

**City of Ramsey**  
**Agenda**  
**City Council Special Work Session**  
**Tuesday, June 15, 2021**  
**Immediately Following Public Works Committee**  
**Lake Itasca Room, 7550 Sunwood Drive NW**

This meeting is being held in accordance with Minnesota Statutes 13D.021. Due to the COVID-19 Pandemic, it is not practical and prudent for all members of this board to attend in person. Current Minnesota law requires certain social distancing standards that impacts the capacity of the Council Chambers. For these reasons, it is not practical and prudent to have this meeting exclusively in person. Members of the public are welcome to attend in person or remotely.

**Remote Attendance available at [www.cityoframsey.com/meetings](http://www.cityoframsey.com/meetings). To maximize social distancing due to the COVID-19 Pandemic, those that can join remotely are encouraged to do so. Those joining remotely and requesting to speak are asked to use a webcam when speaking.**

- 1. Call to Order**
- 2. Topics for Discussion**
  1. Review Union Contract Negotiations Schedule and Process
  2. Discussion Regarding Updating the Employee Telecommuting Policy.
  3. Draft 2021 Strategic Plan
- 3. Adjournment**

## CC Special Work Session

Meeting Date: 06/15/2021

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### Title:

Review Union Contract Negotiations Schedule and Process

### Purpose/Background:

The purpose of this discussion is to receive feedback from the City Council regarding the pending contract negotiations schedule and process.

### Background:

Due to a lack of time, this discussion was scheduled for, but not held on both May 25, 2021 and June 8, 2021.

Note: This evening's discussion is not to include discussions pertaining to wages or any other contract item; those conversations will occur during closed meetings.

The City has four unions: *AFSCME* with 43 employees, *LELS Patrol* with 21 employees, *LELS Sergeants* with 4 employees, and *LELS Captains* with 2 employees. There are also 27 non-union employees. (LELS stands for Law Enforcement Labor Services.) AFSCME (American Federation of State, County, and Municipal Employees) is made up of many different positions, including but not limited to PW Maintenance Workers (Building, Parks, Streets, and Utilities) Administrative Assistants, Police and Fire Technicians, the Accounting Clerk, Permit Technicians, the Zoning Code Enforcement Officer, the Community Development Assistant, and more. City unions must operate within the Public Employment Labor Relations Act (**PELRA**) which is the Minnesota state law that regulates labor relations between public employers, their employees, and the labor organizations that represent their employees. The Act and all four contracts are attached.

All four union contracts will expire on December 31, 2021. It is staff's goal to proactively work to have all of the contracts settled and ready for adoption at or prior to the December 14, 2021, Council meeting. Staff has meetings set up with all four groups in June. Additional meetings will be held and staff will schedule work sessions with the City Council to provide updates and seek Council direction as we progress through the negotiations process.

It has been suggested that the City Council may want to have a member from City Council present during the negotiation meetings. Mayor Kuzma was suggested for this role at the time. Because of the delay in hearing this case, and the fact that negotiation meetings have already been held, Mayor Kuzma attended those meetings. Staff is looking for direction (by consensus) in regard to a Council representative and we will schedule accordingly. Note: The member selected must have daytime availability. Periodic meetings (closed sessions) are held with the Council to provide updates and to receive direction during the negotiation process.

The first City budget discussion is scheduled for July 13th. Council meetings to discuss the contracts (closed to the public) will begin at the same time and will likely run through the end of November, occurring every 4-6 weeks or as needed.

### Timeframe:

Approximately 10 minutes.

### Funding Source:

Not applicable at this time.

### Responsible Party(ies):

Colleen Lasher, Administrative Services Director (Head of Human Resources)

**Outcome:**

The intended outcome for this evening is for the City Council to select, by consensus, a Council Member to attend union negotiations meetings and to provide feedback regarding the negotiations schedule.

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**Attachments**

*No file(s) attached.*

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**Form Review**

**Inbox**

Kurt Ulrich

Form Started By: Colleen Lasher

Final Approval Date: 06/10/2021

**Reviewed By**

Kurt Ulrich

**Date**

06/10/2021 04:07 PM

Started On: 06/10/2021 05:37 AM

## **CC Special Work Session**

**Meeting Date:** 06/15/2021

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### **Title:**

Discussion Regarding Updating the Employee Telecommuting Policy.

### **Purpose/Background:**

The purpose of this discussion is for the City Council to consider expanding the telecommuting policy to certain union positions. Please note, due to a lack of time, this discussion was scheduled for, but not held on both May 25, 2021 and June 8, 2021.

The current policy has been in place for many years. As written, only non-union employees are eligible to apply for the program. A marked up draft policy is attached to this case. In summary, staff would like the City Council to consider expanding the policy to union employees that work in the office or primarily work in the office. As a reminder, the City Administrator and Department Head must agree to all telecommuting arrangements and the arrangement may be revoked at any time if there are problems with performance or the City's needs change.

Telecommuting is a management strategy where employees work a combination of off and on site. Regardless of location, a remote worker remains responsible for all job duties, responsibilities and obligations associated with their position. They complete their work and are evaluated on performance, not presence, focusing on results. Staff feels telecommuting increases the organization's performance while creating the right climate for people to manage all the demands in their lives; always driven by a focus on results. Staff feels the following information summarizes the benefits of expanding the telecommuting policy:

- Temporary expansion of the telecommuting policy has proven how effective remote work is and many employees would like to continue such a policy into the future
- Telecommuting has a very strong focus on efficiency
- Maximizing employee efficiency and eliminating downtime due to weather, illness, traffic and other factors
- A strong, positive impact on employee engagement, satisfaction, and retention
- Ability to attract candidates from a broader geographic range
- Reducing traffic and associated maintenance
- Positive environmental impacts from reduced car travel
- Telecommuting may help retain long-term employees that would otherwise consider early retirement, causing a loss of institutional knowledge. It may also allow greater freedom in succession planning.
- It has become increasingly clear that our employees want to see results and efficiency, have greater autonomy, and take ownership of their work in the environment that is most conducive to productivity.

### **Timeframe:**

Approximately 10 minutes.

### **Funding Source:**

Not applicable at this time.

### **Responsible Party(ies):**

Colleen Lasher, Administrative Services Director

Tim Gladhill, Deputy City Administrator/Community Development Director

### **Outcome:**

For the City Council to, by consensus, direct staff to update/expand the City's telecommuting policy and bring it back to a future Council meeting for formal adoption.

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### Attachments

Draft Policy

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### Form Review

**Inbox**

Kurt Ulrich

Form Started By: Colleen Lasher

Final Approval Date: 06/10/2021

**Reviewed By**

Kurt Ulrich

**Date**

06/10/2021 04:07 PM

Started On: 06/10/2021 05:44 AM

## 11.1 Telecommuting Policy

Telecommuting is a work arrangement where the employee works from home or another remote work site away from the primary traditional work place.

### Purpose Consideration

Consideration for telecommuting arrangements may be made on a ~~case-by-case~~ case-by-case basis and only in situations where the employee can demonstrate a benefit to the City. Telecommuting is not appropriate for all employees, it is not a City wide benefit or entitlement, in no way changes the terms and conditions of employment with the City and is not a substitute for dependent care.

### Benefits of Telecommuting

Telecommuting offers Recent events have demonstrated a wide range of benefits to the City and its employees. In allowing telecommuting, the City has witnessed:-

- More efficient employees
- Improved morale
- Employee recruitment and retention advantages
- ~~More efficient meetings with outside groups due to reduced need for conference rooms~~
- Better work/life balance, especially for employees with Council/Commission liaison responsibilities
- More flexible use of office space
- 

### **Participation**

~~Full-time~~ All employees, ~~except those under collective bargaining agreements,~~ may apply to participate if their job class allows for telecommuting. Employees must have successfully completed probation, received a satisfactory rating on their last performance evaluation and not had any documented disciplinary action taken against them during the past year. Seniority will not be a basis for selecting employees to participate in this program. The City Administrator and Department Head must agree to all telecommuting arrangements and the arrangement may be revoked at any time if there are problems with performance or the City's needs change.

Eligible Employees: Employees working in the office as their primary role.

Ineligible Employees: Employees working in the field as their primary role.

Note: Both eligible and ineligible job classes to be determined if a revised policy is to be considered.

### **Application Process**

The telecommuting application must be completed indicating how the telecommuting will benefit the City. All applications must be signed by the Department Head and then forwarded to Human Resources. The Department Head, Human Resources and the City Administrator will

evaluate the application to determine whether or not the application will be approved or denied, at the sole discretion of the City Administrator. The Department Head will then meet with the employee regarding the determination. [The Department Head is responsible for ensuring adequate coverage in the office.](#)

### **Telecommuting Program**

It is recommended that employees who telecommute do so for a maximum of two days per week, or on a short-term project basis. The telecommuter and the Department Head should agree upon a regular schedule of work hours and work location. Following the regular work schedule is necessary to ensure maximum accessibility. However, the employee must be willing and able to return to the primary work place at the request of the Department Head for any reason with minimal notice, **but not greater than 48 hours' notice.** An employee's salary, benefits and job responsibilities will not be affected by participating in telecommuting. Overtime must have prior approval. A remote work site is considered a City work space and the employee, therefore, continues to be governed by applicable City policies, procedures, or practices.

The employee ~~must is to~~ be available for ~~telephone, computer and/or fax communication~~ [virtual meetings with a webcam](#) with the City at the times as agreed by the signers on the application, **as well as impromptu meetings that may arise.** ~~The telecommuter must also be available for telephone, email or other communication required by the Department Head and/or City Administrator.~~ The employee will respond to telephone calls at the telecommuting work location, and will respond to telephone messages left for the employee at the employee's City work location.

The Department Head and telecommuter must establish an agreed upon schedule where the telecommuter contacts the office to report progress.

The telecommuting projects must have measurable objectives. For example, writing a section of a manual, working on a special project, [processing regular business \(such as permits, licenses, A/P, etc.\)](#) or preparing spreadsheets and financial analysis where being out of the "office environment" could lead to its accomplishment in a more timely manner.

[Telecommuters may be assigned a different workstation space at the office if it is determined that coverage is better suited by an office rearrangement as a result of the telecommuting agreement.](#)

### **Equipment**

If an employee is approved for telecommuting and the project requires the use of a computer, [the City shall provide the telecommuter a City-Issued computer with Virtual Private Network \(VPN\) as well as soft phone software that allows the telecommuter to make and receive phone calls from their City assigned office phone number. The telecommuter must have access to any required technology to complete their task such as virtual meeting software and hardware, permit/license software, financial software, agenda software, etc. If the telecommuter desires a printer or other computer equipment, the cost of the equipment, maintenance repair of the equipment, equipment insurance, electricity, and/or phone lines/internet subscriptions](#) are the employee's responsibility, [unless otherwise approved by the City Administrator.](#)

The cost of installing and licensing software will be at the City's expense as long as a software

license already exists for that particular user.

City Supplied Software/Hardware

- Computer (desktop or laptop)
- Virtual Private Network (VPN)
- Softphone or Cell Phone 'twinned' with Office Phone
- Customary software on desktop

In the case where an employee owns a personal computer, the employee must provide a copy of the appropriate documents to verify that the software being used is legally licensed and receive virus-detection training from the IT Division. The City assumes no liability for loss, damage or wear of employee-owned equipment. Due to security concerns, the telecommuter shall not use a personal computer for purposes of telecommuting. The City assumes no liability for loss, damage or wear of employee owned equipment. If the IT Division determines that the telecommuter is using a computer that is not with software installed that is not properly licensed and/or does not receive virus-detection protection, the telecommuting agreement may be terminated.

Telecommuters will take all precautions necessary to secure confidential and/or proprietary information and prevent unauthorized access into any City system.

### **Insurance**

The employee will be covered by Worker's Compensation while working at the telecommuting work address during the hours of work as indicated on the Telecommuting Application. The city of Ramsey's liability is limited to injuries resulting directly from the work and only if the injury occurs in the designated work area. Any claims will be handled according to regular Workers Compensation procedures. If injured while telecommuting, the employee should follow the appropriate procedures for reporting the injury. Other family members or visitors to the telecommuting work address are not covered by the City's Worker's Compensation program. The city of Ramsey is not liable for any injuries to family members, visitors, or others in the employee's home. Employees should consider carrying insurance to cover these instances.

Telecommuters working at home will have a designated space maintained by the employee. With advance notice, the employer may visit the work site to ensure that safe work conditions exist. For projects involving extensive computer use, staff may request an ergonomics evaluation of the work area.

### **Expenses**

The City will not reimburse the employee for any expenses the employee incurs to participate in telecommuting. This includes equipment, utilities, supplies and furniture. The City will provide a small and reasonable number of office supplies (such as pens, paper, post-it notes, and paper clips) for use by the telecommuter.

Travel time from the home to the workplace is not compensatory, even if the employee reports to the regular workplace on a day scheduled for telecommuting.

## CC Special Work Session

Meeting Date: 06/15/2021

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### Title:

Draft 2021 Strategic Plan

### Purpose/Background:

The City Council reviewed this document at the May 18, 2021 special work session. The City's previous strategic plan has been modified to reflect the Council's recent discussion. The items that are highlighted are items that need further discussion to reach consensus.

### Timeframe:

30-60 minutes

### Funding Source:

N/A

### Responsible Party(ies):

Tim Gladhill  
Kurt Ulrich

### Outcome:

The 2021 Strategic Plan will be modified based upon discussion and brought forward to a regular Council meeting for adoption.

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## Attachments

[Strategic Plan 2021](#)

[Council Responses and Notes](#)

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## Form Review

### Inbox

Kurt Ulrich (Originator)  
Form Started By: Kurt Ulrich  
Final Approval Date: 06/10/2021

### Reviewed By

Kurt Ulrich

### Date

06/10/2021 04:26 PM  
Started On: 06/10/2021 04:14 PM

# Strategic Plan Update

2021 Update

## VALUES

Ethics and Integrity

Fiscal Responsibility

Cooperation and Teamwork

Open and Honest Communications

Excellence and Quality in the Delivery of Service

Treating People with Respect and Fairness

Adaptability and Continuous Learning

## VISION

Ramsey will be a secure, citizen-driven, collaborative community that respects the balance and connectivity between its unique urban, rural and natural environments.

## MISSION

To work together to responsibly grow our community and to provide quality, cost-effective and efficient government services.

## OBJECTIVES

Financial Stability

A Balance of Rural Character and Urban Growth

An Active and Connected Community

Smart, Citizen-Focused Government

An Effective Organization

## STRATEGIES

Identify and implement operational efficiencies, cost savings and additional funding sources while maintaining and increasing transparency and accountability.

Promote economic growth and development.

Create a positive image for residential neighborhoods, business districts and key corridors.

Improve the safety and mobility of transportation corridors.

Connect the community through Parks and Trails Capital Improvements along with Recreational Programming.

Spotlight sustainability and efficiency through public facilities and infrastructure investments.

Strengthen and enhance our identity, brand and image.

Improve City's communication.

Improve and sustain high organizational morale.

# ACTION PLAN

Action	Timeframe	Resources	Key Outcomes and Indicators	Responsible Party
<b>Strategy: Identify and implement operational efficiencies, cost savings and additional funding sources while maintaining and increasing transparency and accountability.</b>				
1. Evaluate the current Pavement Management Plan for Effectiveness and Community Expectations.	2021	Budget Impact = High	Retain existing program or choose a new program.  Include regular pavement maintenance in discussion.	Kurt Ulrich
2. Implement a Workflow Tool	2021	Budget Impact = Low	Experienced cost savings as a result of improved workflow. Improved service.	Jason Fredrickson
3. Consider refinancing debt to capitalize on low interest rate	2021	Budget Impact = Low	Cost savings and debt service.	Diana Lund
4. Consider better social media management platform	Q4 2021	Existing Staff Budget Impact = Low	Simplified and streamlined social media posting process to increase breadth of messaging.	Megan Thorstad/Jason Fredrickson
5. Improve the Employee Union Contract Negotiation Process	Q3 2021	Existing Staff Budget Impact = Low	Improved communication and decision-making conduit with City Council.	Colleen Lasher
6. Consider interactive modules to enhance the customer experience to quickly find information.	Q1 2022	Budget Impact = Medium	Improved interaction with technology to improve customer self-service options.	Jason Fredrickson
<b>Strategy: Promote economic growth and development.</b>				
7. Continue Business Retention and Expansion efforts for retail and industrial.	Ongoing	Existing Staff: Budget Impact = Low	Stable base of local employers, representing the largest opportunity for future growth of jobs and tax base.  Increase the number of business visits.  Improve the quality and attendance at EDA events.  5,000 square feet of new retail space per year on average.  50,000 square feet of new industrial per year on average.	Sean Sullivan/EDA
8. Consider strategic infrastructure investments to prepare more shovel ready parcels.	Q2 2022	Budget Impact = Medium	Primary Effort = West Armstrong Retail/West Armstrong Industrial Redevelopment Area.	Sean Sullivan/EDA
9. Complete a Comprehensive City Code Audit and Update	Q1 2022	Budget Impact Medium	Reduce redundant regulations and regulations that conflict with City's vision or otherwise detract from City's economic development goals.	Chloe McGuire/Planning Commission

Action	Timeframe	Resources	Key Outcomes and Indicators	Responsible Party
<b>Strategy: Create a positive image for residential neighborhoods, business districts and key corridors.</b>				
10. Update Downtown Master Plan.	2021	Budget Impact = Low RCP Report	Ensure high-quality housing opportunities.  Ensure Balance of Retail and Housing Growth.	Chloe McGuire/Planning Commission
11. Consider a Proactive Multifamily Property Management Program and Crime Free Multifamily Housing Program	2021	Existing Staff Budget Impact = High RCP Report	Ensure that multifamily properties maintain high quality and free of nuisance.  Consider a Crime Prevention Multifamily Program.  Consider a coalition of multifamily property managers to ensure property managers hold each other accountable and provide adequate long-term maintenance.	Jeff Katers Chloe McGuire
12. Create a Volunteer Program to partner with local community members that create opportunities for the community to own cleanup projects and spotlight in communications.	2022	Budget Impact = Medium	Better community ownership of community events and community cleanup efforts.  Spotlight existing community cleanup efforts on social media.	??? Joint Venture between Public Works and Community Development??
<b>Strategy: Improve the safety and mobility of transportation corridors.</b>				
13. Complete County Road 5 Corridor Study.	Q4 2022	Budget Impact = Medium	Unified long term vision for Nowthen Boulevard.  Improved safety and reduced congestion.  Ensure adequate capacity for planned development.	Bruce Westby/Public Works Committee
14. Advance the Ramsey Gateway Plan.	Ongoing	Existing Staff/Resources Budget Impact = High RCP Report	Unified vision for Highway 10.  Improved safety and reduced congestion.  Secured final funding for the Highway 10/169 Plan (currently at \$92M of \$138M)	Bruce Westby/Public Works Committee
15. Update Priority Street Light Program and Pedestrian Safety Plan.	Q1 2022	Existing Staff/Resources Budget Impact = Medium	Improved pedestrian and vehicle safety at critical intersections.	Bruce Westby/Public Works Committee
<b>Strategy: Connect the community through Parks and Trails Capital Improvements along with Recreational Programming.</b>				
16. Establish a Funding Plan to Complete Parks Capital Replacement Improvements.	Q2 2022	Existing Staff/Resources Budget Impact = Medium RCP Report	Adequate parks, trails and public spaces, both future and existing.  Unique recreation destinations.  Official policy statement on potential Community Center as a lower priority compared to Public Works Campus and Water Treatment Plant.	Mark Riverblood/Park and Recreation Commission

Action	Timeframe	Resources	Key Outcomes and Indicators	Responsible Party
17. Implement and Spotlight the Recreation Programming Plan	Q3 2021 Ongoing	Existing Staff/Resources Budget Impact = Low	Increased awareness of recreational opportunities.	Mark Riverblood/Park and Recreation Commission
<b>Strategy: Spotlight sustainability and efficiency through public facilities and infrastructure investments.</b>				
18. Develop Implementation Plan for Water Supply Treatment.	Q4 2021	Budget Impact = High	Reduce levels of iron and manganese in municipal water supply.	Bruce Westby/Public Works Committee
19. Consider Local Open Space Preservation Funding, if initiated by Ballot Referendum.	2022	Budget Impact = High	Preservation of many Exceptional Quality Ecological Areas (as defined by Natural Resources Inventory).	Chris Anderson/EPB
<b>Strategy: Strengthen and enhance our identity, brand and image.</b>				
20. Provide quarterly updates to USPS to secure new Ramsey ZIP Code.	Ongoing	Existing Staff Budget Impact = Low RCP Report (community identity)	ZIP Code will identify itself as Ramsey.  Provide regular updates.  Detailed Update in 2026.	Kurt Ulrich
21. Consider Creating and Promoting a Holiday Light Challenge	Q4 2021	Existing Staff Budget Impact = Low	Create additional awareness of community and create additional social connections.	Megan Thorstad/Recreation Specialist
<b>Strategy: Improve City's communication.</b>				
22. Improve proactive and time-relevant communication.	Ongoing	Existing Staff Budget Impact = Low RCP Report	Explore new avenues to tell the story of Ramsey and market the community to prospective residents and businesses.  Stay relevant by harnessing new technologies and social media platforms to evolve with the ever-changing media landscape.	Megan Thorstad
<b>Improve and sustain high organizational morale.</b>				
23. Update Telecommuting Policy	Q3 2021	Existing Staff Budget Impact = Low	Recruitment and retention tool for existing and future employees.	Colleen Lasher
24. Consider additional Employee Events to strengthen relationships.	Q2 2022	Existing Staff Budget Impact = Low	Improved organizational morale.	Colleen Lasher
25. Complete an Employee Survey	Q4 2021	Existing Staff Budget Impact = Low	Establish baseline metric of existing organizational morale.	Colleen Lasher

*Budget Impact Key; Low = Existing Staff/thousands of dollars; Medium = Additional Staff/Consultants/tens of thousands of dollars; High = capital improvement/hundreds of thousands of dollars.*

*RCP Report = Partnership with the University of Minnesota completed in 2018. This partnership created a library of resources and policy alternatives. A full list of completed reports can be found online at [rcp.umn.edu/ramsey-projects](http://rcp.umn.edu/ramsey-projects).*

## PARKING LOT LIST/FUTURE PROJECTS

Action	Strategy
Improve background data provided in conjunction with establishing Rates and Charges, especially for Development Impact Fees. .	Identify and implement operational efficiencies, cost savings and additional funding sources.
Complete Organization Staffing Plan.	Improve and sustain high organizational morale.
Complete Streetscape Plan for Key Corridors.	Create a positive image for residential neighborhoods, business districts and key corridors.
Complete a Highway 47 Plan ( <i>after current Bunker/47 intersection improvements</i> )	Improve the safety and mobility of transportation corridors.

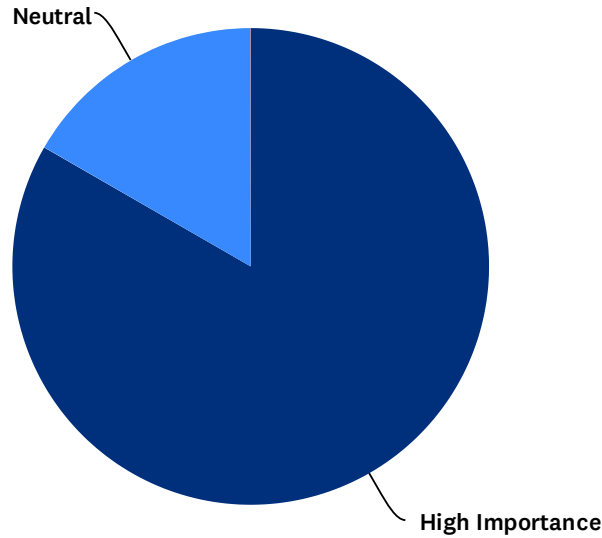
The above are important topics, but are not the highest priority of the Council and will only be worked on if not interfering with approved Action Items and as time/resources allow.

## CULTURE

- Utilize Strategic Plan to prioritize budget requests.
- Leverage additional funding sources.
- Seek grants to do high priority projects.
- Seek public and private partnerships.
- Improve Park and Recreation revenue through user fees and sponsorships.
- Provide adequate public safety staffing based upon common metrics (i.e., calls for service, time of day caseload, land use and population, citizen expectations).
- Continue Staff Recognition Programs.
- Increase awareness of various employee resources.
- Enhance Community Engagement in policy decision-making processes.
- Enhance customer service through process improvement.
- Strive to reflect the demographics of the community.

**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.

Did we agree to amend this?

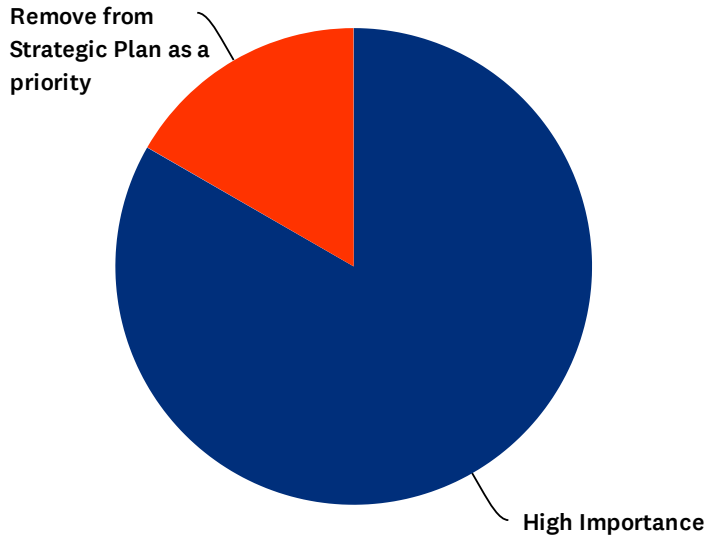
Staff Idea = Implement Workflow Tool

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



Come back?

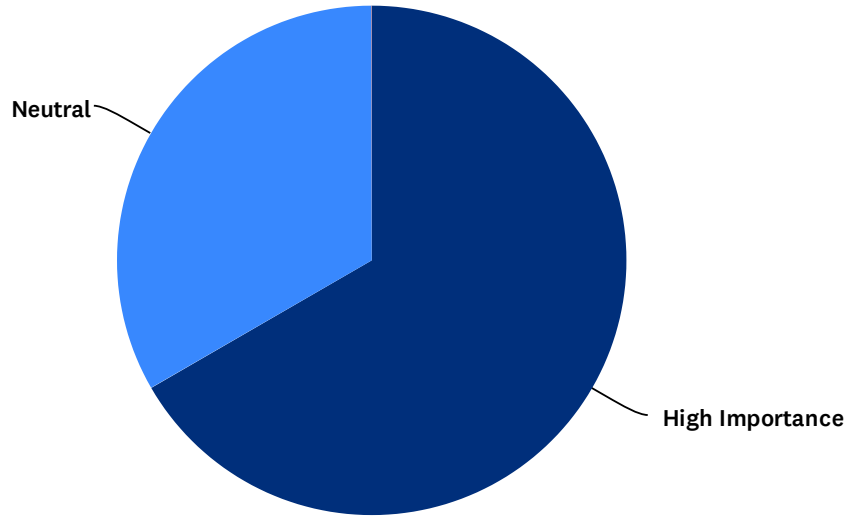
ANSWER CHOICES	RESPONSES	
High Importance	83.33%	5
Neutral	0.00%	0
Low Importance	0.00%	0
Remove from Strategic Plan as a priority	16.67%	1
<b>TOTAL</b>		<b>6</b>

#	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



Take off.

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

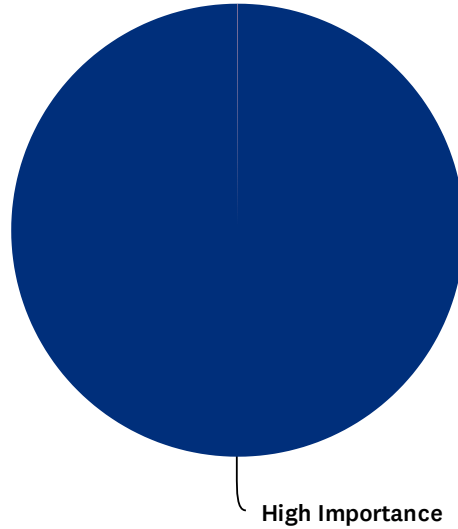
#	RESPONSES	DATE
1	.	5/14/2021 11:12 PM
2	Need to understand how we can use the Federal funds, Apply for grants when opportunity is there.	5/13/2021 6:24 PM
3	Always, but this comes with an open mind. Not sure of any offhand.	5/13/2021 2:28 PM

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.

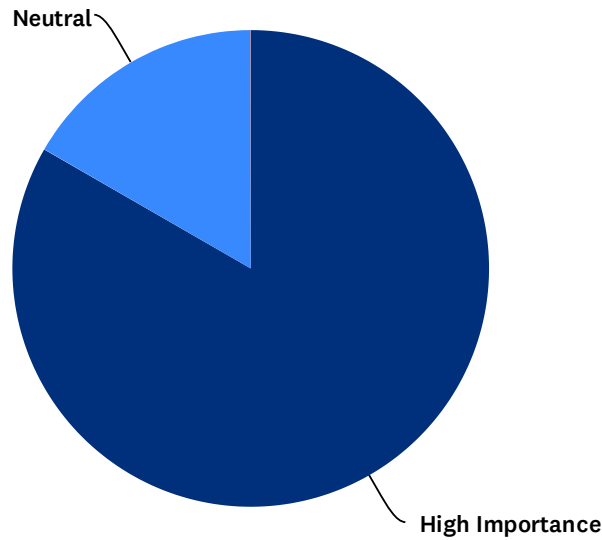
Consensus to keep?

Staff Idea = Consider appropriate infrastructure investments = shovel ready.

# Council Responses

**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

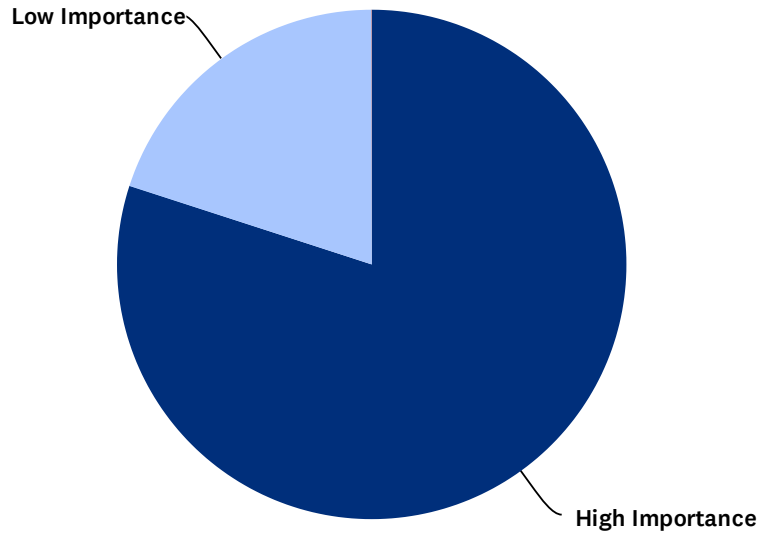
**\*\*DISCUSSION\*\***

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

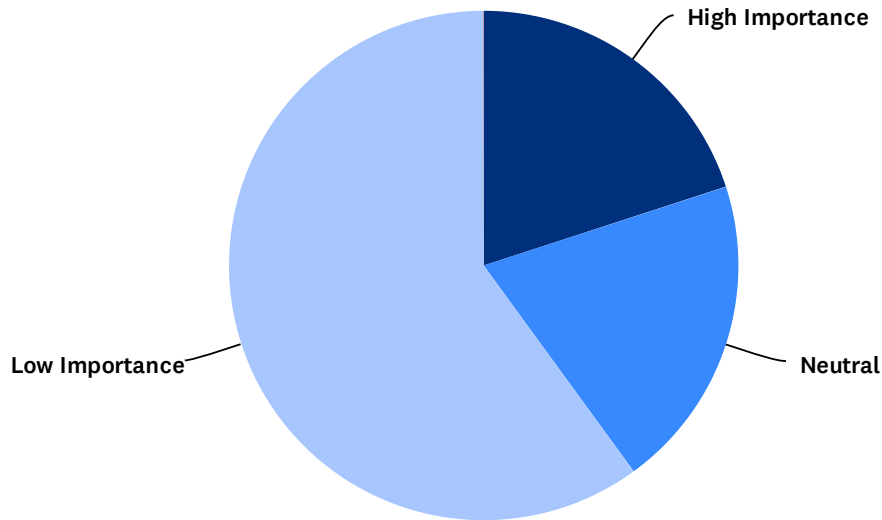
Comment above addressed in later sections of plan dealing with Parks System Plan.

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>

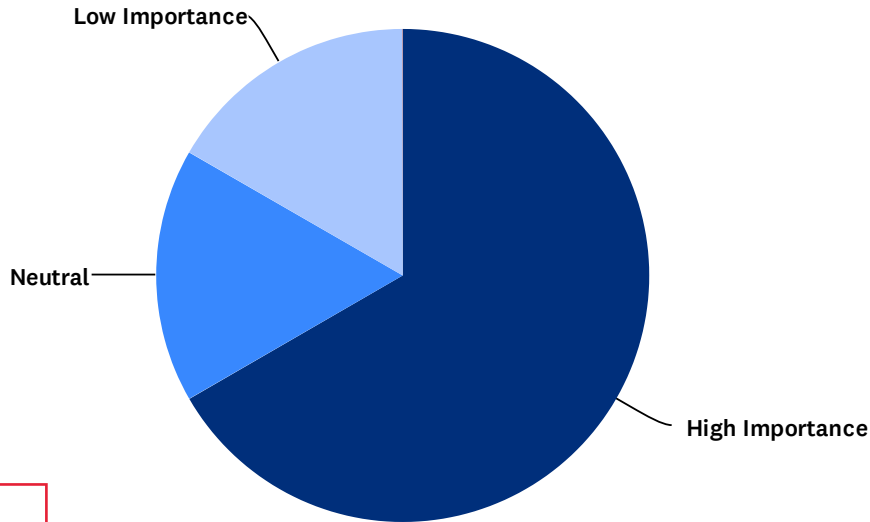
#	COMMENT	DATE
1	I think this can be done with community engagement for the key corridors as with the Flags along Sunwood DR in the COR. Some corridors will have to wait as road construction is currently ongoing.	5/14/2021 11:12 PM

**\*\*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



Strike out multifamily

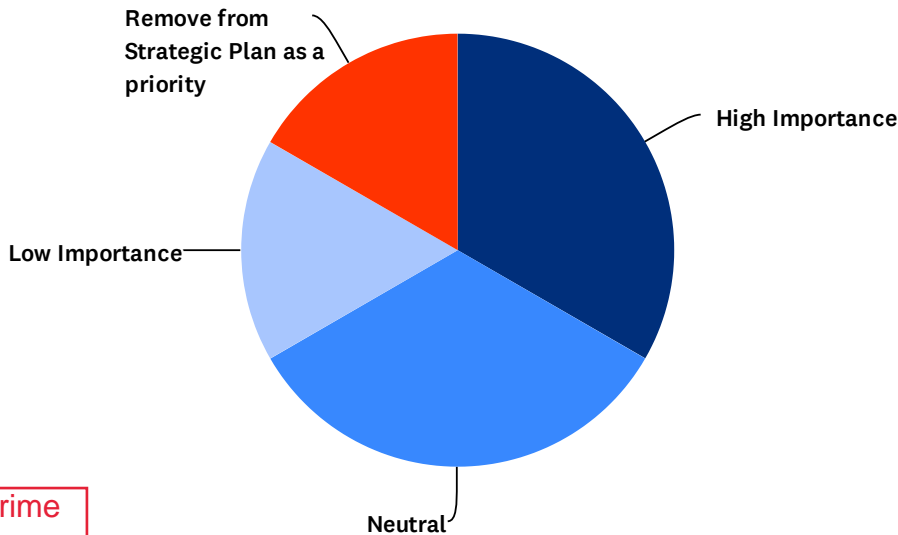
ANSWER CHOICES	RESPONSES	
High Importance	66.67%	4
Neutral	16.67%	1
Low Importance	16.67%	1
Remove from Strategic Plan as a priority	0.00%	0
<b>TOTAL</b>		<b>6</b>

#	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



Proactive + Crime Free

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"?

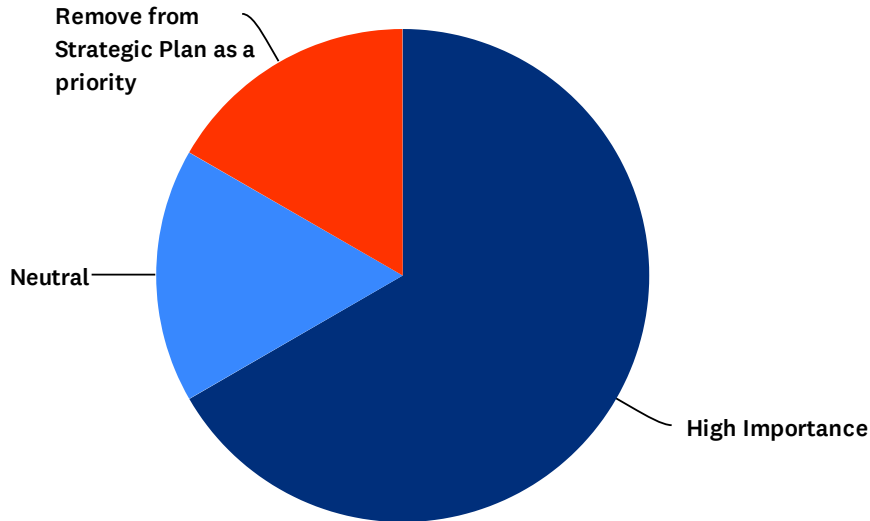
Answered: 4 Skipped: 2

#	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. Citizens Collaborative? Creating opportunities - residents take ownership. Communications plan?

**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"?

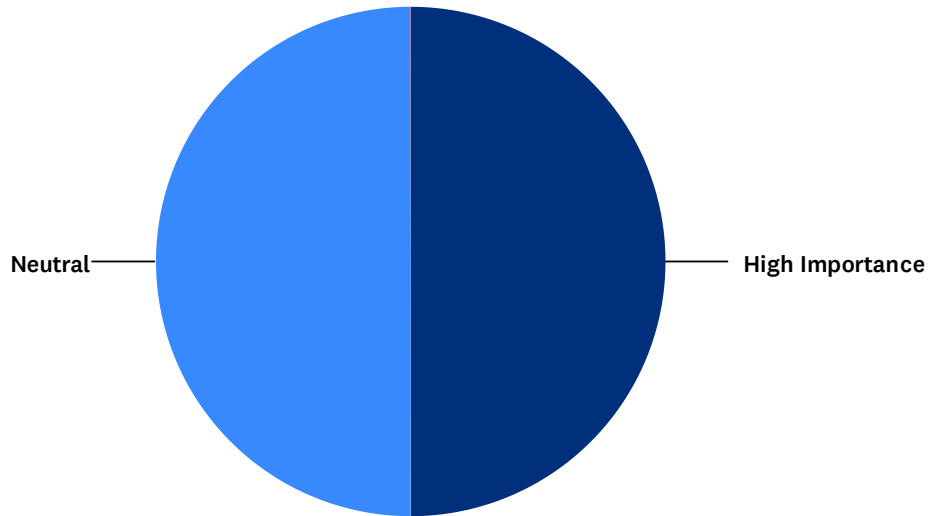
Answered: 2 Skipped: 4

#	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



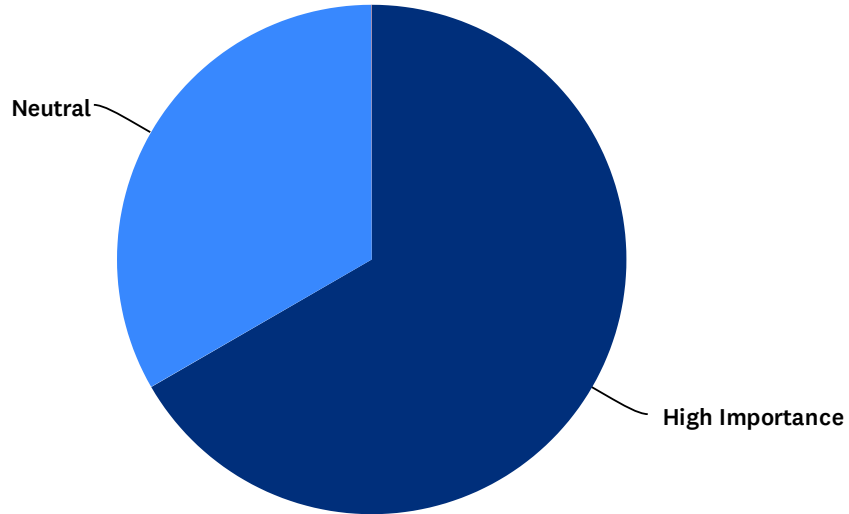
ANSWER CHOICES	RESPONSES	
High Importance	50.00%	3
Neutral	50.00%	3
Low Importance	0.00%	0
Remove from Strategic Plan as a priority	0.00%	0
<b>TOTAL</b>		<b>6</b>

#	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



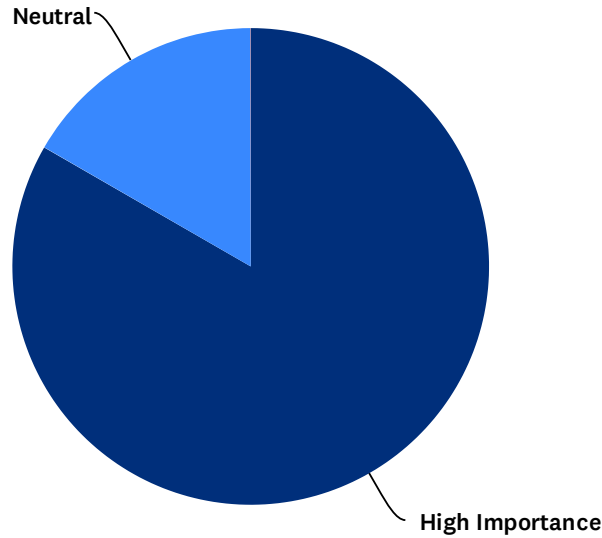
ANSWER CHOICES	RESPONSES	
High Importance	66.67%	4
Neutral	33.33%	2
Low Importance	0.00%	0
Remove from Strategic Plan as a priority	0.00%	0
<b>TOTAL</b>		<b>6</b>

#	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\*\***

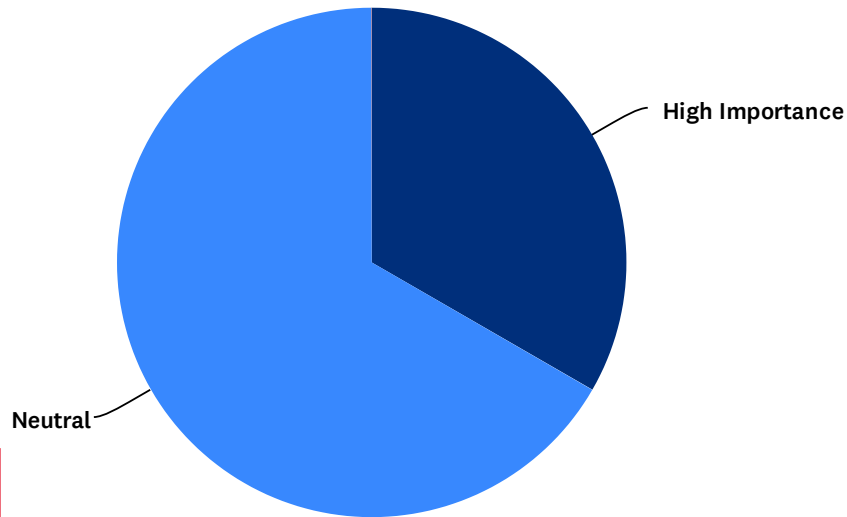
Per #2 above, could we wait to monitor conditions after Bunker/47 improvements currently underway before embarking on a new study?

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. Trail gap analysis.

**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



**Parks (Capital) and Recreation (programming)**

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>

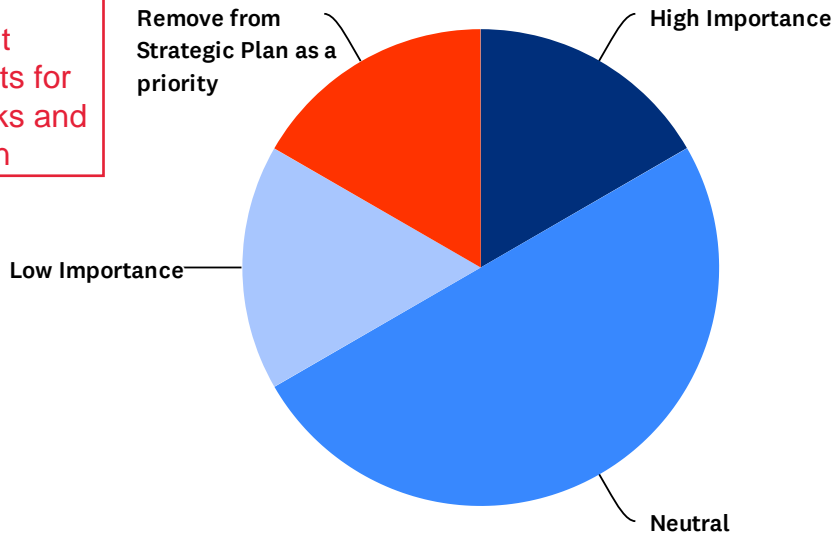
#	COMMENT	DATE
1	very broad strategy. more clarity on what the meaning of this strategy is from staff perspective and community comments/demands in order to better understand the City role in meeting this strategy. <b>Defer to Council - these are the words of the Council.</b>	5/14/2021 11:12 PM
2	Our 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

**\*\*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)

Complete Parks Capital Replacement Improvements for Existing Parks and Funding Plan

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"?

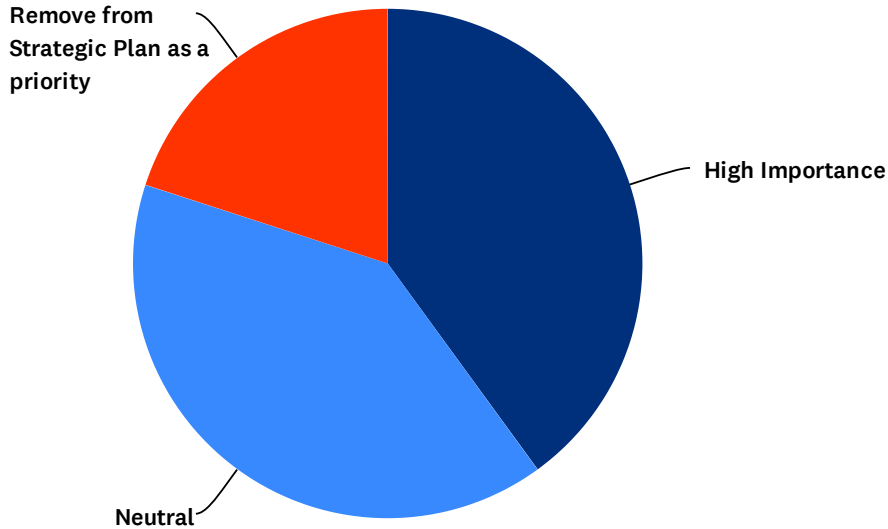
Answered: 2 Skipped: 4

#	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

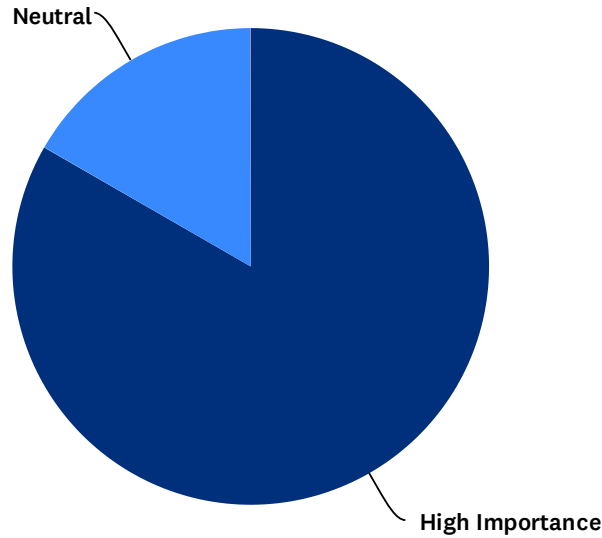
**\*\*DISCUSSION\*\* #1 Above.**  
 New Action = Interactive request feature. Chat feature on website?  
 Link to email.

Come back to this!!!

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

spotlight

Answered: 6 Skipped: 0



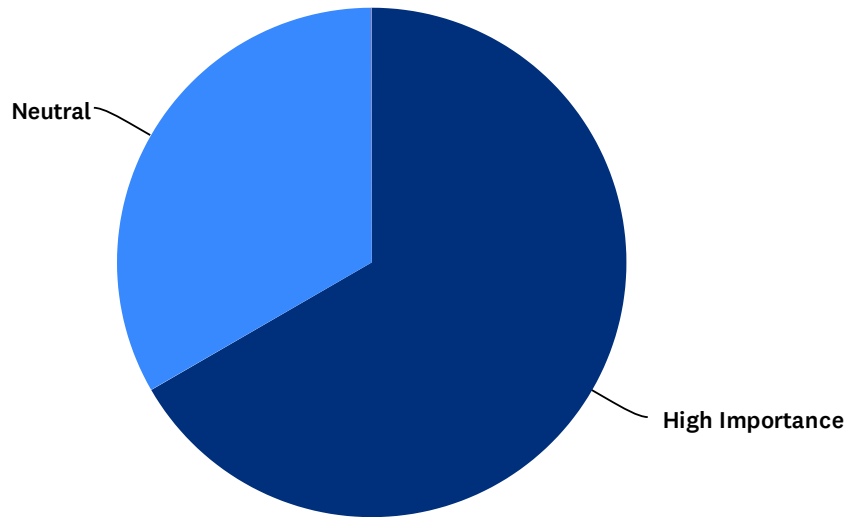
ANSWER CHOICES	RESPONSES	
High Importance	83.33%	5
Neutral	16.67%	1
Low Importance	0.00%	0
Remove from Strategic Plan as a priority	0.00%	0
<b>TOTAL</b>		<b>6</b>

#	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). --Not enough support to add--

**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



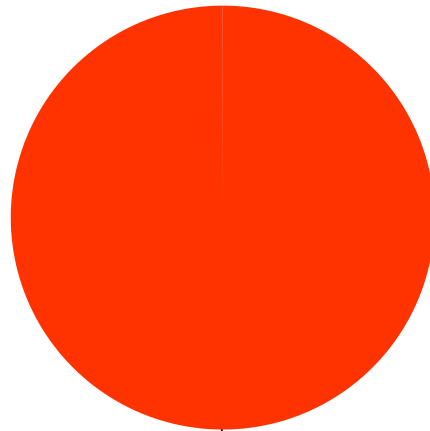
ANSWER CHOICES	RESPONSES	
High Importance	66.67%	4
Neutral	33.33%	2
Low Importance	0.00%	0
Remove from Strategic Plan as a priority	0.00%	0
<b>TOTAL</b>		<b>6</b>

#	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

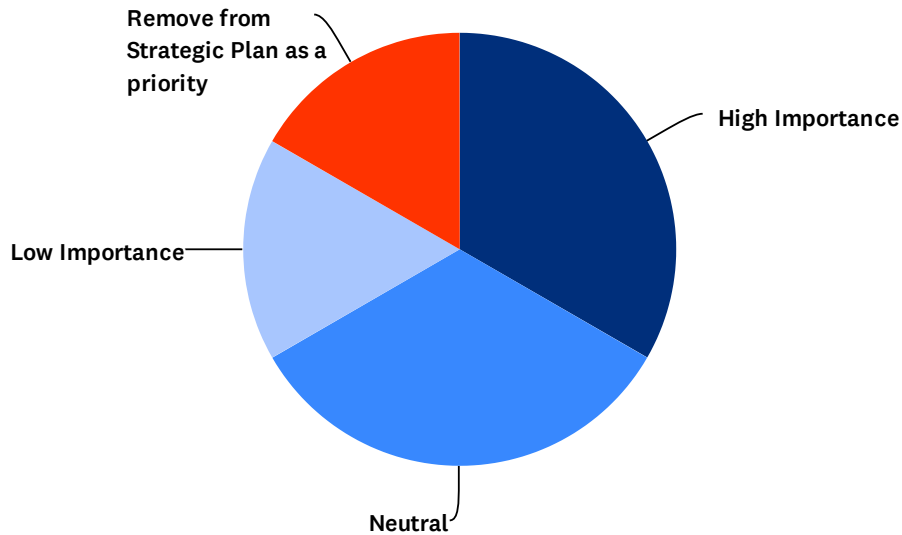
Staff Idea = Consider creating local Open Space Preservation Funding similar to Andover, initiated by ballot initiative.

I don't recall  
what we  
decided here...

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

Answered: 6 Skipped: 0

image



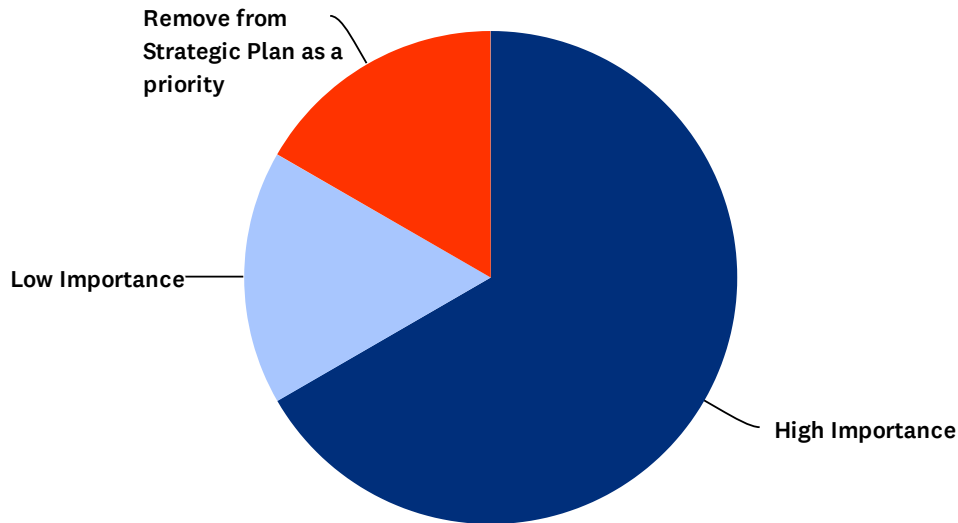
ANSWER CHOICES	RESPONSES	
High Importance	33.33%	2
Neutral	33.33%	2
Low Importance	16.67%	1
Remove from Strategic Plan as a priority	16.67%	1
<b>TOTAL</b>		<b>6</b>

#	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

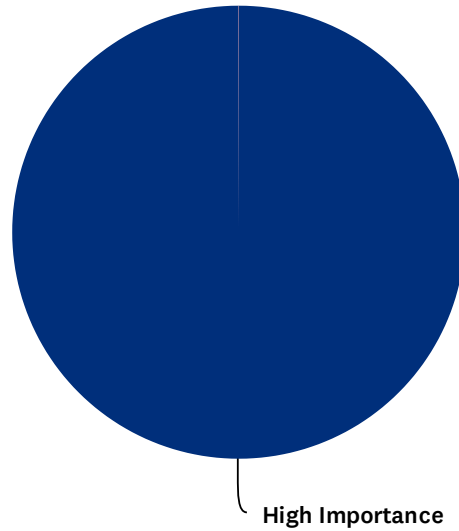
#	RESPONSES	DATE
1	Park and Rec photo contest winners photo hang up in lobby x 1 year. or in new PW building.	5/14/2021 11:13 PM
2	Great consistent messaging	5/13/2021 7:52 PM

Advisory  
Comment?

Holiday Light  
Competition

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

Answered: 6 Skipped: 0



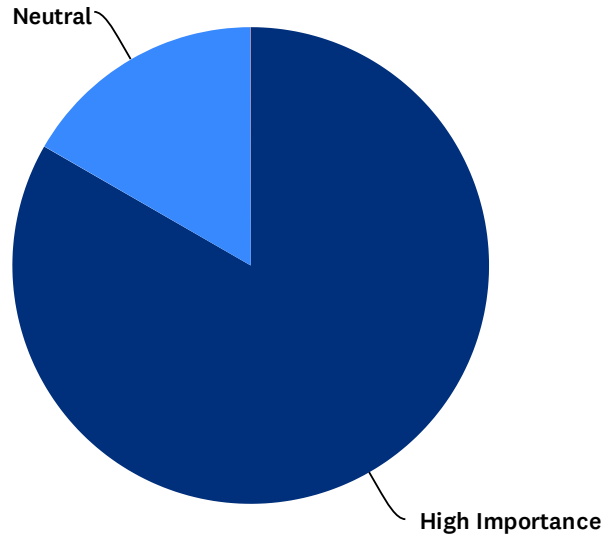
ANSWER CHOICES	RESPONSES	
High Importance	100.00%	6
Neutral	0.00%	0
Low Importance	0.00%	0
Remove from Strategic Plan as a priority	0.00%	0
<b>TOTAL</b>		<b>6</b>

#	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"?

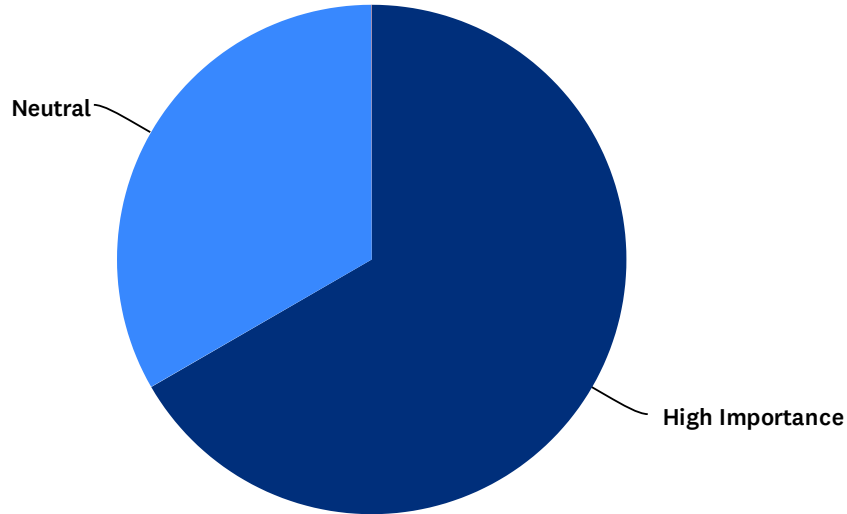
Answered: 3 Skipped: 3

#	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.

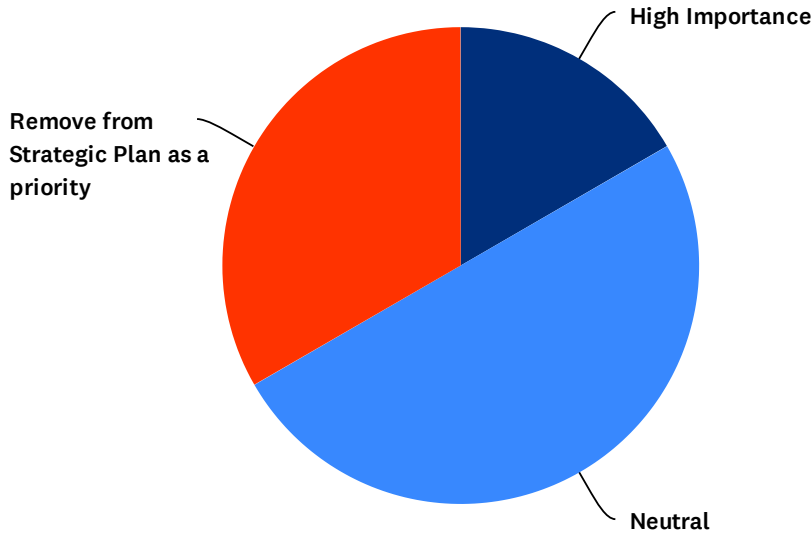
Perhaps Action Item = "Update Agenda Preparation and Agenda Amendment Policies and Schedules"

Did we agree to this?

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

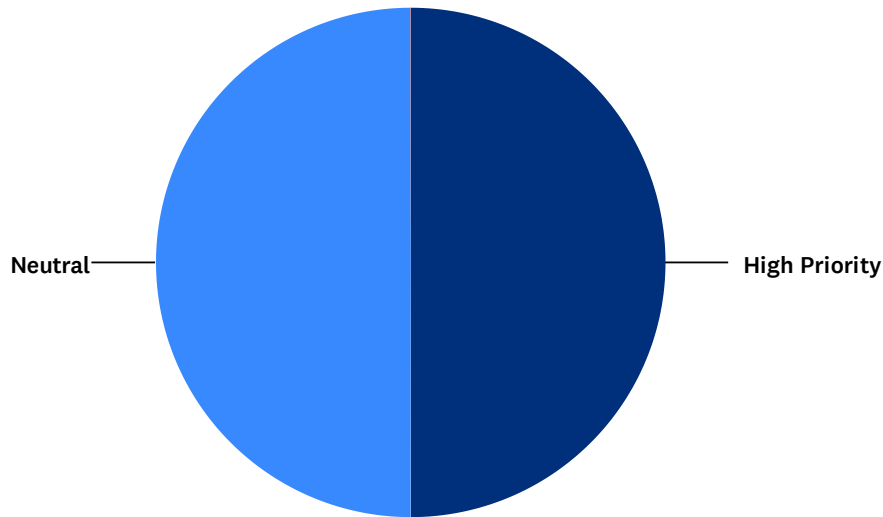
#	RESPONSES	DATE
1	.	5/14/2021 11:13 PM
2	Fairness	5/13/2021 8:06 PM
3	More training for all to understand our unconscious biases, and the impacts of what our words may have on others.	5/13/2021 2:43 PM

**\*\*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



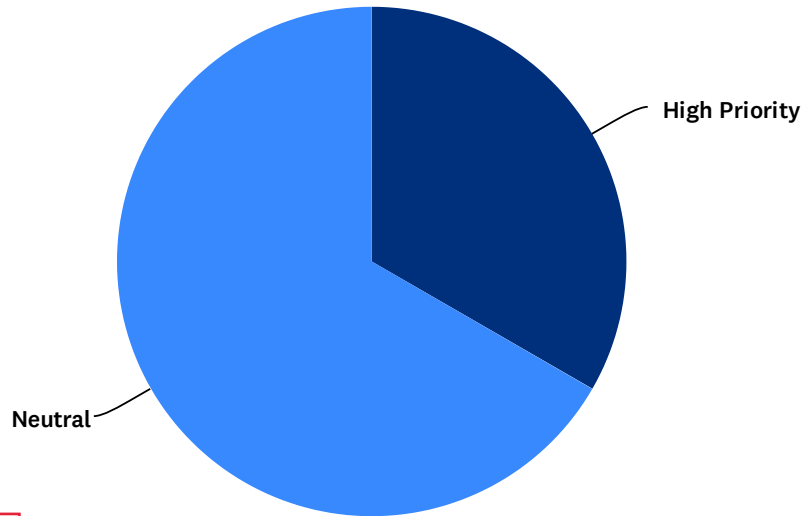
ANSWER CHOICES	RESPONSES	
High Priority	50.00%	3
Neutral	50.00%	3
Low Priority	0.00%	0
Remove from Plan	0.00%	0
<b>TOTAL</b>		<b>6</b>

#	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. Parking lot list.

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

Answered: 6 Skipped: 0



Remove?

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>	