dixon	Department Heads, Bryan Benard	6/30/2016		0%
3. Toward Agencies: To establish and maintain good relationships that provide mutually beneficial goods and services between agencies.					
3.1 Make list of agencies and ask what we can do for them	Matt Dixon		12/31/2016		0%
3.2 Finalize negotiations with county for fire services	Cameron West	Matt	9/30/2016		0%
3.3 Communication efficiencies	Leesa Kapetanov	Department Heads, Ken	12/31/2016		0%
4. Toward Employees: To preserve and enhance employee satisfaction.					
4.1 Conduct an Employee Satisfaction Survey	Doug Gailey		9/30/2016		0%
4.2 Fix wage inequities	Doug Gailey	Department Heads, City Council	7/31/2016		0%
4.3 Conduct Benefits Analysis	Doug Gailey		7/31/2016		0%
4.4 Employee recognitions - find what works best	Doug Gailey	Matt, Department Heads	12/31/2016		0%
4.5 Innovation Award (between departments and individuals)	Matt Dixon	Bryan	12/31/2016		0%

4.6 Training, Innovation, Team-building day	Matt Dixon	Bryan, Doug, Departments	12/31/2016		0%
5. Towards Businesses: To provide services and support that enable businesses to be successful.					

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