

What's working well?

- Road Maintenance
 - Communication of projects
 - Increased funding
- Budget process
- FD/PD community outreach/events
- Ramsey Gateway Project
- IT Updates
 - Communication to public
 - Website improvements
- Organizational relationship (council, boards, staff)
- Playground replacement
- Community partnerships
- Quality staffing/employee recruitment
- Economic growth
- Customer service rating from past community surveys
- Internal & cross department process adjustments
- Addressing property nuisances
- Community Events
- Employee Morale (providing flexibility)
- Council & Boards preparedness
- City Facilities

What's not working well?

- Plan review software upgrade progress
 - No staff involvement yet
- Some outdated policies
- Delivery period for new vehicle purchases
- Large tax levy increases in recent years
- Future capital funding sources
- Routine maintenance of facilities, parks, trails
- Communication of prospective businesses to council
 - Some limitations exist as to when and what information becomes publicly shared
- Website navigation
- Follow through on direction provided on tabled council cases
- Effectiveness on work session discussions
 - Need more time for council discussion
 - Need to review smaller segments of large ordinance & policy reviews
 - Need better focus what council can change or specifically what staff is seeking direction on
- Community volunteers
 - Biggest need during happy days

What are we not doing that we should be doing?

- Eliminating gravel roads
- Developing known needed policies
- Implementing asset management system
- Communication of community volunteer opportunities
- Growing Happy Days
- Residential façade improvement program
- Historical preservation
- Major facility maintenance
- Business incentives for redevelopment projects
 - Consider fees owed to the City

What are we currently doing that we should not be doing?

- Focusing more on the long-term capital improvement projects instead of the short term during budget discussions
- Dedicating large amount of time on data requests

Opportunities in the next 1-5 years

- Completion of the Ramsey Gateway Project
- Redevelopment of RALF owned land along Highway 10
- Economic development
- Implement smart technologies
- COR development
- New Water Treatment Plant
- Establishing City identity
- Public Art
- Park and trail connections and additions
- 2050 comprehensive plan update
 - Begin in 2028

Impacts in the next 1-5 years

- Ramsey Gateway project
- T.H. 47 overlay
- New laws related to greenhouse emissions and vehicle miles traveled
 - Currently does not apply to city and county road projects
- Construction costs
- Labor market
- Management staff retirements
- Daycare property tax exemptions
- Vehicle delivery timeframe and increased costs
- Future commercial and residential growth
- Highway 10 updates in Elk River
- Mississippi river Crossing
- CSAH 5 round about projects

- Water Treatment Plant onboarding and temporary water quality
- Union Contracts renew in 2025
- Decrease to residential property tax capacity
- Increasing FD calls for service
 - Potential need for evening duty crew
 - Potential need for facility improvements due to evening duty crew
- Aging facilities
- Changing demographics
 - Language barriers
- 2050 comprehensive plan update
 - Begin in 2028