

**City Council
Agenda Item 10.C
Meeting of May 18, 2026**



Title: Strategic Plan quarter one report

Report from: Sarissa Seracki, Senior Management Coordinator

Submitted Through: Erik Nilsson, City Attorney
Moranda Dammann, Assistant City Manager
Mike Funk, City Manager

Presenter: Mike Funk, City Manager

Action Requested: Motion

Form of Action: Report

Votes needed: 4 votes

Summary Statement

The strategic plan is an instrumental and living document that guides the work of the city. Quarterly updates keep the city council and community informed on the efforts of the city's six strategic priorities. Quarter one ended March. 31, 2026 and the quarter one progress report has been generated.

Recommended Action

Motion to accept the report.

Strategic Plan Relatability

N/A

Financial Consideration

No

Background

At the end of 2023, staff recommended that the city council revisit the strategic profile that was developed in 2020 and participate in a strategic planning session with an outside consultant. In 2024, the city hired Craig R. Rapp with Rapp Consulting Group to conduct the strategic plan update during the April 19-20, 2024, special study sessions. During the sessions, city council affirmed the six priorities: Financial Strength and Operational Excellence, Safe and Healthy Community, Sustainability and Natural Environment, Livable and Well-Planned Development, Infrastructure and Asset Management, and Community Inclusiveness. City council and leadership also discussed the second level of the plan during the special study sessions, which are now referred to as desired outcomes.

Throughout 2024 each strategic priority was brought forth to city council during a study session to further the conversations from the April strategic planning sessions. Some strategic priorities, definitions, desired outcomes, metrics and targets were adjusted after those conversations. Those updates are reflected in the current Strategic Plan. To develop the 2025 actions steps, city staff held two separate

workshops on Oct. 31 and Nov. 1. About 40 city staff members attended those workshops which allowed for collaboration and discussion across city departments.

The Strategic Plan was imported into the city's strategic planning software, Envisio. This software tracks the progress of all other three levels of the plan and generates a community dashboard. The top level of the plan includes six strategic priorities. Each priority is led by a team lead who oversees the development and progress of the two levels below, desired outcomes and action steps. The team lead pulled in a variety of staff who have expertise in specific areas and were assigned as the owner or contributor to the action steps. Additionally, the groups also identified performance metrics to help visually support the desired outcomes.

The 2026 action items were accepted by city council during the Jan. 12, 2026 meeting and the first quarter of the year has been completed. Written updates for the top two levels, strategic priorities and desired outcomes, are included in the report. Written updates for the action steps can be found on the [community dashboard](#). Additionally, there are multiple progress indicators throughout the report. Total plan progress is summarized on the second page of the report by indicating the percentage of action steps that are "complete," "on track," "some disruption" or "major disruption." Similar indicators are available throughout the report for the progress of each strategic priority and desired outcome.

A few of the performance metrics identified by staff are included in the progress report, however, more performance metrics can be viewed on each strategic priority's page within the community dashboard:

- [Financial Strength](#)
- [Safe and Healthy Community](#)
- [Sustainability, Resilience and Natural Environment](#)
- [Livable and Well-Planned Development](#)
- [Infrastructure and Asset Management](#)
- [Community Inclusiveness](#)

City staff will continue to enhance performance metrics and add more throughout the year. Additionally, performance metrics from the 2026 community survey results will be added to the [community dashboard](#).

ATTACHMENTS:

[Strategic Plan - quarter one progress report](#)