

<b>Initiatives</b>	<b>Description</b>	<b>Status</b>	<b>On Track</b>
<i>Initiative: Develop and deploy project based communications plan</i>	Establish clear policy on project based work for streets, utilities, parks or other projects that will impact resident's daily lives and community livability	Basic data gathering complete and framework drafted, formulating in to policy. Anticipated delivery to Council in Q2 2022.	
<i>Initiative: Develop and deploy a strategic communications plan</i>	Establish brand, messaging, tactics and measures for overarching city-wide communications strategy.	Not started yet.	
<i>Initiative: Develop marketing plan and marketing toolbox targeting desired restaurants, retail and industry</i>	Build prepared marketing toolkits to send to desired restaurant, retail and other business to encourage interest in the WSP community.	Data gathering in progress, framework developed. Anticipated deployment in Q4 2022.	
<i>Initiative: Evaluate existing community events/programs plan to ensure offerings are impactful and reach all community members</i>	Ensure that community events are aligned, appropriately resourced, well attended and impactful with the community.	Not started yet. Current focus is on WSP days. Anticipate data gathering in Q2, project delivery early 2023.	
<i>Initiative: Develop and implement business appreciation/recognition program(s)</i>		Not started yet.	
<i>Initiative: Re-vision neighborhood parks, pool, ice arena, horseshoe pit</i>	Work with PR Committee to evaluate future trends, needs, and community wants to go above and beyond replacement of equipment at neighborhood parks and community amenities.	Not started yet.	
<i>Initiative: Update trails/sidewalks plan</i>	Update trails and sidewalks plan to include walkability/bikeability/accessibility including evaluation of traffic calming in neighborhoods.	Not started yet.	
<i>Initiative: Review, revise and redeploy mission of advisory committees to reinvigorate them</i>	Establish clear parameters and goals for all advisory committees to ensure committee members see progress and results of their work.	Data gathering, analysis in progress. City Manager will be meeting with committees in April/May 2022. Anticipate any changes to by-laws, guiding documents to Council in Q3 2022.	
<i>Initiative: Evaluate and modify council memo/council action form for agendas</i>	Create form based council memo format that will improve readability, usability.	Memo deployed. 2 additional sections anticipated for addition in 2023.	
<i>Initiative: Establish City Manager's Equity Advisory Team</i>		Equity team established. Additional steps required for full committee deployment.	
<i>Initiative: Develop WSP public safety philosophy</i>	Establish Council approved philosophy on public safety, noting that public safety is not just police and fire response but includes environmental design and other pro-active opportunities.	Data gathering in progress. Strategic planning session will provide guidance. Anticipate Council presentation in Q3 2022.	
<i>Initiative: Inventory services in context of strategic plan and develop performance measures</i>	Build out balanced scorecard with measures of success at community, objective and service level in the context of the strategic plan.	Research, data gathering and analysis ongoing.	
<i>Initiative: Establish vision, policies, ordinances and process for public art</i>		Presentation to City Council on 3/14.	
<i>Initiative: Comprehensive Financial Policy Review</i>	Evaluate all financial policies, consolidate in to a single document.	Presentation to City Council on 3/14.	
<i>Initiative: Review and update long term financial plan</i>	Evaluate existing reports and create a single at a glance long term financial plan that is easily updated and easily understood, including all funds.	Presentation to City Council on 2/14. Additional updates will be necessary, looking for council feedback, continuing analysis.	
<i>Initiative: Establish replicable budget process connecting desired outcomes with resource allocation</i>	Improve budget process to include some elements of results based budgeting and budgeting for performance.	Budget process improvements defined. 2023 budget process will begin in Q2 2022.	
<i>Initiative: Classification and Compensation study</i>	Evaluate the market for positions and adjust salaries, establish a step and grade system to improve the compensation system.	Consultant contact initiated, anticipated delivery to the City Council in Q4 2022.	
<i>Initiative: Organization-wide training plan</i>	Establish a training plan that all employees will participate in depending upon their level of authority in the organization.	Not started yet.	
<i>Initiative: Review and re-deploy employee performance management strategies</i>	Evaluate our current performance evaluation, establish policies and procedures that are consistent across the organization.	Not started yet.	

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<i>Initiative: Review and re-deploy recruitment strategies to encourage underrepresented communities to apply for positions</i>		Not started yet.	
<i>Initiative: Modernize IT Infrastructure, applications and equipment</i>		Near completion of all high priority security and infrastructure projects.	
<i>Initiative: Conduct a data analysis to identify current and future markets and market gaps</i>	Conduct study to find out what the current market gaps for restaurant, retail and other business are in the WSP community.	Data gathering ongoing, awaiting community survey results.	
<i>Initiative: Identify redevelopment and bare land areas, prioritize, identify the desired use for each (i.e. residential, mixed use, etc...)</i>	Make sure we are matching desired businesses with potential areas for redevelopment and actively marketing.	Data gathering, analysis in progress. Map based tracking method established. Need to identify community desired businesses, awaiting community survey results.	
<i>Initiative: Evaluate business subsidy policies and programs</i>	Make sure business subsidy policy and programs are aligned. Establish clear parameters for all economic development subsidy programs.	Complete. City Council approved in Q4 2021.	
<i>Initiative: Evaluate housing improvement area opportunities</i>	Evaluate options under MN Statute 428A.11-.21 to establish housing improvement areas in WSP.	Not started yet.	
<i>Initiative: Evaluate policies/programs that support housing maintenance (SFH, rental) and promote affordability</i>	Establish clear housing vision, evaluate housing data, review programs, policies and procedures.	Not started yet.	
<i>Initiative: Targeted zoning updates to facilitate walkability, aesthetics, and business retention/recruitment</i>	Continue with study and evaluation to align comp/renaissance/development plans with zoning and ordinances.	City Council approved Step 1 in Q3 2021. Additional data gathering and analysis ongoing. Round 2 of proposals expected after delivery of Bike and Ped Plan in Q3 2022.	
<i>Initiative: Evaluate, plan and implement actions to identify and remove/mitigate real and perceived barriers to trust in public safety programs/services</i>	Conduct a study to evaluate trust in public safety in the WSP community, develop options for consideration to improve.	Equity team has identified stakeholders, project approach in development. Expect delivery to City Council in Q4 2022.	
<i>Initiative: Work with Dakota County, DCC and others to implement supportive mental health crisis intervention protocols</i>	Establish Council policy on mental health response, continue efforts to follow policy and put plans and procedures in place to follow the policy.	Ongoing efforts to improve partnership to improve mental health response. Anticipate reporting from DCC in Q4 re: success of changes for evaluation.	
<i>Initiative: Establish guidelines, policies necessary to prepare CIP for local roads</i>	Ensure all policies, guidelines, etc... are in place for preparation of the local roads CIP, and for updates of all other CIPs.	Data gathering ongoing, CIP development begins in Q3 2022.	