

2024 Strategic Planning Session Activities Summary

What's working well?

- Road maintenance and communication of projects
- Budget process
- PD/FD community outreach/relations
- Ramsey Gateway Project (Hwy 10)
- IT updates → public communication and website upgrades
- Organizational relationships (council, boards, staff)
- Playground replacement
- Community partnerships
- Staffing/hiring quality employees
- Economic growth
- High rating from community survey → customer service
- Internal department/cross department processes
- Code enforcement process
- Happy Days → community events
- Employee morale → flexibility
- Council/Boards preparedness
- City Facilities

What's not working well?

- Plan review software (landuse, building permit, etc. applications)
- Some outdated policies
- Vehicle availability for staff → order delivery time
- Large tax levy increases
- Future capital funding sources
- Blvd, park and trail maintenance (lack of past staffing levels)
- Communication on business prospects
 - Other open houses/events
- Website navigation
- Follow through on cases returning to council after direction
- Effectiveness on work session discussions
 - Need more time for council discussion
 - Bring smaller sections for review
 - Better clarity on what council can change or what staff needs direction on
- Community volunteers → Happy Days

What are we not doing that we should be doing?

- Gravel road to pavement improvements
- Develop needed policies → trail and stormwater maintenance
- Asset management system

- Sharing community volunteer opportunities
- Expanding Happy Days activities
- Façade Improvement Program (residential curb appeal)
- Historic preservation
- Major facility maintenance
- Redevelopment city service costs (connection fees)

What are we doing that we should not be doing?

- Focusing on long term CIP
- Data requests

Opportunities in the next 1-5 years

- Highway 10 completion
- Redevelopment/sale of land (RALF properties along Hwy 10)
- Economic development
- Utilize smart technologies
- COR development
- New Water Treatment Plant
- City Identity
- Public Art
- Park & trail additions/connections
- Comprehensive Plan update (2028)

Impacts in the next 1-5 years

- Highway 10 (Ramsey and Elk River)
- T.H. Overlay (142nd-Alpine)
- Green House Gas/Vehicle Miles Traveled laws
- Construction costs
- Labor market
- Management staff retirements
- Daycare tax exemption status
- Vehicle purchase delivery time delay and cost increases
- Future growth → residential and commercial
- Mississippi River Bridge
- CSAH 5 road abouts
- Water Treatment Plant onboarding/temporary H2O quality
- Union contract negotiations
- Tax capacity and decreasing residential values
- Increasing fire calls year over year → service delivery model
- City facility needs (expansion and aging facilities)
- Changing demographics, language barriers
- Comprehensive Plan update (2028)