

CITY OF RAYMORE GOALS, OBJECTIVES AND ACTION STEPS – 2014

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A. IMPROVED HOUSING

1. Promote neighborhood enhancement and re-enhancement.
 - a. Support preparation of neighborhood plans in the spirit of the Original Town Neighborhood Plan performed in 2009. This would likely occur on a request basis by a neighborhood interested in putting together a plan. Comm. Dev. Director
 - b. Consider establishment of a matching fund program for homeowner associations and neighborhoods to make public improvements such as street trees, sidewalks, or a general neighborhood clean-up program. Comm. Dev. Director
 - c. Consider establishing a City program to provide assistance to low and fixed income residents to assist with abatement of property maintenance matters. Comm. Dev. Director
 - d. Create a brochure that publicizes assistance programs available to homeowners that have property maintenance issues. Comm. Dev. Director
2. Create housing for the complete life cycle. Comm. Dev. Director
 - a. Support development applications that would provide opportunities for life cycle housing. Comm. Dev. Director
 - b. Consider establishing development incentives (increased density; reduced building setbacks; reduced permit fees) for projects that would provide life cycle housing. Comm. Dev. Director
 - c. Consider establishing zoning districts that allow for a mixture of residential units to create neighborhoods that contain life cycle housing. Comm. Dev. Director
3. Designate redevelopment areas, both infill and new. Comm. Dev. Director
 - a. Prepare a redevelopment plan for the City that identifies undeveloped and underdeveloped properties. Comm. Dev. Director

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| b. Discourage leap-frog development projects that create a need for expansion of the City's infrastructure when the project could be supported through infill development. [GMP Action Step] | Comm. Dev. Director |
| 4. Review building codes and standards. | |
| a. Complete an annual review of all building codes and standards to determine if any additions or modifications are necessary. | Comm. Dev. Director |
| b. Maintain a schedule to adopt published updates to the International Building Code series every 3 years. | Comm. Dev. Director |
| 5. Improve affordability of housing. | |
| a. Support development projects and initiatives that utilize available funding sources, such as state tax credits, to improve the affordability of housing. | Comm. Dev. Director |
| b. Review the City fee schedule to determine if any development or building permit fees can be reduced. | Comm. Dev. Director |
| c. Ensure land areas are planned for and zoned that will allow for construction of new multi-family housing units. | Comm. Dev. Director |
| d. Ensure that options exist for individuals of a broad range of income levels to be able to afford to purchase a home in Raymore. [GMP Action Step] | Comm. Dev. Director |
| e. Eliminate any barriers that prevent the construction of housing that is affordable. [GMP Action Step] | Comm. Dev. Director |
| f. Review the City Code to eliminate any unnecessary regulation that would prevent the construction of housing that is affordable. [GMP Action Step] | Comm. Dev. Director |

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B. VIGOROUS COMMERCE

1. Promote development around the new North Cass Parkway.
 - a. Assist Good-Otis LLC to select a developer for retail development. Econ. Dev. Director
 - b. Assist Good-Otis LLC in improving access to the site. Econ. Dev. Director
 - c. Assist the developer in working with various agencies to provide utilities (gas, power, water) to the site. Econ. Dev. Director
 - d. Continue to market the site at the ICSC trade shows and with retailers and commercial developers. Econ. Dev. Director
 - e. Work with Good-Otis LLC to develop the property as a Missouri Department of Economic Development Certified Site. Econ. Dev. Director
2. Maintain an effective infrastructure.
 - a. As development occurs, ensure that infrastructure is installed in accordance with approved Master Plans for sewer and water and the Transportation Master Plan. Public Works Director
 - b. Consider adoption of water quality standards (Best Management Practices - BMPs) such as filter strips and pervious pavement, for all construction. Public Works Director
3. Create a quality business park to attract quality jobs.
 - a. Provide transportation links (roads; sidewalks; trails) to connect business park areas within the community. Econ. Dev. Director
 - b. Encourage development of a business park in the North Cass Parkway/I-49 corridor. [GMP Goal] Econ. Dev. Director

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- c. Continue to work with Good-Otis LLC to develop a quality business park in the Good Ranch property adjacent to I-49. Econ. Dev. Director
 - d. Continue to market Raymore’s business park in the Good Ranch through KCADC, the Missouri Partnership, and commercial and industrial developers. Econ. Dev. Director
 - e. Work with Good-Otis LLC to develop the property as a Missouri Department of Economic Development Certified Site. Econ. Dev. Director
 - f. Continue to work with the University of Central Missouri on a possible research facility at the Good Ranch business park. Econ. Dev. Director
 - g. Encourage establishment of appropriate permitted uses for the business park area in accordance with the Good Ranch Master Plan. Econ. Dev. Director
 - h. Assist Good-Otis LLC in creating a conceptual plan for the area they control south of 195th Street. Econ. Dev. Director
 - i. Assist Good-Otis LLC in developing a spec building plan for the area they control south of 195th Street. Econ. Dev. Director
 - j. Explore with the developer the rezoning of property currently zoned agricultural. Econ. Dev. Director
4. Strategically plan annexation.
- a. Support annexation of land that would be considered prime land for commercial development. [GMP Action Step] Comm. Dev. Director
 - b. Identify those areas that the City should focus on for future annexations. Comm. Dev. Director
 - c. Modify our Resolution-of-Intent annexation intent area based upon the analysis conducted by staff so far and Council work session discussion, scheduled 1/20/14. Comm. Dev. Director

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- d. Develop incentives for parcels determined to be in the City’s interest to annex, such as property tax abatement, if they annex now. The incentive might be kept in place until the parcel develops. Comm. Dev. Director
- e. Review the City’s current intent-to-annex area and consider modifying it to exclude land area that is unlikely to be provided City infrastructure. Comm. Dev. Director
- f. Establish annexation agreements with neighboring communities. Comm. Dev. Director
- 5. Promote and support current businesses for retention.
 - a. Continue to respond to concerns from Raymore businesses Econ. Dev. Director
 - b. Maintain and provide state, regional and local financial information that can assist local businesses. Econ. Dev. Director
 - c. Maintain building and site inventories to assist expanding businesses. Econ. Dev. Director
 - d. Use social media to market and assist existing businesses. Econ. Dev. Director
- 6. Attract new businesses.
 - a. Continue to market the Raymore community to retailers, commercial brokers, and industrial brokers through trade shows and direct provision of demographic information. Econ. Dev. Director
 - b. Continue to work closely with KCADC and the Missouri Partnership on potential leads. Econ. Dev. Director
- 7. Attract quality retail.
 - a. Continue to provide Raymore demographic information to the quality retailers whose demographic requirements the City meets, or nearly meets. Econ. Dev. Director
 - b. Continue to provide information on available sites. Econ. Dev. Director

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C. EDUCATIONAL OPPORTUNITY

1. Recruit college and community education.
 - a. Continue to work with the University of Central Missouri to establish an outreach research lab/future educational facility. Econ. Dev. Director
2. Ensure a quality school district.
 - a. Conduct an educational summit between the City and the School District to discuss areas of possible collaboration. City Manager
 - b. Enhance communication between administrative staff of the School District and the City by holding semi-annual meetings. City Manager
 - c. Assist in creating social connectivity – City and School District work together to establish web site links and work on connectivity and sharing of information. City Manager
Community Outreach Coordinator
 - d. Construct infrastructure improvements near schools. City Manager
 - e. Annex 58 Highway to Raymore-Peculiar East Middle School. City Manager
 - f. Explore with the School District the possibilities for a joint-use recreational facility, possibly including a pool. City Manager
 - g. Work with School District to place a City police officer (School Resource Officer – SRO) in a school or schools. Police Chief
 - h. Work with the School District on augmenting security in their facilities. Police Chief
 - i. Work on facility use agreements that are mutually beneficial. Parks & Recreation

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Director

j. City and School District media operations develop joint programs.

City Manager
Community Outreach
Coordinator

k. Presentations by City staff to school classes on worthwhile topics.

City Manager

l. Develop a teen center.

Parks & Recreation
Director

3. Improve high-speed internet.

a. Examine constructing our own City-owned network.

City Manager

D. IMPROVED TRANSPORTATION

1. Maintain the quality of existing infrastructure.

a. Continue to follow the recommendations of the Pavement Management Plan. Assess the condition of the road network on a regular basis to determine necessary improvements and revise the long-term improvement plan accordingly.

Public Works Director

2. Improve East-West street connections.

a. Connect 163rd Street from Foxridge to Kentucky and from its eastern terminus in Creekmoor to Madison Street.

City Manager

b. Maintain the pavement of 155th Street at an appropriate level.

Public Works Director

c. Examine installing access management techniques on 58 Highway.

Public Works Director

d. Complete Bristol from Brookside to Stonegate.

Comm. Dev. Director

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- e. Connect Johnston Drive from its current western terminus to Dean Avenue. Comm. Dev. Director
- f. Connect Foxridge from its southern terminus to Dean Avenue. Comm. Dev. Director
- 3. Improve existing roads and traffic flow.
 - a. Continue to follow the recommendations of the Pavement Management Plan. Assess the condition of the road network on a regular basis to determine necessary improvements and revise the long-term improvement plan accordingly. Public Works Director
 - b. Adhere to access management guidelines from Transportation Master Plan and develop an Access Management Development Guide. (Include, particularly, guidelines for 58 Highway and also ensure they are adhered to on Dean Avenue as the properties along it develop.) Public Works Director
 - c. Retain a Traffic Engineer to develop recommendations for improving traffic flow on 58 Highway. Public Works Director
- 4. Improve North-South street connections.
 - a. Ensure that a turn lane is constructed by the Creekmoor developer on southbound Foxridge Drive to westbound 58 Highway at such time as it is warranted in the opinion of City. Comm. Dev. Director
 - b. Extend Sunset Lane from its current northern terminus to 163rd Street. Comm. Dev. Director
 - c. Extend Dean Avenue to 195th Street. Econ. Dev. Director
 - d. Engage in discussions with Belton about improving Kentucky Road. City Manager
 - e. Improve/widen N. Madison Street from 163rd Street to 155th Street. Public Works Director
 - f. Improve Ward Road in unincorporated Cass County (re-engage County regarding a cooperative project.) Public Works Director

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- g. Complete N. Cass Parkway from Brook Parkway to 195th Street, as shown on the Transportation Master Plan. Comm. Dev. Director

E. RECREATION

- 1. Build an activity center.
 - a. Conduct a feasibility study to determine what is desired by the community, what is affordable, and what is sustainable in the long term. City Manager
 - b. Place a general obligation bond issue on the ballot to secure funding for the center determined to be desirable, affordable and sustainable. City Manager
- 2. Connect City trails to external trails.
 - a. Undertake a City Trails Master Plan that includes connections to external trails. (Funding in the 2014 CIP budget includes funding in the amount of \$8,000 for such a plan.) Parks & Recreation Director
- 3. Provide more park activities for adults.
 - a. Follow through on items for adult and senior programming coming out of the Community Center / Outdoor Athletic Complex Feasibility Study. Parks & Recreation Director
 - b. Construct the disc golf course that is included in the FY 2014 Capital Budget. Parks & Recreation Director
 - c. Develop special events such as a Hot Air Balloon Event, an Art Fair and a Summer Concert Series. Parks & Recreation Director
- 4. Create more neighborhood parks.
 - a. Proceed with development of Hawk Ridge Park, per the adopted master plan recommendations for the park. Parks & Recreation Director

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- b. Proceed with development of the Farmers Market area, per an adopted master plan for the area. Parks & Recreation Director
- c. Consider accepting early dedication of the Timber Trails property for use before full development of that area. Parks & Recreation Director
- d. Accept dedication of land by developers rather than a fee-in-lieu of dedication. Parks & Recreation Director

F. COMMUNICATION

1. Create gathering places.

- a. Proceed with development of the Farmers Market area, per an adopted master plan for the area. Construct improvements to the Farmers Market area (e.g. a pavilion, a stage) that will further enhance this future park as a gathering area. Parks & Recreation Director
- b. Develop Hawk Ridge Park, in line with the master plan being completed at this writing, to include places to gather. Parks & Recreation Director
- c. Construct an indoor recreation center, to include gathering places. City Manager
- d. In new developments, accept land dedication for neighborhood parks that can serve as a gather area for the neighborhood, rather than a fee in lieu of dedication. Parks & Recreation Director
- e. Work with private commercial developers to place gathering areas in their developments. Comm. Dev. Director

2. Utilize citizen surveys more in the planning process.

- a. Look at amending the bi-annual citizen survey to get more detailed information from people regarding those areas they give a score below “Neutral.” City Manager

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| b. | Consider “off-year” surveys that can delve more deeply into issues arising out of the bi-annual survey or into other issues that have developed in the course of the year. | City Manager |
| c. | Use City media to address concerns brought to light in surveys. | City Manager |
| d. | Tie budget allocations to issues that come out of the Citizen Survey. | City Manager |
| 3. | Encourage neighborhoods to have community activities. | |
| a. | Encourage and attend neighborhood block parties. | City Manager |
| | 1. Examine how the City might make block parties easier. | |
| | 2. Sponsor and publicize block parties. | |
| b. | Conduct neighborhood “town hall” meetings. | City Manager |
| c. | Encourage neighborhoods to set up Neighborhood Watch programs. | Police Chief |
| 4. | Engage the silent majority. | |
| a. | Form a Raymore Arts Council to encourage public art and the display of private art throughout the city. | Parks & Recreation
Director |
| b. | Form a Raymore Beautification Committee to explore and champion beautification projects throughout the city. | Parks & Recreation
Director |
| c. | Create a Police Department community outreach program to include outreach to neighborhood associations and businesses. | Police Chief |
| d. | As recommended in the recently adopted Growth Management Plan (GMP), expand the function of | Comm. Dev. Director |

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the Raymore Review to communicate not only about City government business but also to serve as a clearinghouse to let the community know about all sorts of community events.

- e. Have a City booth at the Raymore Festival in the Park. City Manager
 - f. Have a booth at the Raymore Farmers Market. City Manager
 - g. Conduct a City Hall Open House. City Manager
 - h. Engage the local media (Raymore Journal, N. Cass Star-Herald, Democrat-Missourian) in City matters. City Manager
 - i. Create a City app. City Manager
Community Outreach
Coordinator
 - j. Use tools such as Mindmixer to obtain community input on a continuous basis. City Manager
 - k. From the City's GMP: Make the City a central gathering point for gathering and disseminating community information by:
 - 1. Establishing links and work on connectivity and sharing of information available between the City, school district and local churches.
 - 2. Continue to expand the methods by which information is distributed by the City about community events.
5. Upgrade the City access channel.
- a. Purchase equipment to improve the signal that is pushed out to cable providers. City Manager

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- b. Work with Comcast to push out a digital signal. (The current signal is analog.) City Manager
 - c. Investigate to determine if new camera and microphone technology is available that would improve both visual and audio quality of the broadcast and determine costs of improvements can be made. City Manager
 - d. Conduct a complete review of the existing system and “map” the route that the signal takes to get from the broadcast point to the cable providers to determine if the route can be improved to provide a better broadcast signal. City Manager
 - e. Explore a different camera set-up in the Council chambers to improve the viewer’s video experience during Council meetings. City Manager
 - f. Improve acoustics in the Council Room. City Manager
6. Create citizen advisory boards to work with the City.
- a. Form a Raymore Arts Council. Parks & Recreation Director
 - b. Form a Raymore Beautification Committee. Parks & Recreation Director
 - c. Consider creation of a Citizens Advisory Police Committee. Police Chief
7. Provide more listening opportunities with the citizens.
- a. Have periodic ward meetings sponsored by the ward representatives on the City Council from those wards. City Manager
 - b. Have a booth at the Raymore Farmers Market. City Manager
 - c. Attend block parties. (Encourage block parties.) City Manager

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- d. Have City staff meet with neighborhood associations to hear their concerns and answer questions. Create a staff liaison for neighborhood associations so they can call us with concerns. City Manager
- e. Hold Town Hall meetings on specific items. City Manager
- f. Hold a City Government Open House, perhaps during Missouri Local Government Week. City Manager
- 8. Improve acoustics in the Council chamber.
 - a. Determine if measures are available to soundproof the HVAC units on the roof directly above the Council chambers. City Manager
 - b. Determine if HVAC unit fans can be shut down once the set temperature is reached in the Council room. City Manager
 - c. Call in an expert to determine if hanging baffles or any other measures might improve the acoustics of the room. City Manager

G. IMAGE

- 1. Maintain the feeling of community safety.
 - a. Revise our hiring process to speed up the amount of time it takes to fill a police officer vacancy when one occurs. Police Chief
 - b. Identify an officer whose duties will be to provide school, community and business outreach. Police Chief
 - c. Have more reports written on mobile data terminals, in order to maintain officer presence in areas of the city. Police Chief
 - d. Re-energize the Community Emergency Response Team (CERT) by reconnecting with individuals Police Chief

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who have previously participated and reaching out to others in our community.

- e. Increase the use of bicycle patrol. Police Chief
 - f. Determine and implement a method of better utilization of the Citizen’s Academy graduates, through the creation of an Alumni Association. Police Chief
 - g. Increase Command or Community Outreach presence at business association meetings. Police Chief
 - h. Increase presentations and public forums. Police Chief
2. Promote high-quality places and buildings.
- a. Refine existing design standards and establish new standards to ensure quality developments are built. [GMP Goal] Comm. Dev. Director
 - b. Review existing projects that have been constructed under current design standards to determine if there are any modifications that could have been done to enhance the quality of the project. [GMP Action Step] Comm. Dev. Director
 - c. Review costs and benefits of establishing a higher overall design standard for new buildings. [GMP Action Step] Comm. Dev. Director
 - d. Determine the appropriateness of creating a design “theme” for the City. [GMP Action Step] Comm. Dev. Director

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| e. | Review design standards as they pertain to a site, such as access, landscaping, lighting and signage, to determine if any modifications are necessary to ensure quality developments are built. [GMP Action Step] | Comm. Dev. Director |
| 3. | Host external events such as car shows, motorcycle ride-ins, golf tournaments, bicycle clubs, etc. | |
| a. | Staff is currently working on the following special events to be presented to the Park Board for their consideration, including a Hot Air Balloon Festival, a Barbeque Contest, and a “Touch a Truck” children’s event. | Parks & Recreation Director |
| b. | Put on more youth and adult tournaments | Parks & Recreation Director |
| 4. | Provide a strong community identity. | |
| a. | Explore revising the City logo to better reflect the current character of our community. | City Manager |
| b. | GMP Item: “Establish standards and promote programs that build upon Raymore being the “Garden Spot of the State.” | Comm. Dev. Director |
| c. | Build on the history of Raymore as a horse-friendly community. | City Manager |
| d. | GMP Item: “Install Raymore identification signs as gateway entrance markers to the City.” | Comm. Dev. Director |
| e. | Erect wayfinding signs. | Comm. Dev. Director |
| f. | GMP – “Establish a task force to help identify the unique aspects of Raymore and create a ‘brand’ for the City. | Comm. Dev. Director |
| g. | Be a bicycle-friendly community. | Comm. Dev. Director |

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5. Create a long-term financial plan.
 - a. Perform an annual review of certain revenues/expenditures (e.g. housing starts, commercial start-ups, insurance costs, utility costs) to identify upward or downward trends. Finance Director
 - b. Create a 10-year projection for each of the operating funds and the Debt Service Fund. Finance Director
 - c. Identify large operational expenses that will occur in future years and plan accordingly. Finance Director

H. CULTURE

1. Build a community center.
 - a. Conduct a feasibility study to determine what is desired by the community, what is affordable, and what is sustainable in the long term. City Manager
 - b. Place a general obligation bond issue on the ballot to secure funding for the center determined to be desirable, affordable and sustainable. City Manager
2. Create entertainment venues.
 - a. Explore creating a stage or other performance area of some sort in the Farmers Market Park area. Parks & Recreation Director
 - b. Explore creating a stage, amphitheatre or other performance area of some sort in Hawk Ridge Park. Parks & Recreation Director
 - c. Create a performance area in a future indoor center. City Manager
3. Promote and support public art.
 - a. Form a Raymore Arts Council to encourage public art and the display of private art throughout the city. Parks & Recreation Director

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- b. Budget for public art in the City budget. City Manager
- c. Have periodic public art displays at City Hall, Public Works facility, Park House. City Manager
- d. Require landscaping features for entrances to private developments. Comm. Dev. Director
- e. Institute a policy requiring private developments to earmark a certain percentage for public art. Comm. Dev. Director
- 4. Build a civic center.
 - a. Conduct a feasibility study to determine what is desired by the community, what is affordable, and what is sustainable in the long term. City Manager
 - b. Place a general obligation bond issue on the ballot to secure funding for the center determined to be desirable, affordable and sustainable. City Manager
- 5. Create unique cultural venues.
 - a. Explore creating a stage or other performance area of some sort in the Farmers Market Park area. Parks & Recreation Director
 - b. Explore creating a stage, amphitheatre or other performance area of some sort in Hawk Ridge Park. Parks & Recreation Director
 - c. Create a performance area in a future indoor center. Parks & Recreation Director

I. EMPLOYEE RELATIONS

- 1. Provide employees with the resources they need to be productive.
 - a. For the Police Department, provide a Records Unit copier, a security wand, and a license plate reader. Police Chief

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| b. Offer refresher courses on basic computer programs and encourage employees to be well-trained. | City Manager |
| c. Remind employees/supervisors of offerings through Local Gov U. | City Manager |
| d. Properly train employees for conversion from Microsoft products to Google products. | City Manager |
| e. Fully implement the SCADA system for Public Works. | Public Works Director |
| f. Provide clothing allowances for PD not currently being offered. | Police Chief |
| g. Make sure the City offers up-to-date software needed by employees. | City Manager |
| h. Provide personal protective equipment for police officers that currently do not have it. | Police Chief |
| i. Purchase Finance Department equipment budgeted in FY 2014. | Finance Director |
| j. Perform Incode upgrades as necessary. | Information Technology
Manager |
| k. Use Survey Monkey to ask employees for input on what resources they feel they need to be more productive. | City Manager |
| 2. Maintain a competitive workforce. | |
| a. Internally review compensation and classifications to ensure they are competitive with similar entities in the metro area. | Human Resources
Manager |
| b. Perform an annual review of the MARC salary survey against City positions to ensure compensation levels are competitive with similar entities in the metro area. | Human Resources
Manager |
| c. Perform an annual review of job descriptions to assure that at least 20% are reviewed with supervisor for accuracy each year. | Human Resources
Manager |

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| d. Review the City's Human Resources policy to ensure the City's policies are up to date and comparable to similar entities. | Human Resources
Manager |
| 3. Provide diverse benefit options. | |
| a. Perform an annual review of our benefit package vis-à-vis our comparator cities. | Human Resources
Manager |
| b. Continue to educate our employees on what is offered and their options in our benefit package | Human Resources
Manager |
| c. Explore prepaid legal services as an addition to our benefit package. | Human Resources
Manager |
| d. Explore additional tax-deferred savings plans, particularly a 401K, in addition to the current ING 403(b) plan, to allow employees to maximize the amount of tax deferred income they receive. | Human Resources
Manager |
| e. Explore the possibility of providing an employer match to the tax-deferred plan(s) that are offered. | Human Resources
Manager |
| 4. Improve communications between employees, the City Council, and community boards. | |
| a. Continue to conduct quarterly meetings between the City Council and the Park Board. | Parks & Recreation
Director |
| b. Conduct an annual meeting between the City Council and the Planning & Zoning Commission | Comm. Dev. Director |
| c. Conduct periodic meetings between the TIF Commission and the City Council. | Econ. Dev. Director |
| d. Conduct periodic meetings between the Tree Board and the City Council. | Parks & Recreation
Director |

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| e. Have the Planning & Zoning Commission and the Park Board meet either periodically or as necessary depending on issues before the City. | Comm. Dev. Director,
Parks & Recreation
Director |
| 5. Maintain/improve employee morale. | |
| a. Perform a survey to determine morale and ideas for morale improvement. | Human Resources
Manager |
| b. Ask the Employee Relations Committee for its input on morale and ideas for maintaining/improving it. | City Manager |
| c. Consider provision of memberships to a health/fitness center to improve employee health and fitness. | City Manager |
| d. Continue employee events we currently have – the annual picnic, the annual winter event, and quarterly recognition lunches. | City Manager |
| e. Increase ERCS financial support so that better and more events might be considered. | City Manager |
| f. Consider allowing departments to close their doors to the public and go to lunch together periodically. | City Manager |
| g. Consider amending the H.R. policy to allow employees to donate unused sick leave to other employees who are running short dues to a chronic illness or injury. | Human Resources
Manager |
| h. Continue to look for ways to communicate directly with employees on matters of City interest. | City Manager |
| i. Re-start the Employee Newsletter. | Human
Resources
Manager |
| j. Create an internal electronic bulletin board. | Information Technology
Manager |

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6. Review the LAGERS system.
 - a. Review options for increasing the employee benefit upon retirement, and costs of doing so. City Manager
 - b. Become fully informed on being able to change plans or the contribution for employee subgroups (new hire, police department vs. general, etc.) City Manager
7. Utilize the employee survey in planning and decision making. City Manager