

# 2019 COUNCIL GOALS

## **1. PROVIDE AUSTIN RESIDENTS QUALITY CITY SERVICES THAT RECOGNIZE EMPLOYEES ARE CRITICAL TO PROGRAMS AND ADMINISTRATIVE FUNCTIONS TO DELIVER ON PUBLIC PRIORITIES.**

- Competitive wages and an internally consistent pay plan ensures we pay city employees equally according to their job responsibilities while competing in a rapidly changing employment landscape. Council will consider the recommendations of the compensation and classification study and work to implement the findings to ensure internal equity and maintain a competitive pay structure for all employees.
- Recruitment for various city positions is a growing concern along with many other employers. The City will work to develop a more robust effort for recruitment to attract new hires.

## **2. MAKE AUSTIN A LEADER IN ECONOMIC DEVELOPMENT GROWTH WHILE FOCUSING ON ADDING QUALITY PAYING JOBS AND TAX BASE ENHANCEMENT.**

- Housing continues to be a leading challenge to business growth and many other community indicators of prosperity. Council will continue to look for a private partner for a multi-family building but will take the next proactive step in obtaining parcels for redevelopment that focus on an urban location. Being able to respond with a city-controlled site for development will position us to be able to meet our potential partners timeline and bring a project forward that also utilizes other incentives.
- New single and multi-family home construction can help free up more affordable options in our community and keeps our housing stock strong, provides housing choice and helps protect our tax base. Council will consider the possible extension of the Austin Homes Initiative which provides five years of tax abatement for any new single family or multi-family home construction.
- Working to promote internal development and attract business growth is something we have been able to respond to as a community in a highly competitive environment. Working with important partners of the DCA and Port Authority we recognize each offers an important component to the overall business development strategy which is proactive and forward leaning. We will look to refine the Grow Austin program to best respond to potential development projects and consider the ability of the Port Authority to increase their levy to respond to important business development opportunities.

**3. MAKE AUSTIN AN ATTRACTIVE COMMUNITY THAT VALUES PUBLIC PROGRAMS/AMENITIES AND PROTECTION OF OUR NATURAL RESOURCES THAT ULTIMATELY ENHANCE THE QUALITY OF LIFE.**

- Park Strategic Plan: Continue to compile an updated inventory on each park. As updated equipment or park changes are made we can ensure that regulatory provisions are met and equipment continues to serve generations to come. This inventory will be an asset when planning for future growth and during the annual C.I.P. budgeting process.
- The Jay C. Hormel Nature Center is a jewel for the City of Austin. Managing a resource like this can be expensive and demands a systematic assessment to maintain and deliver contemporary amenities. To achieve this balance a Master Plan will be completed for the Jay C. Hormel Nature Center. This plan along with achieving regional designation for our facility will allow us to vie for funding through the Greater Minnesota Regional Parks and Trails Commission as well as State legacy grant funding to serve as a financial resource to complete appropriate projects identified in the master plan.
- Our residents appreciate the value of our diverse community but integration is an important component to ensure all of our residents are a full part of Austin and feel welcomed. Outreach with representatives of the City will help develop a Citizens Academy that can be leveraged to fill vacant board spots, increase participation of diverse communities, develop new leaders, engage the community as a whole and encourage community collaboration.
- Focusing on the library's Strategic Goal of matching infrastructure to meet community needs, the library will embark on a three year plan (2019-2021), based on the January, 2019 proposal from Library Consulting LLC, to spend \$500,000 updating and adapting our almost 25-year-old building.
- With our wastewater permit renewed Council is able to make long-term decisions for growth and expansion of our community as well as update a plant which is outpacing its useful life in many areas. Cost concerns will be a chief issue when dealing with our most expensive asset as a community. Working with our State partners Council will advance our Facilities Plan to provide a cost effective and modern processing facility for our wastewater.
- Council will continue to reduce the inflow and infiltration into the collection system over a six-ten year period by performing in home sump pump inspections as well as line and manhole inspections to help limit further costly implications for our constituents. Additional efforts will be put forward for the protection of our wastewater collection system by regulating fats, oils and grease into the system which cause back-ups if not properly regulated.

- Continue development of the City of Austin flood mitigation program including scattered site acquisition and structural projects such as the Turtle Creek levee project, Lions Park and WWTP projects.

**4. A COMMUNITY DEPENDS ON THE PROTECTION OF ITS TAX BASE AND PRESERVING EXISTING HOUSING AND IMPROVE LIVABILITY IN AUSTIN NEIGHBORHOODS A PRIORITY.**

- Protection of our existing housing stock is critical to ensure Austin can remain prosperous. Council will develop a pilot program to be used in a targeted area to implement a data driven approach to neighborhood revitalization to engage individuals to create neighborhoods where residents are connected, informed and active. Analysis of the data will allow mobilization of resources in the pilot area with the intent to encourage investment and pride in the neighborhood.
- With the lack of new housing starts a systematic approach is needed to protect our existing housing stock. Opportunities for a more proactive approach to code enforcement, which doesn't rely on complaints only, vacant home registration and neighborhood revitalization efforts will be explored.
- Working with our partners on the Planning Commission Council will look to update of our comprehensive plan, downtown master plan and subdivision ordinance to reflect changes in, and correct inconsistencies with, current development trends.
- The Oakland and 1<sup>st</sup> Avenue corridor has been an area of the City that presents many conflicting uses with the plan goal of moving to commercial use. To date the City has not placed any focused attention to facilitate this transition, grow the downtown and present a more unified approach to development in this area.
- As an inclusive community for all our residents we will work to develop a prioritized and financially responsible plan to meet the Americans with Disability Act access ramp requirements. Building upon our inventory assessment we will conduct a public process with impacted constituencies to meet our goal of providing street designs that meet our needs for those constituents with disabilities.