



AGENDA

City Council Special Meeting

Thursday, January 30, 2025

3:00 PM

Steeple Center - 14375 South Robert Trail

1. CALL TO ORDER

2. DISCUSSION

- a. 2024 Accomplishments Reflection and 2024-2029 Plan Review (3p-3:30p)
- b. 2025 Departmental Goals Discussion

- 1. Police (3:30p – 4p)
- 2. Fire (4p – 4:30p)
- 3. Community Development (4:30p – 5p)
- 4. Parks and Recreation (5p – 5:30p)
- 5. Public Works (5:30p – 6p)
- 6. Admin (6p – 6:30p)

- c. Long term "Parking-Lot" ideas
- d. Wrap up and next steps (7:30 p.m.)

3. ADJOURNMENT

City Council Special Meeting: January 30, 2025

AGENDA ITEM: 2025 Departmental Goals Discussion 1. Police (3:30p – 4p) 2. Fire (4p – 4:30p) 3. Community Development (4:30p – 5p) 4. Parks and Recreation (5p – 5:30p) 5. Public Works (5:30p – 6p) 6. Admin (6p – 6:30p)	AGENDA SECTION: DISCUSSION
PREPARED BY: Logan Martin, City Administrator	AGENDA NO. 2.b.
ATTACHMENTS: 2025-26 Goal Setting Bullets	APPROVED BY: LJM
RECOMMENDED ACTION: Discussion only.	

BACKGROUND

Each department will discuss their current initiatives for the upcoming year:

1. Police (3:30p – 4p)
2. Fire (4p – 4:30p)
3. Community Development (4:30p – 5p)
4. Parks and Recreation (5p – 5:30p)
5. Public Works (5:30p – 6p)
6. Admin (6p – 6:30p)

RECOMMENDATION

Discussion only.

KEY

Growing Rosemount **(GR)**

Creating Community Connections **(CCC)**

Preserve our Hometown Feel **(PHF)**

Support Culture of High Performance **(CHP)**

Goals and Initiatives, 2025 - 2026

Administrative Services

- Implement an Employee Survey to collect feedback and inform how to attract, develop, and retain staff. **(CHP)**
- Promote employee engagement, leadership and mentoring by providing meaningful feedback and professional development opportunities. **(CHP)**
 - Enhance the employee onboarding process and performance review process to ensure consistency across departments.
- Complete 2025 Audit and establish 2026 Budget / CIP that supports the City's strategic vision and effectively utilizes resources **(EQL) (GR)**
- Implementation of JDE financial software and Hubble reporting software that allows real-time data access.
 - Implement Tungsten accounts payable workflow software, JDE fixed asset module, and SpryPoint utility billing software (all implemented in 2025/2026) **(CHP) (CCC)**
- Research, develop, and test a new Community Engagement strategy that focuses on supporting growth by welcoming newcomers, building bridges with under-represented groups, and creating connections that foster a sense of belonging, safety, and pride. **(CCC) (EQL) (GR)**
 - Complete Multicultural Leadership certification
 - Increasing efforts to connect with and increase participation from under-represented groups (starting with our Muslim neighbors)
 - Continued efforts to use One Rosemount as a method of connecting leaders and sharing information
- Hire and onboard new IT Specialist to provide more timely support, allowing complex tasks to be completed by current staff (reducing outsourcing).
- IT upgrades including - replace current firewalls and create redundancy at PW PD Campus; and replace all Fire department mobile computers.

Community Development

- Outline our process, resources, and engagement strategy for the upcoming 2050 Comprehensive Plan update **(GR) (CCC)**
- Evaluate and pursue a Port Authority levy increase for new and continued incentive programs **(GR)**
- Transition the city's building permit software and processes to become 100% digital **(CCC) (CHP)**
- Promote downtown reinvestment and revitalization through a renewed look at the Downtown Framework **(GR) (PHF)**
- Celebrate development wins and seek opportunities for project recognition and community awards **(CCC) (CHP)**

Parks & Recreation

- Connecting the community through high quality trail system (Flint Hills Access Trails, Rosemount Greenway, Dunmore Greenway, Bonaire Path Trail, County Road 42 Underpass and Vermillion Highlands Greenway). **(CCC) (PHF)**
- Complete critical projects and provide high quality facilities (Life Time, Future Indoor Ice, new playgrounds, Redesign of Erickson Park, UMore Park Building, McMenomy Woods, Construction of Pickle Ball Courts, Central Park Master Plan, new parks in Amber Fields). **(PHF)**
- To better engage the community, the website will host a "Project Update" link for residents to follow the progress of parks projects. **(CCC)**
- Continue to forge strong partnerships with local organization that can positively impact the quality of life for residents (360 Communities, RAAC, Leprechaun Days, RAAA, Halloween Committee, RAHA, ISD 196 and others). **(CCC) (PHF)**

- Offer additional events and activities for the community to participate in (i.e. Food Truck Fest, RibFest, Octoberfest, recreation programs, seasonal programming, re-use and recycling opportunities etc.). **(PHF)**

Public Works

- Successfully complete transition of staff and operations to new PW/PD Campus! **(CHP)**
- Collaborate with partners and developers to plan and execute transportation and infrastructure projects. **(GR)**
 - Ex: Hwy 3/RHS Roundabout, Akron/Connemara Roundabout, Biscayne Avenue/CSAH 42 Signal, etc.
- Perform proactive traffic studies using projected development information and existing data **(GR) (CHP)**
 - Ex: Hwy 3 Corridor Study, Phase 2 of 42/ 52 corridors study (prelim. design), and Highway 3/ 42 grade-separation
- Streamline public traffic concern response process by providing responses with data-driven justifications rooted in measurable data and professional judgment. **(GR)**
- Continue managing a wide and unpredictable range of development-related infrastructure evaluations, analyses, and feasibility studies. **(GR)**
- Finalize a recreational trail pavement management program and create a 5-year CIP for trails **(CCC) (PHF)**
- Continue improved construction communications to enhance communication with stakeholders. **(CHP, PHF)**
- Develop Public Works Personnel Resources Inventory to Assess Strengths/Identify Gaps **(CHP)**

Fire

- Hire a consultant to conduct a Fire staffing study and station analysis, resulting in framework and a roadmap for future needs to effectively transition to a combination style department. **(CHP) (PHF)**
- Increased focus on staff development in preparation for staffing changes. **(CHP)**
 - Ex: advanced medical training (E.M.T.) incident command training (Blue Card), and other leadership opportunities to prepare a succession plan.
- Review and update of our asset management framework to assess facility projects and needs, apparatus assessments and equipment needs to meet industry standards and best practices. **(CHP)**
- Pursue hiring of full-time positions needed in short term (Fire Marshall and Administrative Support) **(CHP)**
 - Full-time Fire Marshall position to oversee inspections, prevention and investigations, adding to our daytime response capabilities.
 - Administrative Support to aid in future staffing plans, SAFER grants, scheduling needs and additional administrative work, will expand capabilities and provide an additional daytime responder.

Police

- Successfully complete transition of staff and operations to new PW/PD Campus! **(CHP)**
- Finish the update of the City's Emergency Operations Manual and provide training for City Council and leadership team. **(CHP) (PHF)**
- Continue pursuit of ICPOET and other methods to ensure effective officer recruitment via internal Recruitment Team. ICPOET funds will be utilized to recruit, educate, and train non-traditional and/or second-career candidates. **(CHP)**
- Finalize the framework and policies for a K9 program to implement in 2025/6. **(CHP) (CCC)**
 - The K9 program is a critical resource that will help increase public safety, offer new means of community engagement/education, and provide needed supplemental/career advancement opportunities for staff.
- Research / Pursue a Public Safety Foundation (501(c)3) in Rosemount to improve public safety and enhance capabilities via community partnerships and engagement. **(CCC)**
- Finalize the redesign / digitization of the entire policy manual to increase staff's accessibility to and understanding of policy **(CHP)**