

City of Scottsbluff, Nebraska

Monday, April 15, 2019

Regular Meeting

Item Reports6

Council to receive a list of City Manager goals.

Staff Contact: Nathan Johnson, City Manager



April 15, 2019

RE: City Manager Goals - 2019 - 2020

Organizational Goals

- Council/Manager Relations
 - Strengthen relationships through open communication
 - Continue to educate Council Members on City financials, projects and operations
- Financial
 - Maintain a balanced budget
 - Analyze and develop creative funding mechanisms to complete Capital projects
 - Analyze and develop procurement policies (i.e. Equipment Depo/Central Yard, purchasing procedures, etc.)
 - Research, evaluate and explore public/private partnerships (P3's)
- Economic Development
 - Implement Regional Economic Development Plan
 - Incorporate Economic Development Funds into viable projects in the City and Region
 - Continually expand Business Retention & Expansion Program
 - Implement 5 year annexation plan
 - Develop and implement blight studies when possible to incentivize development through Tax Increment Financing (TIF)
 - Market Opportunity Zone in Southeast section of the City to incentivize development
- Infrastructure
 - Complete construction of 42nd Street
 - Complete phase II of the Platte Alliance Water Supply (PAWS) study

- Develop and implement long term Capital Improvement Plan (CIP)
 - Construct 5 mega-watt (MW) Solar Project
 - Develop solid waste disposal options for the City
 - Establish funding mechanism(s) to move the 23 Club revitalization project forward
- Public Safety
 - Analyze and develop plan to bring the City's ISO rating to a 2, currently at a 3
 - Develop and implement a regional public safety training facility
- Business Corridors
 - Implement Downtown Revitalization Plan/Downtown Plaza and East Overland Revitalization Plan
 - Establish funding mechanism(s) for each project to move them forward
 - Establish outreach program in all business corridors
- City Operations
 - Innovation
 - Streamline operations when available
 - New approaches, new ideas, new solutions
 - Communication - continuous and open
 - Customer Service - strive to be the best
 - Succession Planning
 - Enhance morale throughout the organization
 - Regularly visit departments
 - Employee Appreciation
 - Strive to be the "Employer of Choice" in the Community
- Personnel
 - Negotiate contracts with the Police, Fire and Public Works Unions
 - Strengthen relationships with all three unions



- Community Relations
 - Participate in Community Events/Activities
 - Community Outreach
- Other Goals as directed by the City Council

Professional Goals

- Obtain International City/County Management Association (ICMA) Credentialed Manager (CM) designation (ICMA-CM) in April 2020
- Continually develop knowledge, skills and abilities to effectively manage the City
 - Focusing on continually developing:
 - Relations with Elected Members of the Governing Body
 - Policy Execution
 - Reporting
 - Staffing
 - Innovation
- Host successful Nebraska City/County Management Association (NCMA) Annual Conference - June 19-21, 2019
- Represent the Nebraska City/County Management Association (NCMA) with integrity as their President beginning in September 2019
- Other Goals as directed by the City Council