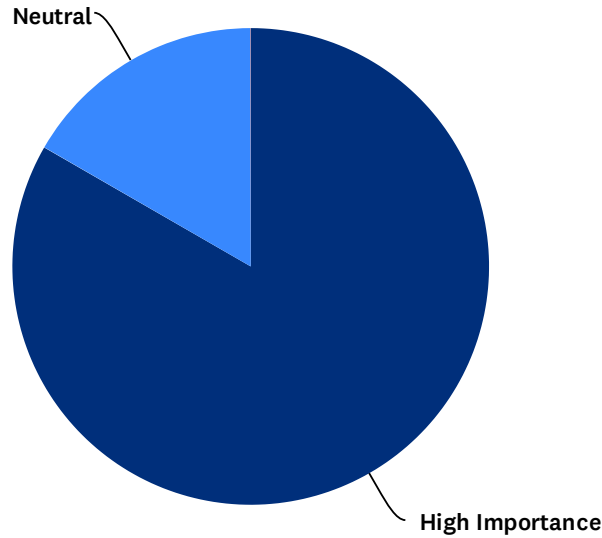


**Q3 RANK HIGH LEVEL STRATEGY: Please rank the importance of the strategy to "identify and implement operational efficiencies, cost savings and additional funding sources".**

Answered: 6 Skipped: 0



ANSWER CHOICES	RESPONSES	
High Importance	83.33%	5
Neutral	16.67%	1
Low Importance	0.00%	0
Remove from Strategic Plan as a priority	0.00%	0
<b>TOTAL</b>		<b>6</b>

#	COMMENT	DATE
1	while maintaining and if needed increasing oversight and transparency/accountability	5/14/2021 11:12 PM

**\*\*DISCUSS\*\***  
 Revise to "identify and implement operational efficiencies, cost savings and additional funding sources 'while maintaining and increasing oversight and transparency/accountability.

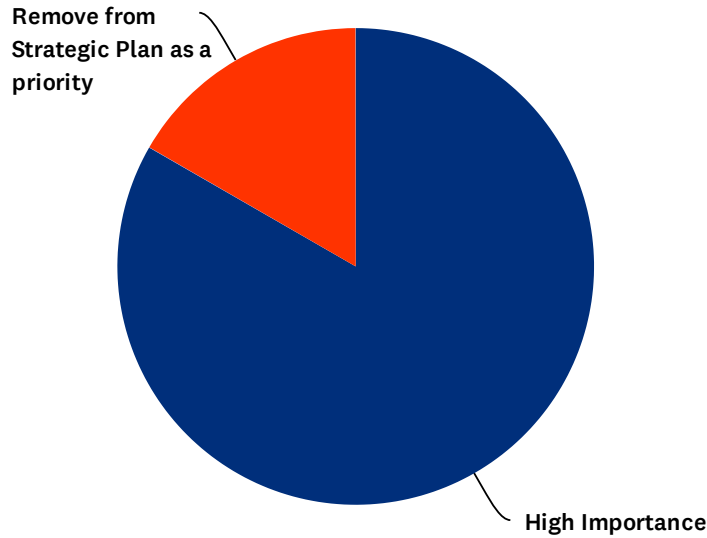
Staff Idea = Implement Laser Fiche Workflow

Staff Idea = Consider Refinancing Debt to capitalize on low interest rate.

# Council Responses

**Q4 RANK SPECIFIC ACTION:** Please rank the importance of the action item to "implement a Pavement Management Funding Program" (keep existing or implement a different approach).

Answered: 6 Skipped: 0



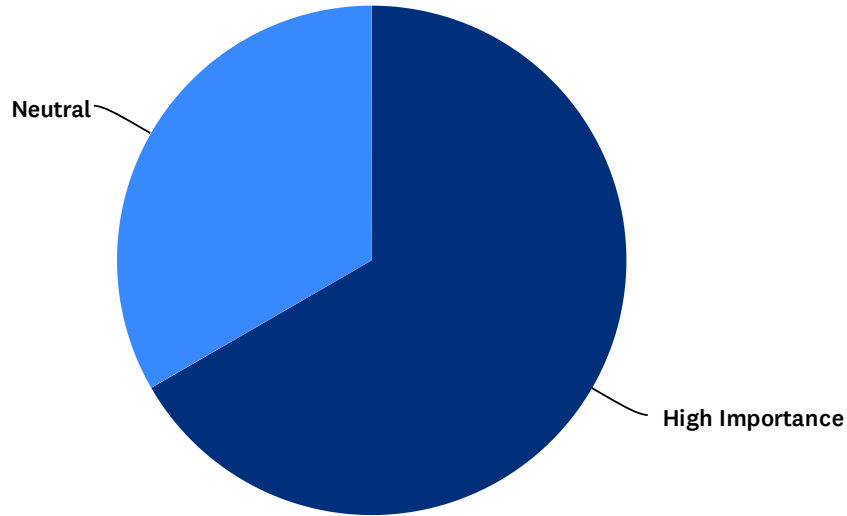
ANSWER CHOICES	RESPONSES	
High Importance	83.33%	5
Neutral	0.00%	0
Low Importance	0.00%	0
Remove from Strategic Plan as a priority	16.67%	1
<b>TOTAL</b>		<b>6</b>

#	COMMENT	DATE
1	Encumbered funds from general levy, not bonding, not subject to the excess/deficit ordinance	5/14/2021 11:12 PM
2	Fund roads through property taxes and remove the franchise fee.	5/14/2021 8:04 PM
3	We have heard from residents many time our roads need improvement.	5/14/2021 3:32 PM
4	Keep existing plan - Franchise fee	5/13/2021 6:24 PM
5	This is complete.	5/13/2021 2:28 PM

**\*\*DISCUSS\*\***  
 Recommend keeping this action. All agree an important strategy. Not all agree/consensus on actual implementation strategy.

**Q5 RANK SPECIFIC ACTION:** Please rank the importance of the action item to "Identify and improve one organizational workflow process" (2020 Initiative was implementation of Fire Department Duty Crew - do we want to identify a program for 2021?).

Answered: 6 Skipped: 0



ANSWER CHOICES	RESPONSES	
High Importance	66.67%	4
Neutral	33.33%	2
Low Importance	0.00%	0
Remove from Strategic Plan as a priority	0.00%	0
<b>TOTAL</b>		<b>6</b>

#	COMMENT	DATE
1	would this not be achieved as an outcome of item number 3	5/14/2021 11:12 PM
2	Good improvement, Better service for our community.	5/13/2021 6:24 PM
3	Having one goal seems to make sense. Just not sure what that "one objective" is yet.	5/13/2021 2:28 PM

**\*\*DISCUSS\*\***

Consensus to keep, but need to identify 2021 focus. Either provide recommendations tonight, or defer to Staff to make recommendation with future steps.

## Q6 Are there other actions we should be considering in order to "identify and implement operational efficiencies, costs savings and additional funding sources"?

Answered: 3 Skipped: 3

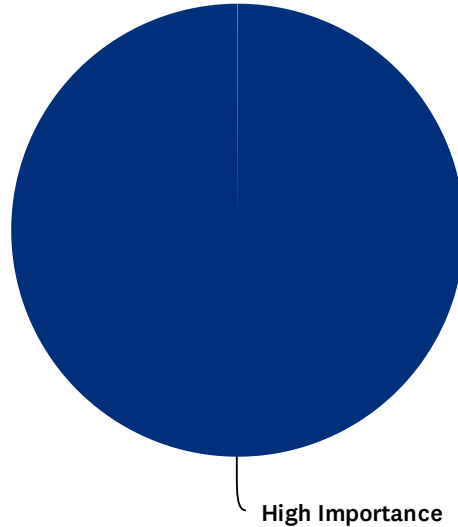
#	RESPONSES	DATE
1	.	5/14/2021 11:12 PM
2	Need to understand how we can use the Federal funds, Apply for grants when opportunity is there.	5/13/2021 6:24 PM
3	Always, but this comes with an open mind. Not sure of any offhand.	5/13/2021 2:28 PM

Consensus to ID these as advisory comments? No specific action at strategic level needed?

Staff Idea = Consider better social media management platform.

## Q7 RANK HIGH LEVEL STRATEGY: Please rank the importance of the strategy to "promote economic growth and development".

Answered: 6 Skipped: 0



ANSWER CHOICES	RESPONSES	
High Importance	100.00%	6
Neutral	0.00%	0
Low Importance	0.00%	0
Remove from Strategic Plan as a priority	0.00%	0
<b>TOTAL</b>		<b>6</b>

#	COMMENT	DATE
1	.	5/14/2021 11:12 PM
2	Restaurants and retail.	5/14/2021 3:33 PM
3	Work with our EDA Director, Our Commission's, Promote the COR and our Community. Showcase our beautiful natural resources with our 2 rivers and the rural feel.	5/13/2021 6:34 PM
4	But it must be done in the right places, in the right way. There are investments to make.	5/13/2021 2:29 PM

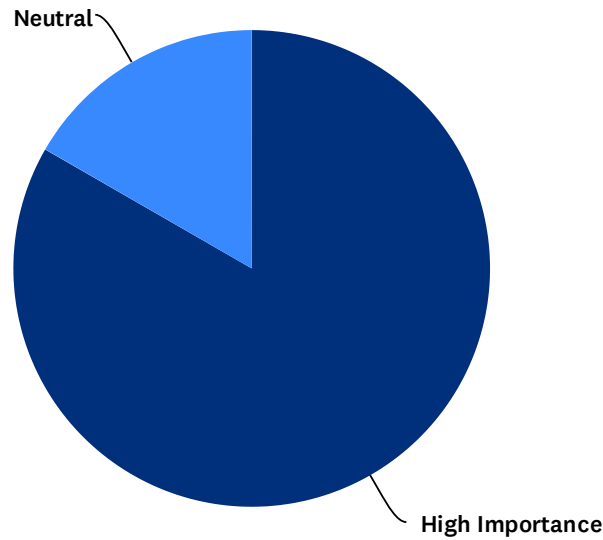
Above comments appear to be advisory in nature.

Consensus to keep?

Staff Idea = Consider appropriate infrastructure investments = shovel ready.

**Q8 RANK SPECIFIC ACTION:** Please rank the importance of the action item to "continue Business Retention and Expansion efforts for retail and industrial".

Answered: 6 Skipped: 0



ANSWER CHOICES	RESPONSES	
High Importance	83.33%	5
Neutral	16.67%	1
Low Importance	0.00%	0
Remove from Strategic Plan as a priority	0.00%	0
<b>TOTAL</b>		<b>6</b>

#	COMMENT	DATE
1	Easier to keep business that recruit new.	5/14/2021 3:33 PM
2	I believe our efforts are good but would rather go after new business	5/13/2021 6:34 PM
3	Focusing on small, local business is far more appealing to me than bringing in massive amounts of national brands.	5/13/2021 2:29 PM

Above comments appear to be advisory in nature.

Consensus to keep?

## Q9 Are there other actions we should be considering in order to "promote economic growth and development"?

Answered: 5 Skipped: 1

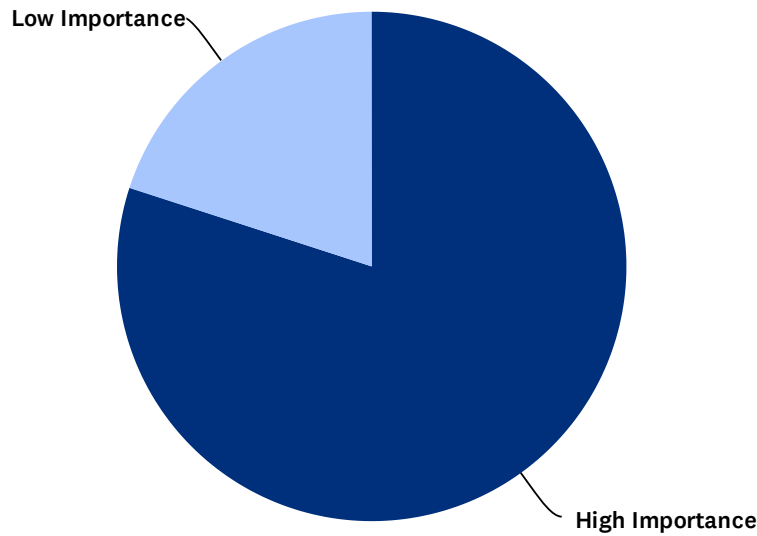
#	RESPONSES	DATE
1	.	5/14/2021 11:12 PM
2	Consider spending a set number of hours per week looking at city code reduction.	5/14/2021 8:06 PM
3	Explore incentives to bring in business.	5/14/2021 3:33 PM
4	Finish Hwy 10	5/13/2021 6:34 PM
5	Main Street vs standard suburb. We need to keep the balance of our rural feel, and a main street accomplishes this far more than just saying yes to whatever national brand may want to show up.	5/13/2021 2:29 PM

**\*\*DISCUSSION\*\***  
 Recommendation to adding comment #2 as "Complete a Comprehensive City Code Audit and Update".

Remaining comments appear to be advisory in nature.

## Q10 RANK HIGH LEVEL STRATEGY: Please rank the importance of the strategy to "create a positive image for residential neighborhoods, business districts and key corridors".

Answered: 5 Skipped: 1



ANSWER CHOICES	RESPONSES	
High Importance	80.00%	4
Neutral	0.00%	0
Low Importance	20.00%	1
Remove from Strategic Plan as a priority	0.00%	0
<b>TOTAL</b>		<b>5</b>

#	COMMENT	DATE
1	Existing neighborhood parks are neglected and should be a focus along with new development parks as recently noted by Tudor and Bear Park comments from residents.	5/14/2021 11:12 PM

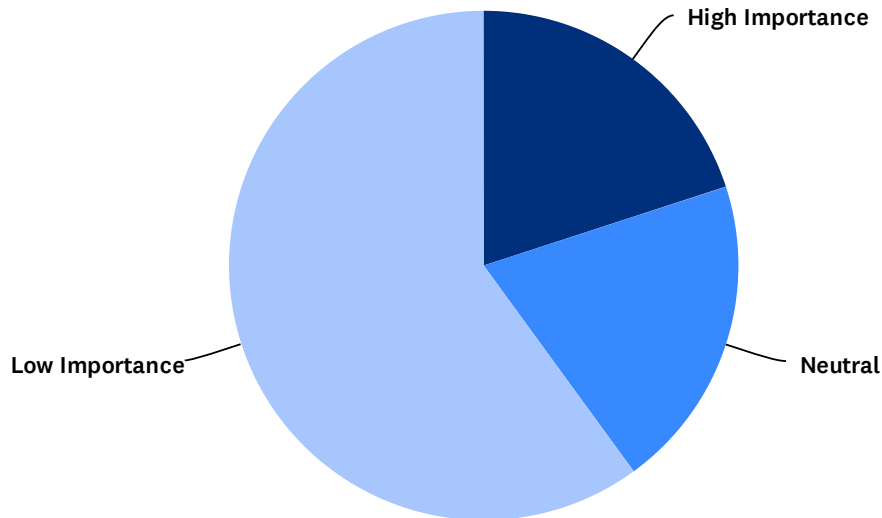
Comment above addressed in later sections of plan dealing with Parks System Plan.

Consensus to keep?

Staff Idea = Comprehensive City Code Update.

## Q11 RANK SPECIFIC ACTION: Please rank the importance of the action item to "create Streetscape Plan for Key Corridors".

Answered: 5 Skipped: 1



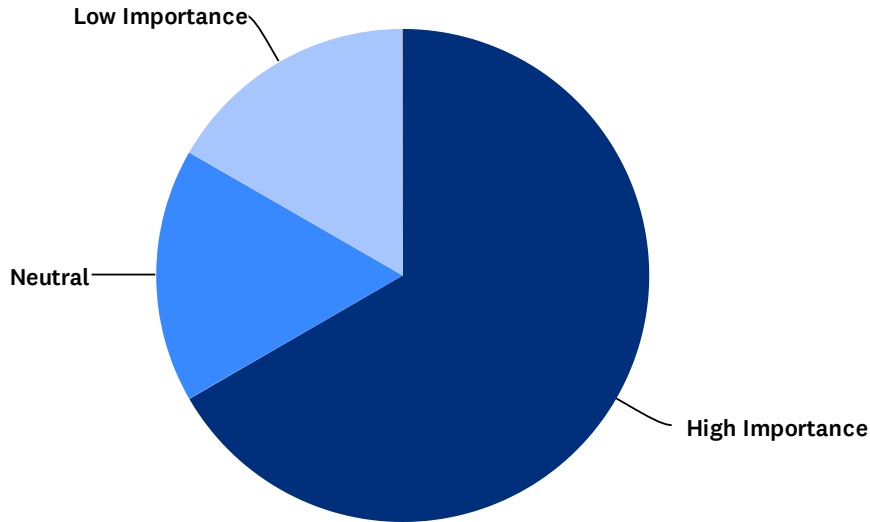
ANSWER CHOICES	RESPONSES	
High Importance	20.00%	1
Neutral	20.00%	1
Low Importance	60.00%	3
Remove from Strategic Plan as a priority	0.00%	0
<b>TOTAL</b>		<b>5</b>

#	COMMENT	DATE
1	I think this can be done with community engagement for the key corridors as with the Flags along Sunwood DR in the COR. Some corridors will have to wait as road construction is currently ongoing.	5/14/2021 11:12 PM

**\*\*DISCUSSION\*\***  
 Recommend moving to 'Parking Lot List' for future years' consideration. Likely needs a \$25,000 budget allocation to complete per Council Expectations.

**Q12 RANK SPECIFIC ACTION:** Please rank the importance of the action item to "update Downtown (COR) Master Plan and Multifamily Housing Policies". (Note - partially complete (Multifamily Housing Policy) with additional discussion with the Planning Commission in July.

Answered: 6 Skipped: 0



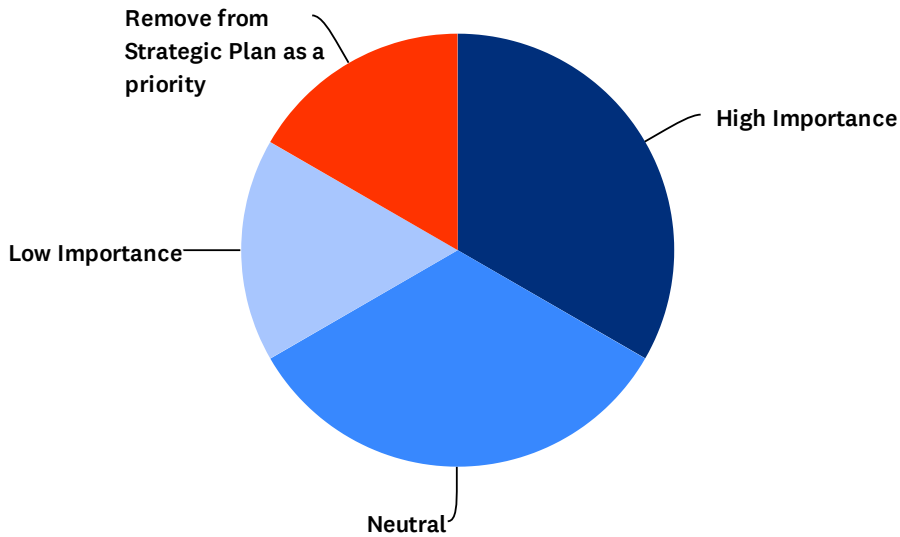
ANSWER CHOICES	RESPONSES	
High Importance	66.67%	4
Neutral	16.67%	1
Low Importance	16.67%	1
Remove from Strategic Plan as a priority	0.00%	0
<b>TOTAL</b>		<b>6</b>

#	COMMENT	DATE
1	Ramsey needs to keep apartments nice.	5/14/2021 3:36 PM
2	I believe we need to have multiple housing options for our residents and workers	5/13/2021 7:33 PM
3	What's being lost here is that there should be a requirement (potentially) for multi family housing developments to have first floor retail. This could bring us the best of both worlds, and help keep that main street feel that we want.	5/13/2021 2:31 PM

Consensus to keep per Planning Commission Request to meet in July?

**Q13 RANK SPECIFIC ACTION:** Please rank the importance of the action item to "consider a Multifamily Property Management Program". (Note - partially complete (Multifamily Housing Policy, Code Enforcement) with additional discussion with the Planning Commission in July.

Answered: 6 Skipped: 0



ANSWER CHOICES	RESPONSES	
High Importance	33.33%	2
Neutral	33.33%	2
Low Importance	16.67%	1
Remove from Strategic Plan as a priority	16.67%	1
<b>TOTAL</b>		<b>6</b>

#	COMMENT	DATE
1	need more understanding of City role vs private property role to enforce city codes	5/14/2021 11:12 PM
2	Regulate apartments to avoid any future problems.	5/14/2021 3:36 PM
3	We need to have options for our residents and workers for all different income levels.	5/13/2021 7:33 PM

Consensus to move to 'Parking Lot List' to allow 1 Year of experience with new Code Enforcement Officer?

Staff Idea = Monitor new Code Enforcement Officer, consider additional resources for this time consuming task.

## Q14 Are there other actions we should be considering in order to "create a positive image for residential neighborhoods, business districts and key corridors"?

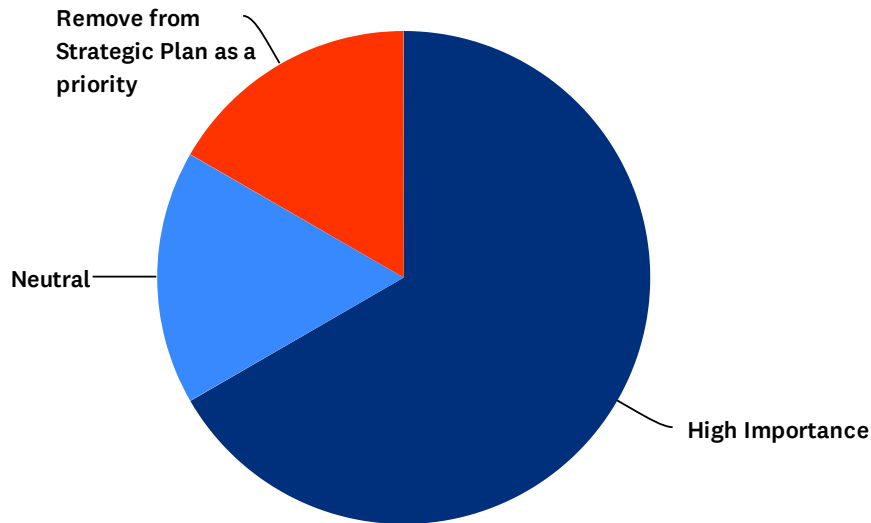
Answered: 4 Skipped: 2

#	RESPONSES	DATE
1	.	5/14/2021 11:12 PM
2	Prioritize maintenance of trails and city owned land. <span style="border: 1px solid red; padding: 2px;">Discussed later in Plan.</span>	5/14/2021 8:10 PM
3	Improving our signage would be helpful, <span style="border: 1px solid red; padding: 2px;">Part of Streetscape Plan.</span>	5/13/2021 7:33 PM
4	We need a diverse option of housing stock, and affordable housing is part of that. Affordable however has many meanings and hopefully we get past the bad connotation of the name and realize that they are needed investments for our residents. <span style="border: 1px solid red; padding: 2px;">Advisory comment?</span>	5/13/2021 2:31 PM

Staff Idea = Consider a Volunteer Program (details need to be discussed) to be able to partner with the community, not just from the enforcement lens.

**Q15 RANK HIGH LEVEL STRATEGY: Please rank the importance of the strategy to "enhance community engagement in policy decision-making processes".**

Answered: 6 Skipped: 0



ANSWER CHOICES	RESPONSES	
High Importance	66.67%	4
Neutral	16.67%	1
Low Importance	0.00%	0
Remove from Strategic Plan as a priority	16.67%	1
<b>TOTAL</b>		<b>6</b>

#	COMMENT	DATE
1	The city has strategies to encourage engagement in decision making progress.	5/14/2021 11:12 PM
2	Residents are relatively uninformed despite city efforts to communicate.	5/14/2021 3:38 PM
3	We are here to represent the people, and to do so they must be engaged.	5/13/2021 2:32 PM

**\*\*DISCUSSION\*\***

This feels less like an action at this point and more about simply what we do. Consensus to move to 'Culture' at end of Plan?

## Q16 Are there other actions we should be considering in order to "enhance community engagement in policy decision-making processes"?

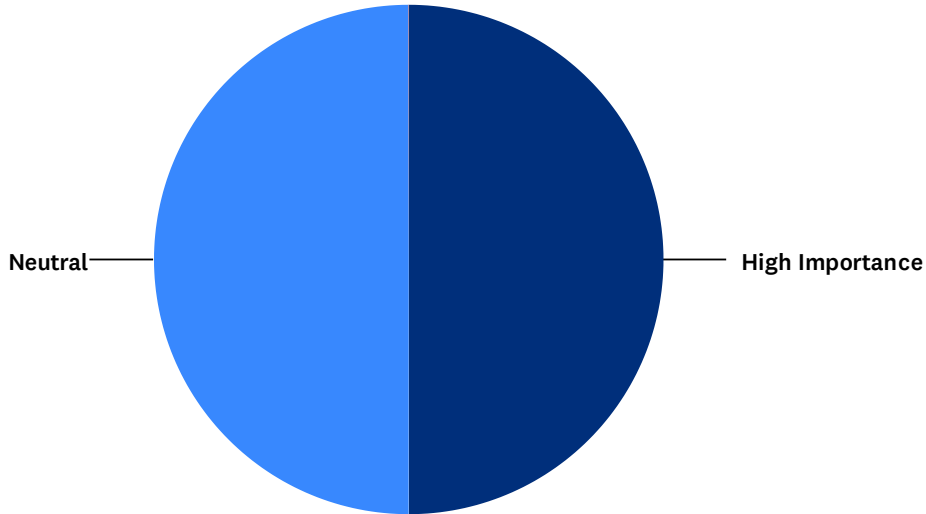
Answered: 2 Skipped: 4

#	RESPONSES	DATE
1	.	5/14/2021 11:12 PM
2	I like using our resident survey	5/13/2021 7:34 PM

Advisory comment?

**Q17 RANK HIGH LEVEL STRATEGY:** Please rank the importance of the strategy to "improve the safety and mobility of transportation corridors".

Answered: 6 Skipped: 0



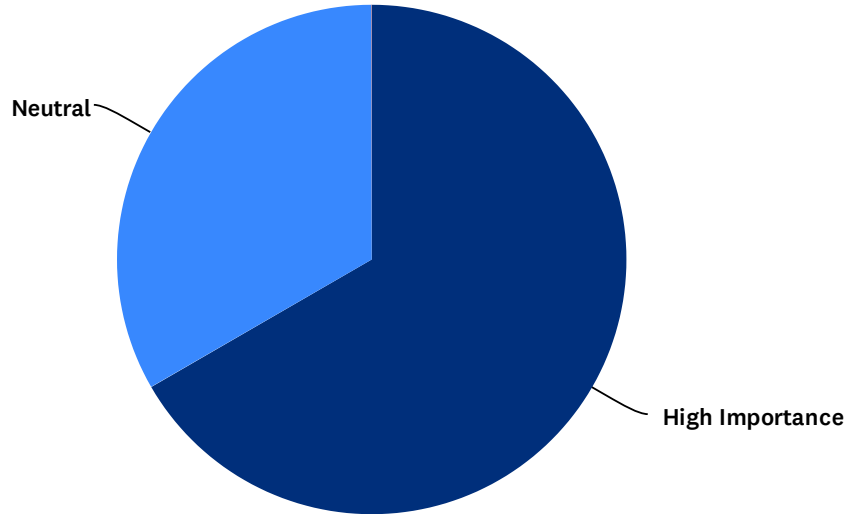
ANSWER CHOICES	RESPONSES
High Importance	50.00% 3
Neutral	50.00% 3
Low Importance	0.00% 0
Remove from Strategic Plan as a priority	0.00% 0
<b>TOTAL</b>	<b>6</b>

#	COMMENT	DATE
1	This is ongoing with new developments and with county partners.	5/14/2021 11:12 PM
2	Hey 10 is the key to spurning economic growth.	5/13/2021 7:39 PM

Consensus to keep?

## Q18 RANK SPECIFIC ACTION: Please rank the importance of the action item to "Complete County Road 5 Corridor Study".

Answered: 6 Skipped: 0



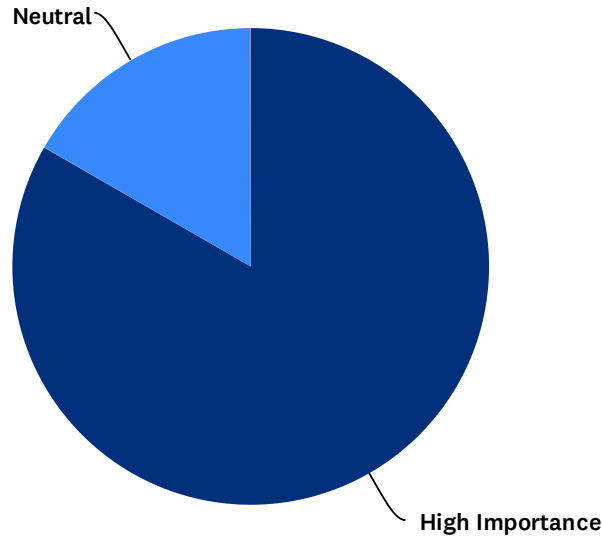
ANSWER CHOICES	RESPONSES	
High Importance	66.67%	4
Neutral	33.33%	2
Low Importance	0.00%	0
Remove from Strategic Plan as a priority	0.00%	0
<b>TOTAL</b>		<b>6</b>

#	COMMENT	DATE
1	As the community grows, traffic congestion along with safety considerations are very important.	5/13/2021 7:39 PM

Consensus to keep?

**Q19 RANK SPECIFIC ACTION:** Please rank the importance of the action item to "advance the Ramsey Gateway (US Highway 10/169) Plan".  
(We're almost there!)

Answered: 6 Skipped: 0



ANSWER CHOICES	RESPONSES	
High Importance	83.33%	5
Neutral	16.67%	1
Low Importance	0.00%	0
Remove from Strategic Plan as a priority	0.00%	0
<b>TOTAL</b>		<b>6</b>

#	COMMENT	DATE
1	Most important	5/13/2021 7:39 PM

Consensus to keep?

## Q20 Are there other actions we should be considering in order to "improve the safety and mobility of transportation corridors"?

Answered: 2 Skipped: 4

#	RESPONSES	DATE
1	.	5/14/2021 11:12 PM
2	Hwy 47	5/13/2021 7:39 PM

**\*\*DISCUSSION\*\***

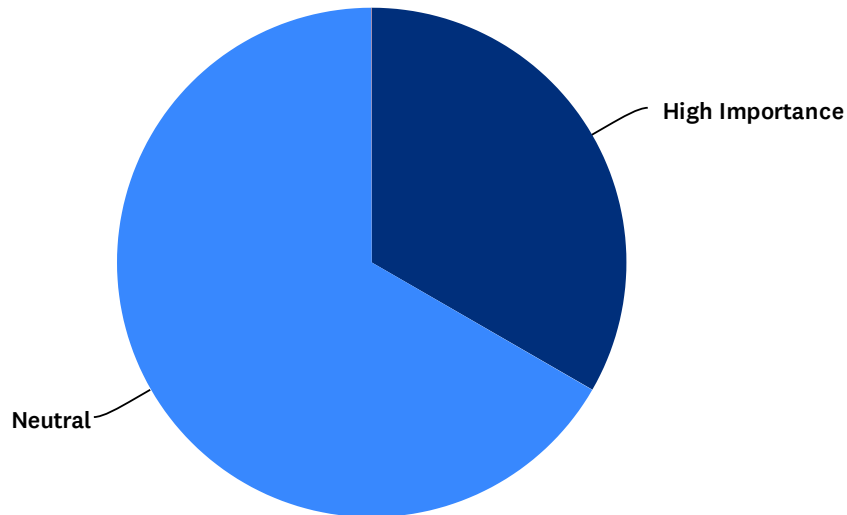
Per #2 above, could we wait to monitor conditions after Bunker/47 improvements currently underway before embarking on a new study?

Add as such to 'Parking Lot List'?

Staff Idea = Enhance Priority Street Light Plan to improve intersection safety, especially for pedestrians. Consider paving/stripping enhancements.

**Q21 RANK HIGH LEVEL STRATEGY:** Please rank the importance of the strategy to "connect the community both physically and socially to destinations, services and activities".

Answered: 6 Skipped: 0



ANSWER CHOICES	RESPONSES	
High Importance	33.33%	2
Neutral	66.67%	4
Low Importance	0.00%	0
Remove from Strategic Plan as a priority	0.00%	0
<b>TOTAL</b>		<b>6</b>

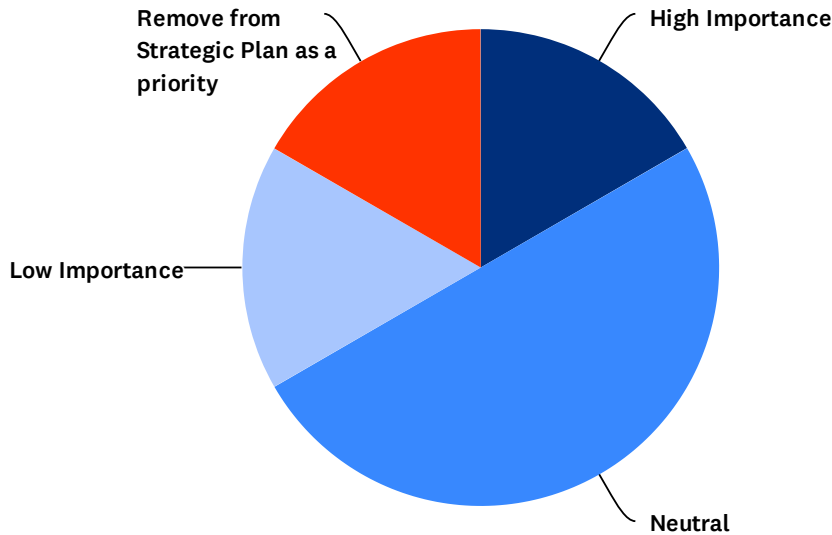
#	COMMENT	DATE
1	very broad strategy. more clarity on what the meaning of this strategy is from staff perspective and community comments/demands in order to better understand the City role in meeting this strategy.	5/14/2021 11:12 PM
2	Our residents gave feedback about how little we do for them in arts/culture/community. We can make investments in this area, and promote more of what we already do.	5/13/2021 2:33 PM

Defer to Council - these are the words of the Council.

**\*\*DISCUSSION\*\***  
 Per #2 above, consider adding "Review of new Recreation Plan" as new Action Item.

**Q22 RANK SPECIFIC ACTION: Please rank the importance of the action item to "Complete the Park System Plan". (Portions are in place)**

Answered: 6 Skipped: 0



ANSWER CHOICES	RESPONSES	
High Importance	16.67%	1
Neutral	50.00%	3
Low Importance	16.67%	1
Remove from Strategic Plan as a priority	16.67%	1
<b>TOTAL</b>		<b>6</b>

#	COMMENT	DATE
1	Need to focus on improving and maintaining existing parks.	5/17/2021 8:10 AM
2	I believe the park plan is overly complicated from what residents want. Residents want their existing parks maintained and less talk of planning to do the work.	5/14/2021 11:12 PM
3	Focus on existing parks	5/14/2021 3:39 PM

**\*\*DISCUSSION\*\***

Recommend to keep this action item. There were several comments about improving existing parks before expanding to new parks.

A Parks Plan would help better define this policy. The Plan is NOT just about new parks.

## Q23 Are there other actions we should be considering in order to "connect the community both physically and socially to destinations, services and activities"?

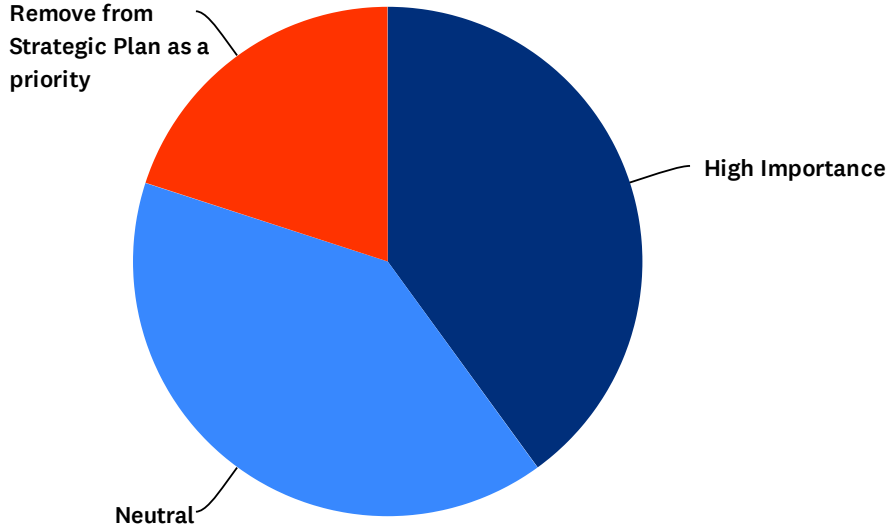
Answered: 2 Skipped: 4

#	RESPONSES	DATE
1	.	5/14/2021 11:12 PM
2	Website/ Ramsey Newsletter	5/13/2021 7:41 PM

Advisory?  
Communications covered in other sections/other plans.

**Q24 RANK HIGH LEVEL STRATEGY:** Please rank the importance of the strategy to "enhance customer service through process improvement".

Answered: 5 Skipped: 1



ANSWER CHOICES	RESPONSES	
High Importance	40.00%	2
Neutral	40.00%	2
Low Importance	0.00%	0
Remove from Strategic Plan as a priority	20.00%	1
<b>TOTAL</b>		<b>5</b>

#	COMMENT	DATE
1	Already achieved with strategy for cost savings, hopefully customer service is considered when addressing noted strategy (#3)	5/14/2021 11:12 PM
2	Update our website/ Technologies	5/13/2021 7:43 PM

**\*\*DISCUSSION\*\***  
 Not ranked highly. Remove or move to 'Culture' Section?

## Q25 Are there other actions we should be considering in order to "enhance customer service through process improvement"?

Answered: 3 Skipped: 3

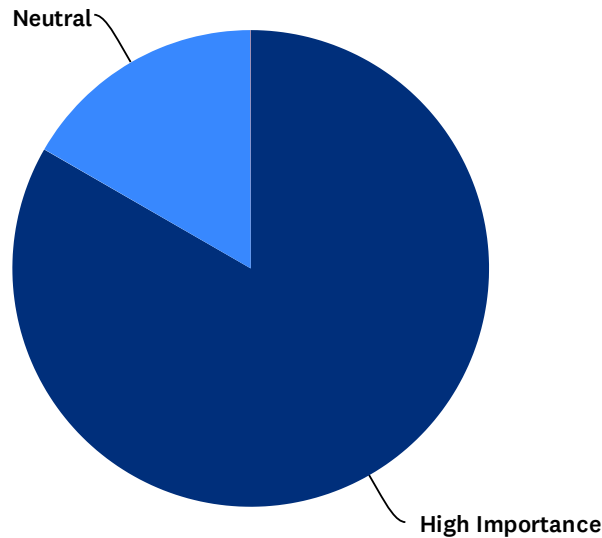
#	RESPONSES	DATE
1	Returning calls to residents. Tracking complaints and reporting to council metrics on types of calls, number of days it took to return the call to the resident.	5/14/2021 11:12 PM
2	Continuing education opportunities <span style="border: 1px solid red; padding: 2px;">Advisory?</span>	5/13/2021 7:43 PM
3	Communication is huge. We need to make the following things easily find-able on our website: what to do if you want to add a shed, fence, deck, pool, retaining wall. It would be GREAT if there was a way to automate/ask a series of questions which ultimately got them to their answer efficiently. <span style="border: 1px solid red; padding: 2px;">Communications Plan.</span>	5/13/2021 2:34 PM

**\*\*DISCUSSION\*\* #1 Above.**

**New Action = review existing metrics and systems that track customer service, previous Customer Request Management (CRM) System and consider expanding request tracking policies.**

## Q26 RANK HIGH LEVEL STRATEGY: Please rank the importance of the strategy to "enhance sustainability and efficiency through public facilities and infrastructure investments".

Answered: 6 Skipped: 0



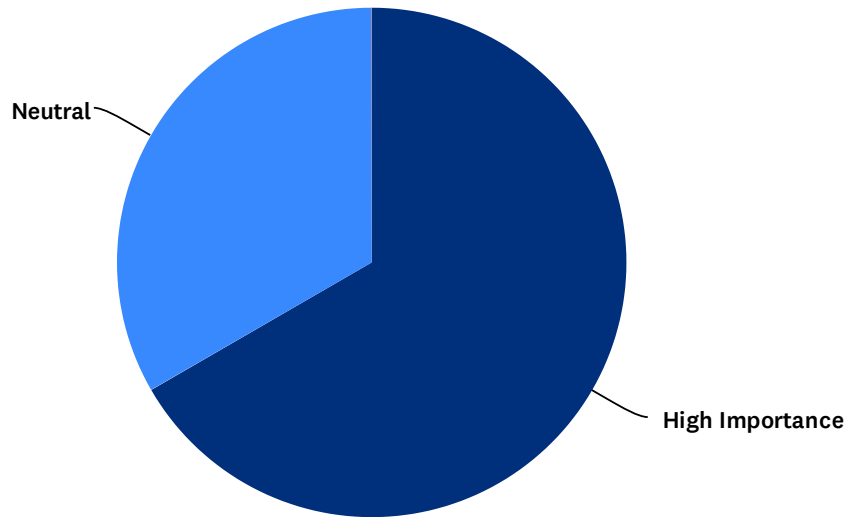
ANSWER CHOICES	RESPONSES	
High Importance	83.33%	5
Neutral	16.67%	1
Low Importance	0.00%	0
Remove from Strategic Plan as a priority	0.00%	0
<b>TOTAL</b>		<b>6</b>

#	COMMENT	DATE
1	broadly wordy strategy. "Public facility and infrastructure need investments" would be a better strategy. <b>**DISCUSSION** - consider revising as recommended?</b>	5/14/2021 11:13 PM
2	New facilities should have these features built in	5/14/2021 3:40 PM
3	Getting our Water Treatment plant built.	5/13/2021 7:46 PM
4	I think we do well at this, but don't talk about it enough. Many city structures are powered by solar, and we don't talk about it. We have an electric charging station for cars in the ramp, but it would be great to have more. PD had mentioned looking at hybrids for community service vehicles, and I think that's great. We need to tell these stories.	5/13/2021 2:36 PM

**\*\*DISCUSSION\*\***  
 Comment #4 - consider adding as action item (already in draft EPB Plan).

**Q27 RANK SPECIFIC ACTION:** Please rank the importance of the action item to "develop an implementation plan for Water [Treatment Plant]".  
 (Implementation Plan in Place, now time to implement)

Answered: 6 Skipped: 0



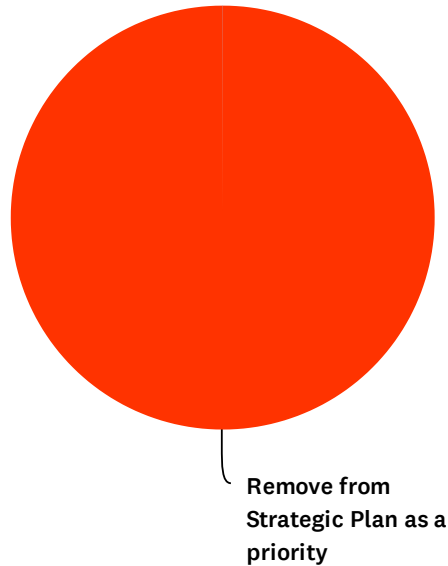
ANSWER CHOICES	RESPONSES	
High Importance	66.67%	4
Neutral	33.33%	2
Low Importance	0.00%	0
Remove from Strategic Plan as a priority	0.00%	0
<b>TOTAL</b>		<b>6</b>

#	COMMENT	DATE
1	along with consideration for new wells to meet demands for future water needs.	5/14/2021 11:13 PM
2	In progress, lets do it!	5/13/2021 2:36 PM

Consensus to keep?

**Q28 RANK SPECIFIC ACTION: Please rank the importance of the action item to "construct future Public Works Campus". (Under Construction - Can be removed from plan)**

Answered: 6 Skipped: 0



**Remove from Strategic Plan as a priority**

ANSWER CHOICES	RESPONSES	
High Importance	0.00%	0
Neutral	0.00%	0
Low Importance	0.00%	0
Remove from Strategic Plan as a priority	100.00%	6
<b>TOTAL</b>		<b>6</b>

#	COMMENT	DATE
	There are no responses.	

Consensus to remove? - it's under construction.

## Q29 Are there other actions we should be considering in order to "enhance sustainability and efficiency through public facilities and infrastructure investments"?

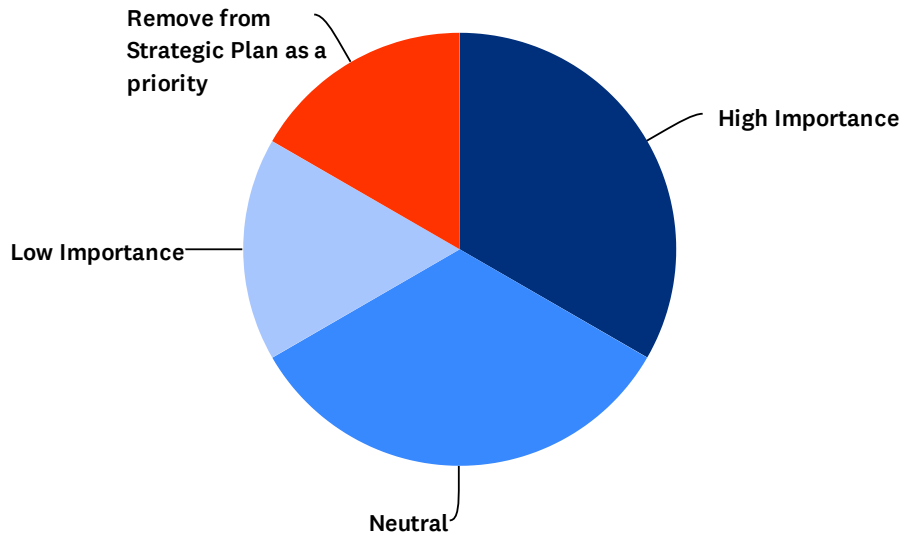
Answered: 2 Skipped: 4

#	RESPONSES	DATE
1	.	5/14/2021 11:13 PM
2	Roads <span style="border: 1px solid red; padding: 2px;">Covered elsewhere.</span>	5/13/2021 7:46 PM

Staff Idea = Consider creating local Open Space Preservation Funding similar to Andover.

### Q30 RANK HIGH LEVEL STRATEGY: Please rank the importance of the strategy to "strengthen and enhance our identity and brand".

Answered: 6 Skipped: 0



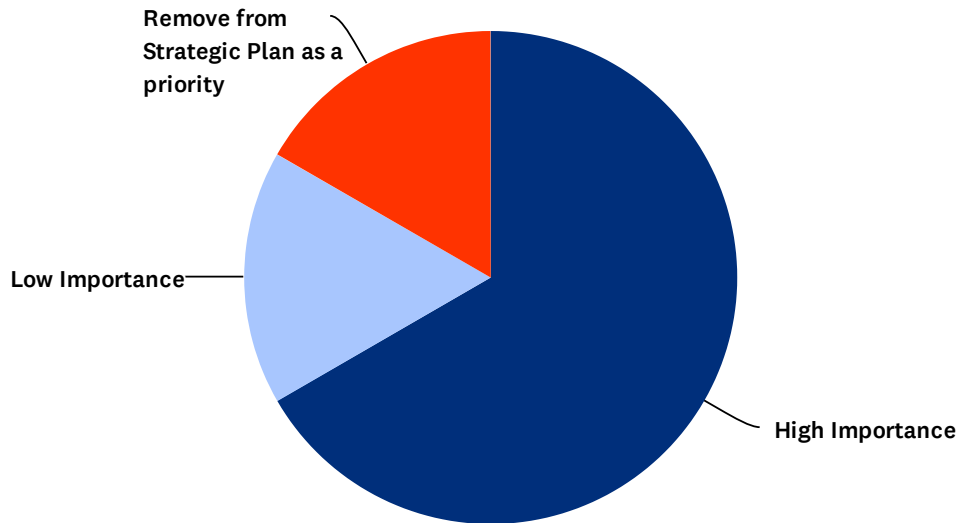
ANSWER CHOICES	RESPONSES	
High Importance	33.33%	2
Neutral	33.33%	2
Low Importance	16.67%	1
Remove from Strategic Plan as a priority	16.67%	1
<b>TOTAL</b>		<b>6</b>

#	COMMENT	DATE
1	.	5/14/2021 11:13 PM
2	Creating a great brand will generate economic opportunities	5/13/2021 7:52 PM
3	I am the biggest advocate for sticking to our brand and personality, however right now we're still figuring out what that is, and often times contradict ourselves. We need to self identify as to what we want and who we are as a community.	5/13/2021 2:37 PM

Consensus to keep and defer to Communications Plan?

**Q31 RANK SPECIFIC ACTION:** Please rank the importance of the action item to "provide quarterly updates to USPS to secure new Ramsey ZIP Code".

Answered: 6 Skipped: 0



ANSWER CHOICES	RESPONSES	
High Importance	66.67%	4
Neutral	0.00%	0
Low Importance	16.67%	1
Remove from Strategic Plan as a priority	16.67%	1
<b>TOTAL</b>		<b>6</b>

#	COMMENT	DATE
1	survey number of surrounding communities that share the same zip code and how that affects their branding (success of attracting businesses, development etc..) compared to the cost to tax payers to have an new post office. study number of post offices that have closed or opened in the state. Staff time.	5/14/2021 11:13 PM
2	Ramsey needs this for our identity	5/13/2021 7:52 PM

**\*\*DISCUSSION\*\***

Seems to be enough consensus to keep, but need to discuss priority.

## Q32 Are there other actions we should be considering in order to "strengthen and enhance our identity and brand"?

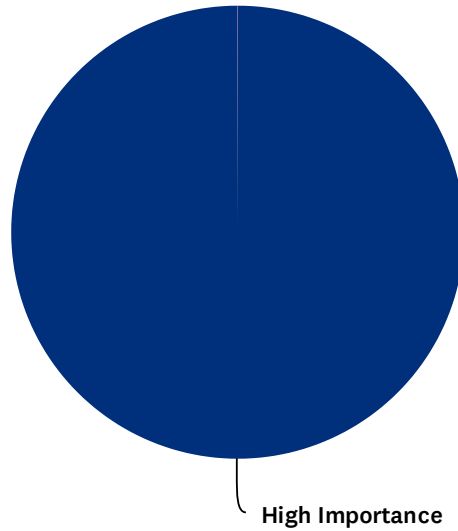
Answered: 2 Skipped: 4

#	RESPONSES	DATE
1	Park and Rec photo contest winners photo hang up in lobby x 1 year. or in new PW building.	5/14/2021 11:13 PM
2	Great consistent messaging	5/13/2021 7:52 PM

Advisory  
Comment?

### Q33 RANK HIGH LEVEL STRATEGY: Please rank the importance of the strategy to "improve City's communication".

Answered: 6 Skipped: 0



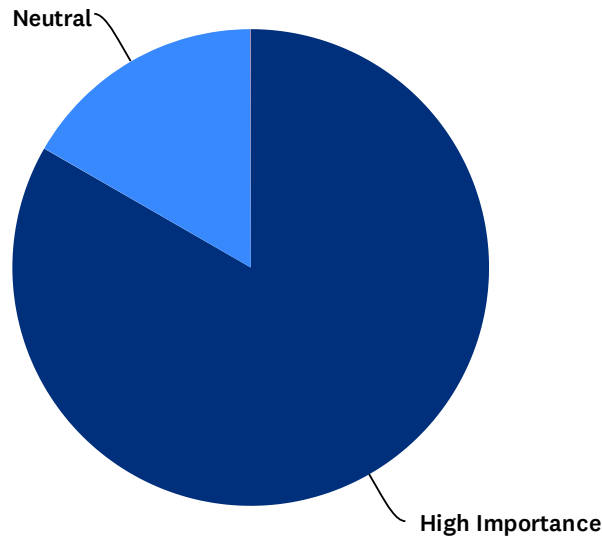
ANSWER CHOICES	RESPONSES	
High Importance	100.00%	6
Neutral	0.00%	0
Low Importance	0.00%	0
Remove from Strategic Plan as a priority	0.00%	0
<b>TOTAL</b>		<b>6</b>

#	COMMENT	DATE
1	staff responding to residents even if it means that they are only acknowledging their inquiry, providing a time frame to get back to them with an answer to their question.	5/14/2021 11:13 PM
2	Ramsey should continue to improve communications.	5/14/2021 3:42 PM
3	Consistent messaging	5/13/2021 7:59 PM
4	This is hugely impactful in terms of what we do with our community, and requires the care and attention it deserves.	5/13/2021 2:38 PM

Consensus to keep and defer to Communications Plan?

**Q34 RANK SPECIFIC ACTION:** Please rank the importance of the action item to "improve proactive and time relevant communication".

Answered: 6 Skipped: 0



ANSWER CHOICES	RESPONSES	
High Importance	83.33%	5
Neutral	16.67%	1
Low Importance	0.00%	0
Remove from Strategic Plan as a priority	0.00%	0
<b>TOTAL</b>		<b>6</b>

#	COMMENT	DATE
1	Website/ Newsletter	5/13/2021 7:59 PM

Consensus to keep and defer to Communications Plan?

## Q35 Are there other actions we should be considering in order to "improve City's communication"?

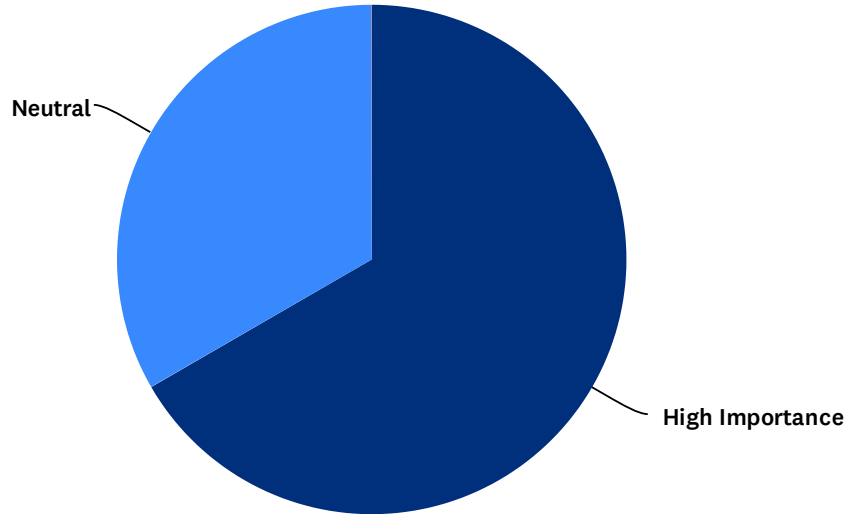
Answered: 3 Skipped: 3

#	RESPONSES	DATE
1	.	5/14/2021 11:13 PM
2	Listen to our staff and residents <span style="border: 1px solid red; padding: 2px;">Advisory comment?</span>	5/13/2021 7:59 PM
3	Redo the website. There's a ton there, but hard to find unless you know where to go. I would love to be a part of any effort to better communicate with residents through the website, alongside any other medium that makes sense. <span style="border: 1px solid red; padding: 2px;">Defer to Communications Plan.</span>	5/13/2021 2:38 PM

Staff Comment = Concern that Communications Plan may exceed current Staff Resources.

**Q36 RANK HIGH LEVEL STRATEGY:** Please rank the importance of the strategy to "improve and sustain high organizational morale".

Answered: 6 Skipped: 0



ANSWER CHOICES	RESPONSES	
High Importance	66.67%	4
Neutral	33.33%	2
Low Importance	0.00%	0
Remove from Strategic Plan as a priority	0.00%	0
<b>TOTAL</b>		<b>6</b>

#	COMMENT	DATE
1	by what metrics does administration use to measure morale. "High" organizational morale is a high bar, how is this measured as achieved; especially in the year of many changes and Covid concerns, have staff enjoyed working from home (for those that did work from home)	5/14/2021 11:13 PM
2	Establish trust <span style="border: 1px solid red; padding: 2px;">Advisory?</span>	5/13/2021 8:03 PM
3	Employee turnover can be a huge obstacle. Retaining and growing staff is a key element to any organizations success - city or otherwise. <span style="border: 1px solid red; padding: 2px;">Advisory?</span>	5/13/2021 2:40 PM

**\*\*DISCUSSION\*\***  
 Comment #1 - See Balanced Score Card (will share at meeting)  
 Consider New Action = "Update Telecommuting Policy"

## Q37 Are there other actions we should be considering in order to "improve and sustain high organizational morale"?

Answered: 3 Skipped: 3

#	RESPONSES	DATE
1	.	5/14/2021 11:13 PM
2	Promote from within when possible <span style="border: 1px solid red; padding: 2px;">Advisory comment?</span>	5/13/2021 8:03 PM
3	As a council, being more cognizant of the impact that our actions (whether it be asking questions during sessions or new resolutions) may have on staff and the community.	5/13/2021 2:40 PM

**\*\*DISCUSSION\*\* - Comment #3**

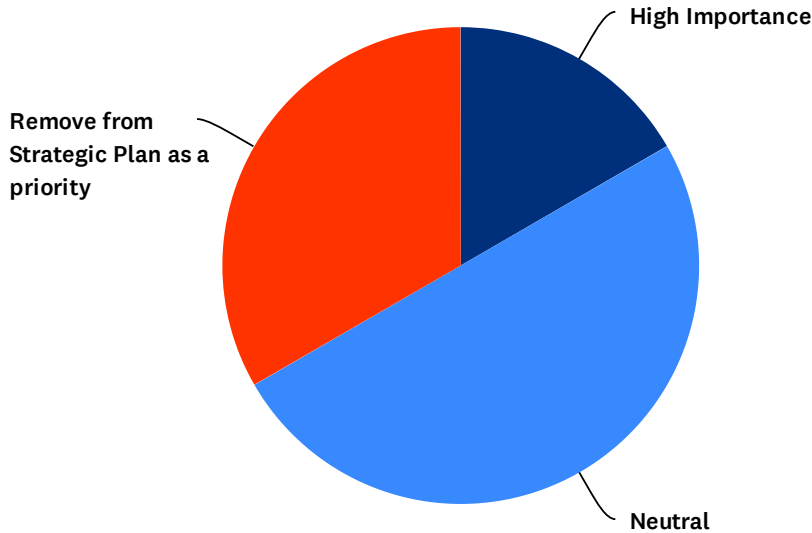
Discuss an action item to address this comment.

Perhaps Action Item = "Update Agenda Preparation and Agenda Amendment Policies and Schedules"

Staff Idea = Consider additional employee events to strengthen relationships.

### Q38 RANK HIGH LEVEL STRATEGY: Please rank the importance of the strategy to "strive to reflect the demographics of the community".

Answered: 6 Skipped: 0



ANSWER CHOICES	RESPONSES	
High Importance	16.67%	1
Neutral	50.00%	3
Low Importance	0.00%	0
Remove from Strategic Plan as a priority	33.33%	2
<b>TOTAL</b>		<b>6</b>

#	COMMENT	DATE
1	I think it is absolutely important that we reflect the people in our community. I would say that to do so we need to be inviting to all for their participation, rather than supporting or agitating specific groups or cohorts alone to express their opinion. We need less division and more inclusion.	5/13/2021 2:43 PM

**\*\*DISCUSSION\*\***  
 Consider moving to 'Culture' Section of Plan.  
  
 This is less of a specific strategy and more of simply what we do/part of our culture.

## Q39 Are there other actions we should be considering in order to "strive to reflect the demographics of the community"?

Answered: 3 Skipped: 3

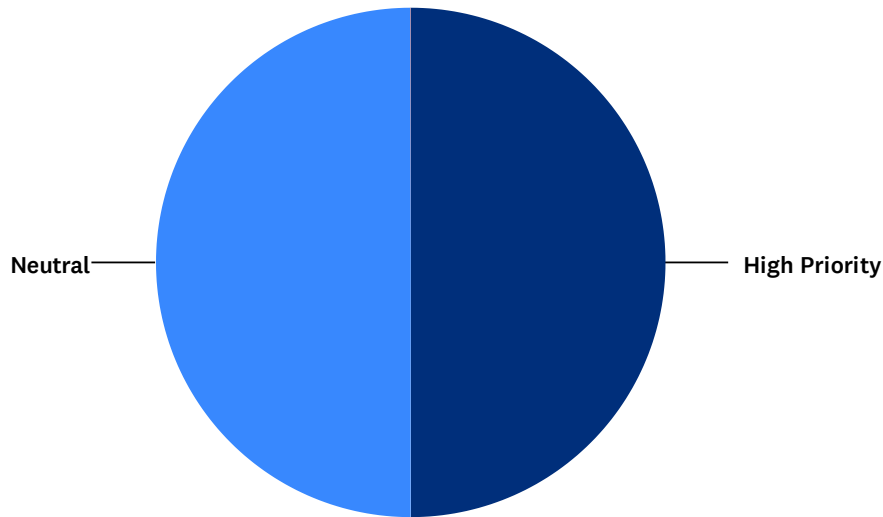
#	RESPONSES	DATE
1	.	5/14/2021 11:13 PM
2	Fairness	5/13/2021 8:06 PM
3	More training for all to understand our unconscious biases, and the impacts of what our words may have on others.	5/13/2021 2:43 PM

**\*\*DISCUSSION\*\***

Should Comment #3 be a new Action Item?

Q40 Please rank the importance to "complete a Development Fee Impact Study" in order to "identify and implement operational efficiencies, cost savings and additional funding sources".

Answered: 6 Skipped: 0



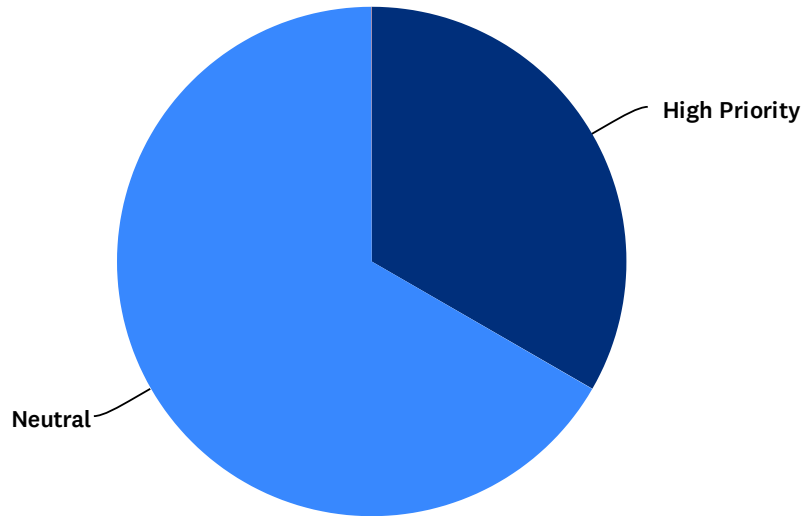
ANSWER CHOICES	RESPONSES	
High Priority	50.00%	3
Neutral	50.00%	3
Low Priority	0.00%	0
Remove from Plan	0.00%	0
<b>TOTAL</b>		<b>6</b>

#	COMMENT	DATE
	There are no responses.	

**\*\*DISCUSSION\*\***  
 Consider adding "as part of Annual Rates and Charges Ordinance" to end of Strategy Text. Identify specific data requested.

### Q41 Please rank the importance to "complete an organizational Staffing Plan" in order to "improve and sustain high organizational morale".

Answered: 6 Skipped: 0



ANSWER CHOICES	RESPONSES	
High Priority	33.33%	2
Neutral	66.67%	4
Low Priority	0.00%	0
Remove from Plan	0.00%	0
<b>TOTAL</b>		<b>6</b>

#	COMMENT	DATE
1	Would this include a workflow plan? Any employees wanting to learn new skills? Any employees wanting reduced hours ie 32 vs 40. Assessing OT per department. just some thoughts got	5/14/2021 11:13 PM

**\*\*DISCUSSION\*\***  
 Consider adding Employee Survey to Action.

Q42 Please submit additional ideas and questions here. Staff will assist Councilmembers in formulating into a Strategic Plan Format.

Answered: 4 Skipped: 2

#	RESPONSES	DATE
1	Funds for plantings along HWY 47 - update from PW on needs plans concerns grant dollars available. <b>Partially Complete. Part of Streetscape Plan.</b>	5/14/2021 11:13 PM
2	Go through city code, eliminate sections that are unnecessary, or redundant. Speak with local business owners to identify what, if anything makes owning a business in Ramsey either positive, or negative. Ask what changes they would implement to make Ramsey a more business friendly community. Eliminate unnecessary fees for residents.	<b>Added as part of new Action = Comprehensive City Code Update.</b>
3	Maintain and improve existing parks before adding new parks. <b>Part of existing Action.</b>	5/14/2021 3:56 PM
4	Look at our employment union contract negotiation process <b>Add to "Effective Organization" Strategy?</b>	