

**CITY COUNCIL SPECIAL WORK SESSION
CITY OF RAMSEY
ANOKA COUNTY
STATE OF MINNESOTA**

The Ramsey City Council conducted a City Council Special Work Session on Tuesday, March 19, 2024, at the Ramsey Municipal Center, 7550 Sunwood Drive NW, Ramsey, Minnesota.

Members Present: Mayor Mark Kuzma
Councilmember Chelsee Howell (attended remotely)
Councilmember Debra Musgrove
Councilmember Michael Olson
Councilmember Chris Riley
Councilmember Dan Specht
Councilmember Matt Woestehoff

Also Present: City Administrator Brian Hagen
Administrative Services Director Colleen Lasher

1. CALL TO ORDER

Mayor Kuzma called the City Council Work Session to order at 6:45 p.m.

2. TOPICS FOR DISCUSSION

2.01: Review 2024 Citizen Survey Questions

City Administrator Hagen reviewed the Staff report in regard to the 2024 Citizen Survey.

Councilmember Specht asked about the demographic information at the end of the survey, for example, the question about gender identity, and why the City cares about these questions.

City Administrator Hagen explained that these questions are tied back to the census and some of the general questions that are asked as part of the census. He noted these questions are used to help analyze the results and to weigh the survey to make it reliable.

Councilmember Specht said he does not believe they need this information as it is personal and will not affect the way that they treat residents.

Councilmember Howell shared that she has a lot of concerns throughout the survey. She said she has many concerns with questions D11, D12, D14, and D14a, as she perceives them as being sexist and racist. She noted that question D11 about race is not inclusive of all races and question D14 is very invasive into people's privacy. She added that she does not believe that it is the responsibility of the City to collaborate with the census. She reiterated that these questions do not seem appropriate and should not impact the quality of services that the City provides to its residents.

Councilmember Musgrove agreed and added that she would also like to remove question D2 about health as she does not see how this question would help the City with their missions and objectives. She said she does not see how these questions relate to the work that they do. She noted that they also get income data from the County so she does not see why they would need to ask about someone's income as they already get a general idea about this from the County. She said she would like the questions to get more feedback from residents on the role that the City plays and the services it provides.

Councilmember Woestehoff asked for more information on how these demographic questions are used to cross-reference the census data.

City Administrator Hagen explained that the survey company that they are using does surveys nationally. He said they will compare the survey responses to the nation, then to the State and region, then to communities in the region of similar size in the region. He said the company wants to weight these responses. He stated he is not sure if they also calculate the weight based on race data. He said the main reason for these questions is to make sure the feedback is representative of the community.

Councilmember Howell reiterated that the census has its own purpose and it is not the City's job to help out with this. She noted that historically, when people are put into racial categories it has not ended well. She added that she does not know what they do with this data outside of the City's use of it and she does not want any part of that. She noted that she also does not know why they have an interest in how often people check their emails, visit social media sites, and shop online as asked in question D1.

Mayor Kuzma asked if the Council would like to strike these questions from the survey.

Councilmember Woestehoff said he would like to get more information from the survey company before removing these questions. He noted that without these questions they could be risking the data and if it is appropriate for what the community is. He added that if they do not have this information then it is possible that they are only catering to one demographic of people rather than a representation of the entire community.

Mayor Kuzma asked if these questions are similar to survey questions that have been sent in the past.

City Administrator Hagen explained that D14a is a new question; however, the rest of the questions were all on the survey in 2020. He said he can go back to the survey company and ask them if these questions were to be eliminated if they would still get good weighted results from the survey.

Councilmember Howell asked how they would be representing everyone in the community by asking for racial data if there is not an answer for people who are a race that is not listed. She reiterated that this question is not inclusive and taking all races and putting them into six response options does not give them accurate data. She noted they have a wide variety of races represented in the City. She emphasized that she would like this question, D12, and question D11 to be struck from the survey regardless of what the survey company says.

Councilmember Musgrove agreed and noted that they will get information from the residents concerning road conditions and other City matters without asking these types of questions. She added that they do not look at race or ethnicity when it comes to road projects and they do these projects based on the condition of the road and the needs of the residents. She added that this survey is also not updating things, such as updating Twitter to X in the social media question. She stated she does not understand how finding out if people share their opinions online makes a difference in how they serve the community. She asked what information this brings to the City that would change their service. She noted that questions about how long someone has lived in Ramsey and what kind of housing they live in is helpful to them. She added that the question about monthly income is also invasive as they get this information from the County. She asked if they are going to change anything about how they serve the City based on the answer to this question.

Councilmember Woestehoff stated that the purpose of the financial question is to make sure that they are not getting skewed survey results and that the responses they do receive are weighted appropriately to the population they do have.

Councilmember Musgrove asked if they would need question D11 to figure out if the responses are weighted appropriately.

Councilmember Woestehoff noted that he believes that question D11 is more useful when it comes to programming for Parks and Recreation.

Councilmember Musgrove asked about all other languages other than Spanish that are not addressed in question D11. She said she does not understand how having this question is not excluding every other language.

Mayor Kuzma said they could add 'other' as a response to this question.

Councilmember Musgrove said this would still exclude so many specific races. She noted that on the census these questions are marked as optional. She asked if these questions could be optional on this survey as well.

City Administrator Hagen said if someone takes the survey they are not forced to answer any question.

Councilmember Musgrove said there is no statement with these questions that say they do not have to be answered. She added that she would like to find out from the survey company if these questions are optional and they can include a statement that tells people that these questions are optional.

Councilmember Riley said he would be fine with removing some of these questions. He said question D11 is extremely pointed as they do not ask specifically about all other races and languages. He noted that questions D11, D12, and D14 could be removed. He added that for question D1, the number of times a day people are checking their emails, visiting social media

sites, and shopping online is more than the City needs to know. He noted that question D2 on someone's overall health is more of an opinion.

Councilmember Olson agreed with Councilmember Riley. He shared he does not like questions D11, D12, D14, or D14a as these questions seem unnecessary and invasive.

City Administrator Hagen said he will reach out to the survey company and ask if questions D1, D2, D11, D12, D14, and D14a are necessary.

Councilmember Musgrove explained that some of the questions in the more general part of the survey seem to be leading questions. She asked if they would be able to give more clarity on these questions and leave out some of the information that is leading, for example, in question 8 where it discusses using public transportation, she suggested removing the part of the question that said 'instead of driving.' She added that question 11 seems random as it asks for feedback on the City government and Federal government but not State government. She noted they would be able to get more out of the survey if some of the questions were geared more toward the City's mission.

Councilmember Howell stated that the first three items under question 8 make sense. She shared concerns with asking residents if they have volunteered with a City group or activity, if they have campaigned for local causes and candidates, and if they have voted in a recent election. She stated that these items are invasions of privacy and does not see how they are necessary. She noted that the questions on driving are all geared towards less driving of vehicles, which is skewed. She said she does not see these questions adding value to the survey. She agreed that on question 11 they should ask about the State government.

City Administrator Hagen stated that the three questions that are about driving were new questions starting in 2020.

Councilmember Specht agreed that these are leading questions and he is okay with removing them.

Councilmember Olson agreed that the driving questions are not necessary.

Councilmember Riley said he would like to leave the questions related to volunteering, campaigning, and voting in the survey.

Councilmember Musgrove said she does not see the value these questions have. She said they are able to get voting data from the County.

Councilmember Olson added that he does not see the value in these questions either.

Councilmember Specht agreed.

Councilmember Musgrove said she really likes question 9 as it asks residents to rate all services of Ramsey. She noted they can use the answers to this question when looking at City services. She shared that she is not sure if all of the questions under question 7 are helpful as the City does not have all of the amenities that residents want.

Councilmember Howell noted that the question about air quality in question 7 is not a necessary question as this is something that is controlled by the State. She added that the City does not have a whole lot of control on other items under question 7, including availability of affordable quality food, quality healthcare, preventative health services, and quality mental health care as the City does not personally provide these services. She noted that she finds these questions odd; however, they were in the 2020 survey. She said these questions seem useless.

Councilmember Olson stated that although the City does not provide things like health care services, the Council has the ability to weigh in on what they are encouraging to come to the City. He said he sees some value in these questions.

Councilmember Specht said he would be okay with removing the question on air quality.

Councilmember Woestehoff said if the question on air quality was in the 2020 survey then he thinks it should stay in for this year.

City Administrator Hagen asked if there was anything missing from the list of City services in question 9.

Councilmember Musgrove asked if they ask any questions in the survey about taxes.

City Administrator Hagen noted that question 9 is just about the services the City provides and taxing residents is not a service provided.

Councilmember Musgrove added that the City does not have bus or transit services and these are done by the County and the Met Council.

City Administrator Hagen explained the benefit of having these questions in the survey is that they can run an infinite number of follow up surveys that are more targeted. He stated if bus and transit have a very low score and the City wants to put out another survey just on bus and transit, they could do this to get more targeted information. He noted that having this data would be a good thing.

Councilmember Specht asked if they should add a question about metro mobility.

City Administrator Hagen said he would not recommend that at this point.

Mayor Kuzma asked if they would like to add the State government to question 11.

Councilmember Woestehoff recommended also adding a question about the County government.

Councilmember Specht said that question 10 answers the question about government performance in Ramsey and he does not see a reason for question 11.

Councilmember Musgrove agreed that this question does not seem to add value.

Councilmember Olson said that question 11 seems to benefit the survey company and not the City.

Councilmember Howell agreed with Councilmember Olson.

Councilmember Woestehoff said that question 3 will give them good insight. He suggested adding a question on how likely someone would be to recommend a business to come to Ramsey.

Councilmember Musgrove liked this idea and said that businesses often ask this question.

Councilmember Olson asked why the first two items under question 4 were specific to during the day.

Councilmember Woestehoff stated that this is probably a better indicator of the overall fear factor. He added that data likely shows that people are a little more scared at night time and during the day is a better indicator of how people feel overall from a safety perspective.

Councilmember Musgrove shared that she finds the second and third item under question 5 to be interesting as there is a focus on diversity and backgrounds. She stated that she believes they try to welcome people to Ramsey regardless of backgrounds and ethnicity. She noted they try to attract people who want to live in the City and their ethnicity and background does not matter.

Councilmember Howell stated that valuing and respecting people from diverse backgrounds is important. She asked whose definition of diverse this question is using. She noted this is an odd question as she does not believe the City should be singling out groups of people and excluding others.

Councilmember Musgrove said the City should be valuing and respecting people from all backgrounds. She noted they should be respecting people because they are human and not based on their ethnicity or diverse background.

Councilmember Olson suggested that all the items under question 5 should address all residents rather than just those from diverse backgrounds.

Councilmember Woestehoff said if you look at last year's data for these questions there was a six point swing meaning that residents have an opinion on it. He noted that it would be interesting to see if those moods have changed over time. He added that the question about making all residents feel welcome had a score of 64% while the question on attracting people from diverse backgrounds was 58%, and taking care of vulnerable residents was only 56%. He noted that residents do not see these questions as one in the same.

Councilmember Howell said her concern with the question on attracting people from diverse backgrounds is with whose definition of diverse are they using.

Councilmember Musgrove said they are not building things in the City for one certain group of people, they are doing it for the people who want to live in the City, regardless of who they are.

She said they can ask people how they feel about these things; however, they are not working towards any of this in any of their plans and goals in the City. She noted that people come to Ramsey from all walks of life. She reiterated that she does not like to single things out like this just in order to get data points.

Councilmember Howell asked who the people are that the City would attract that are not from diverse backgrounds.

City Administrator Hagen asked if the Council would like to remove the words 'from diverse backgrounds' from the third question.

Councilmember Olson recommended changing this to 'all backgrounds.'

Councilmember Woestehoff said if they remove those words from this then they would be starting over with historical data for this question. He noted that they should add something to it, like Councilmember Olson's suggestion.

Councilmember Howell said she does not have a problem with this question if they truly mean diverse. She noted that if diverse just means not white then she does have a problem with it as this would value some people less than others.

Councilmember Riley said that the residents may have different opinions than what the Council thinks. He noted that he thinks they would rate highly on being welcoming to diverse people; however, he does not know how the residents feel unless this question is asked.

Councilmember Specht noted that if by diverse they mean non-white then they should just say that.

Councilmember Howell agreed and said this would be extremely racist. She added that there is no way that they would get clean data out of this and would recommend changing this question or removing it altogether.

Councilmember Olson reiterated that he thinks they should change this question to say all backgrounds, not just diverse backgrounds.

Councilmember Howell shared that the reason she would like this question to be changed is because the word 'diverse' can have many different definitions and they would not be able to get clean data off of this as everyone has a different definition of 'diverse.'

Councilmember Musgrove noted that the questions under question 6 are good to get an idea of how the residents feel about things in the City.

City Administrator Hagen asked about the custom questions, 13, 14, and 15.

Councilmember Musgrove asked if the newspaper scores low if they will change anything.

City Administrator Hagen explained that they legally have to identify an official newspaper for publication requirements. He noted the responses to this question could change what else they do with the newspaper.

Councilmember Musgrove noted that Twitter needs to be changed to X. She added it would be interesting to see how many people use the City's YouTube channel to get information.

City Administrator Hagen said the City does have a YouTube account; however, they do not actively use it. He noted that question 13 addresses the City's methods of communication. He shared that Champlin had a question in their survey asking their residents if there was another form of communication they would like the city to use.

Councilmember Musgrove said that would be an interesting question to find out where people are going for social media.

Councilmember Woestehoff added that they could also ask what people think is the local newspaper, if that is the *Anoka Union Herald* or the *Star Tribune*.

Councilmember Musgrove noted that all questions under question 14 have to do with Parks and Recreation.

City Administrator Hagen said the intent in the past for this question was to gauge interest in investing in parks and trails.

Councilmember Woestehoff asked if they wanted to add more specific items to this question, such as the splash pad they are adding.

Councilmember Riley said this would give them good information on the interests of the residents.

City Administrator Hagen reiterated that they can take these survey results and send out another survey that would give the tax increases on individual homes to see how strongly residents feel about these things.

Councilmember Howell said she would be curious on what feedback they would get in regard to a new Community Center as this would take a significant dollar amount to build. She shared that she knows a lot of young parents who would be very enthusiastic about a Community Center; however, she does not know how that enthusiasm would translate if it caused a major tax increase.

City Administrator Hagen said they will be talking about this at the April 9 Work Session. He added that the Community Center would have a revenue aspect to it that could help offset the costs.

Councilmember Musgrove asked if the splash pad is within the five year CIP.

City Administrator Hagen said this is on the wish list as they do not have funding identified.

Councilmember Woestehoff stated it is on the CIP for 2027.

Councilmember Musgrove noted that building a new Community Center is a question that they have been asking for a long time. She stated the expectation is that they will have a new Community Center at some point. She said the splash pad may be something that is more worth asking about and may bring more revenue to the area.

Councilmember Woestehoff shared that he believes there is no harm in keeping the question about a Community Center on the survey. He added that in the 2020 survey, more people shared that they wanted a new Community Center over new parks. He said they need to start somewhere with these questions on what amenities the residents want to see then they can gather more data down the line.

City Administrator Hagen asked the Council how they felt about question 15. He noted that some of the questions seem a little redundant to question 14.

Councilmember Woestehoff shared that each one of these questions was designed to mirror the City's Strategic Plan. He noted that he would not want to change these questions.

Councilmember Olson suggested keeping these questions as is.

Councilmember Howell agreed.

Councilmember Riley asked if they could ask more than 15 questions in the survey.

City Administrator Hagen said it would likely cost more money.

The consensus of the Council was to direct Staff to find out more information on the demographic questions from the survey company, to remove the questions related to driving, volunteering, campaigning, and voting under question 8, to remove question 11, to add a question related to how likely someone who be to recommend a business come to Ramsey under question 3, to remove the question on attracting diverse backgrounds and change the question on respecting residents from saying 'from diverse backgrounds' to 'all residents' under question 5, and to add a question about splash pads under question 14.

2.02: City Board and Commission Interviews

Administrative Services Director Lasher reviewed the Staff report concerning interviews and reappointments to City Boards and Commissions. She shared that they will be interviewing Bruce Anderson, an incumbent who is seeking reappointment to a third term on the Planning Commission.

The Council interviewed Mr. Anderson.

Administrative Services Director Lasher reviewed the recommendations for reappointments.

Councilmember Riley shared that he serves on the EDA and thinks it is in a very good spot right now and he is very happy with where it is at and would support the reappointment.

Councilmember Howell agreed.

Councilmember Woestehoff shared that the current members of the EPB are all fully engaged and ask good questions and he would support their reappointment.

Councilmember Howell agreed.

Councilmember Musgrove shared that she is in support for the reappointment to the Parks and Recreation Commission.

Mayor Kuzma shared that based on the interview with Mr. Anderson, he is in support of his reappointment.

Councilmember Musgrove asked why Mr. Anderson was the only person they interviewed for reappointment.

Administrative Services Director Lasher explained that Mr. Anderson is the only individual who was up for an odd year reappointment. She shared that the policy states that when someone is on an odd year term and wants to be reappointed, they are invited to a voluntary interactive feedback session. She added that all other individuals seeking reappointment are on even number terms.

Councilmember Musgrove asked if these other individuals will also get an opportunity for the interactive feedback session.

Administrative Services Director Lasher said yes and that they will have this opportunity during their odd year term if they seek reappointment. She asked the Council what they would like to do with the partial, one-year term vacancy remaining on the EPB.

Councilmember Specht asked if they can just leave the vacancy open and wait until someone is interested.

City Administrator Hagen explained that they run a continuous Board and Commission recruitment article in every newsletter. He said this is a one-year term and it would be difficult to do a targeted recruitment process as it would take a few months to get through the process. He added that the EPB tends to have the least amount of interest.

Mayor Kuzma asked how many members are on the EPB.

City Administrator Hagen said six currently with one vacant seat.

Mayor Kuzma suggested just leaving this vacancy open until someone applies for the position.

City Administrator Hagen shared that if they do receive an application for this, they would put it on the first available Work Session.

Councilmember Musgrove asked about the two applications that were submitted and then withdrawn. She asked if they withdrew their applications as they were interested in the EDA and there was no opening.

Administrative Services Director Lasher explained that the applicants did not know that they only had one partial term on the EPB open. She added that these applications came in at the end of 2023.

Councilmember Musgrove asked if these applications will stay on file.

Administrative Services Director Lasher said she will have to refer back to policy on this. She said she believes the applications will be pulled from the file.

The consensus of the Council was to reappoint Rachal Johnson to the EDA, Michael Heifner, Thomas Hagerty, and Hassan Salami to the EPB, Megen Ealain to the Parks and Recreation Commission, and Bruce Anderson to the Planning Commission.

2.03: Strategic Planning Session

City Administrator Hagen reviewed the Staff report in regard to finalizing the Strategic Plan. He shared that the Strategic Plan covers a lot of areas that are ongoing that they will continue to work on from year to year. He said there was not any one suggestion for a bigger project that came up to put on the list, outside of the email communication that the Council received from Dustin Reeder today concerning the pedestrian overpass over Highway 10. He added that there has been some movement via third parties at the legislature to introduce a bonding bill for proceeds to construct this project.

Councilmember Specht said if someone else wants to pay for this project then that is fine with him; however, he does not think they should invest City money into this as he does not see the need.

Councilmember Musgrove said she was not aware of any email that went out so she would have to reserve any comments until she has had time to review the information.

City Administrator Hagen said they could try to seek funding for this.

Councilmember Riley added that he would not want to see this move forward at all without the athletic building across the road. He said he has consistently been against this because it would not go anywhere right now.

Councilmember Howell concurred.

Councilmember Musgrove shared that there should be an action item under the strategy for addressing infrastructure needs for completing the trail maintenance policy. She noted that they have done some trail replacement and other activities with regard to the trails over time. She suggested adopting a trail maintenance policy.

Councilmember Riley stated they have had lots of discussions about road projects and maintenance last year and with the winter they had this year it seems like they should really be able to get ahead or at the very least caught back up with what they were not able to get done last year. He noted that this fits in with what they are talking about with this strategy.

City Administrator Hagen said a perfect example of this is determining short term annual pavement maintenance needs. He noted that this should fall into their routine annual operation. He said they can keep this in the Strategic Plan, so it stays in front of them.

Councilmember Riley explained that the reason this was added was because of how far behind they got on the roads and other maintenance in past years.

City Administrator Hagen asked if they would like to remove this section but keep it in the operating budget.

Councilmember Riley said it should stay in the Strategic Plan until they have gotten to the point where it is no longer required that they have to catch up.

Councilmember Woestehoff agreed that this should stay on for at least another year as a reminder of how bad last year was.

Councilmember Musgrove asked if there is another area of the Strategic Plan where stormwater maintenance is addressed. She noted that this is something that City Engineer/Public Works Director Wesby has talked about needing to address.

Councilmember Riley noted that this is addressed in 1B under addressing infrastructure needs.

Councilmember Musgrove added that there is another stormwater maintenance policy that needs to be done. She noted that along with some of the routine things, stormwater maintenance is also a part of what would be a strategic item.

City Administrator Hagen said they could take the stormwater maintenance policy and the park and trail maintenance policy and plug them in under the strategy of enhancing City communications through transparency and accountability. He noted that this first strategy addresses the infrastructure needs.

Councilmember Woestehoff said this could be added under action item 21 of analyzing City policies.

Councilmember Musgrove said there should be a timeframe on developing these policies rather than just consider it ongoing. She stated she would like to have these done by the third quarter of the year.

City Administrator Hagen said these policies are what Work Session time is for. He noted that these items have been on the list for a Work Session; however, other items have come up with greater importance that have pushed them off. He said these items can stay on the list, so they stay at the forefront of their minds.

Councilmember Musgrove asked how the items under action item 2 are going to be quantitative. She noted they have talked about these items in regard to the turf grass or having prairie grass areas; however, they have not gotten a lot of feedback on the effects of these changes. She said that under other questions there are quantitative results.

Councilmember Howell agreed and stated they have been asking for this quantitative data for a long time and they have not really gotten anything in response to this. She said it would be great to see that progress is being made in this area.

City Administrator Hagen said he can add a recap to show the progress of this to assess the return on investment.

Councilmember Riley noted that they added action item 4 last year to review the efficiency and effectiveness of advisory boards. He asked what this means.

Councilmember Specht shared that they were talking about merging the EPB with the Planning Commission or if they should keep them separated.

City Administrator Hagen said they did not talk about this at a Staff level of how they analyze this and what it looks like. He added that this came up because they were short on EPB positions and then they had a huge influx of interested candidates last year and all of the Boards filled up. He explained that this would boil down to seeing if there is any overlap on any Boards or Commissions.

Councilmember Riley suggested refining this and have it just for reviewing the EPB.

Councilmember Musgrove shared that she thinks this should be a lower priority. She noted that her issues that came up in regard to Public Works were resolved. She added that she thinks this action item could be removed because there are higher priorities and some of the issues and concerns that they had last year have been addressed.

Councilmember Riley asked City Administrator Hagen what his observations were on analyzing operations. He shared he was hoping this would be something that could be remarkable.

City Administrator Hagen explained that this got moved out a year because part of the discussion was with bringing in a third-party consultant and that was not added to the 2024 budget. He shared that as far as overall inefficiencies, he does not see any major glaring issues. He noted they are

continuously looking at the effectiveness of staffing levels. He shared that he believes they have done a good job in regard to hiring new engineer inspectors as well as Public Works Staff for both short- and long-term needs.

Mayor Kuzma noted that consolidating the Public Works building has been a big help.

City Administrator Hagen stated that he has not put anything together to show where they are inefficient but the secondary aspect of this was to bring in a third party. He noted that the third party would help compare them against other organizations from a staffing level perspective, looking at the services that they are providing and other things of that nature.

Councilmember Riley shared that he believes that action item 6 is very good as it gives them good data on exactly what is going on.

City Administrator Hagen added that Economic Development Manager Sullivan does a report to the EDA every year on the business visits that he does.

Councilmember Musgrove suggested that they find out from businesses what their needs are; however, this may already be addressed by the EDA rather than the Council.

Councilmember Riley added that Economic Development Manager Sullivan does invite EDA members to come to the meetings with businesses.

Councilmember Howell asked why the number of business visits a year have dropped over the last few years.

City Administrator Hagen said that it is likely due to all of the other things on Economic Development Manager Sullivan's plate that he has to attend to, so he does not have as much time to do so many business visits. He noted that the City has had a lot of interest so he is talking to prospective businesses on moving to Ramsey and this takes up a lot of his time. He added that a single business visit takes up a few hours out of a day. He discussed the action item of implementing QR codes. He said they have not developed this yet; however, they have done other improvements, such as a GIS map on the website to give more information on ongoing projects within the City.

Councilmember Woestehoff noted that they just approved the updated nuisance code so this item can be struck from action item 8.

Councilmember Musgrove asked if there are any City owned parcels that are not in the COR as addressed under action item 7.

City Administrator Hagen stated that at this time, this item only focused on the City owned parcels in the COR to make them more shovel ready.

Councilmember Musgrove said that there has been some discussion about some areas along Highway 47 and having these parcels more shovel ready with trails and other things. She noted this could be added to this item.

City Administrator Hagen said the trail would fall under the connected community strategy.

Councilmember Musgrove stated it is the parcels that the trail is on that would be potentially falling under strategic infrastructure investments.

Councilmember Riley shared that this property is about to be sold as they already have a signed agreement.

City Administrator Hagen stated that action items 10 and 11 are complete and item 12 is out of their control.

Councilmember Riley asked if this item should be removed.

Councilmember Musgrove noted that the implementation of QR codes is an ongoing item and asked if this is something that is new. She suggested that they remove action item 9.

City Administrator Hagen said if they believe that they have quality information out there on what the development is then he agrees that they could remove this item. He noted that regular development updates are sent out in newsletters, and they have the GIS map on the website.

Councilmember Musgrove shared that she believes that they have implemented enough other strategies where people can find out information about development that they no longer need this action item.

City Administrator Hagen asked if they want to leave the Ramsey Gateway Plan on the Strategic Plan.

Councilmember Specht said yes.

City Administrator Hagen explained that the updating priority street light program and pedestrian safety plan is ongoing as projects continue to come up. He noted that engineering Staff will take a look at this as projects continue and make design improvements as needed. He stated that for the parks capital improvements, the Council sets the CIP every year and if there is a project that they want higher on the priority list then Staff figures that out as they go. He stated that they can leave the pedestrian bridge off for now; however, they will still put forth some Staff effort on this. He shared that they have identified some gaps so they will continue to work on this as funding permits. He added that Staff will also continue working on recreation programming as time permits and opportunities arise.

Councilmember Musgrove asked why Parks/Assistant Public Works Director Riverblood's name was on the recreational programming item rather than Recreation Coordinator Proulx.

City Administrator Hagen noted that at the time of the adoption of this Strategic Plan there was no one in the Recreation Coordinator role. He said Recreation Coordinator Proulx can be added to this list.

Councilmember Musgrove said this is part of Recreation Coordinator Proulx's main goal in that she was hired to supervise other people in this area.

City Administrator Hagen noted that the responsible party of these action items is most commonly the department head or the person in the highest position of the department.

Councilmember Riley noted that what they are being told about the zip code for Ramsey is not consistent with what they were told when they met face-to-face.

City Administrator Hagen said this is something they will continue to address with USPS on an annual basis and they will figure out when the best time will be to submit a formal request again.

Councilmember Riley asked if they should implement a 'Volunteer of the Year' award as a part of action item 19.

Councilmember Musgrove said she remembers the idea behind this as something more generic rather than regular routine volunteering.

Councilmember Specht said these are things they should discuss at a later date.

Councilmember Howell agreed.

City Administrator Hagen shared that action items 20 through 27 are all ongoing items that they are continuing to address.

Councilmember Musgrove noted that there are a lot of opportunities for cost saving measures with the fire truck, the new equipment that they got for the Parks and Recreation department.

Mayor Kuzma added that they are also selling ads in the *Ramsey Resident*.

Councilmember Musgrove asked if there is an employee survey plan for 2024.

City Administrator Hagen said this is done every other year.

The consensus of the Council was to move forward with the discussed changes for the Strategic Plan and have it brought forward for final adoption at the March 26 Council Meeting.

3. TOPICS FOR FUTURE DISCUSSION

3.01: Review Future Topics/ Calendar

Noted.

4. MAYOR / COUNCIL / STAFF INPUT

None.

5. ADJOURNMENT

The Work Session of the City Council was adjourned at 9:05 p.m.

Respectfully submitted,

Brian S. Hagen
City Administrator

ATTEST:

Katie M. Schmidt
City Clerk

Drafted by Ava Major
TimeSaver Off Site Secretarial, Inc.