

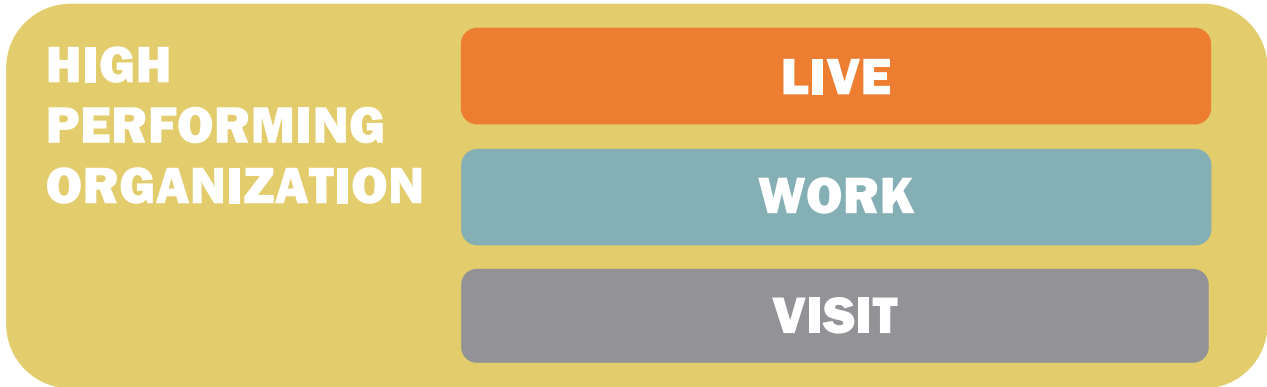
VISION

Create a progressive and safe community in which to live, work and visit.

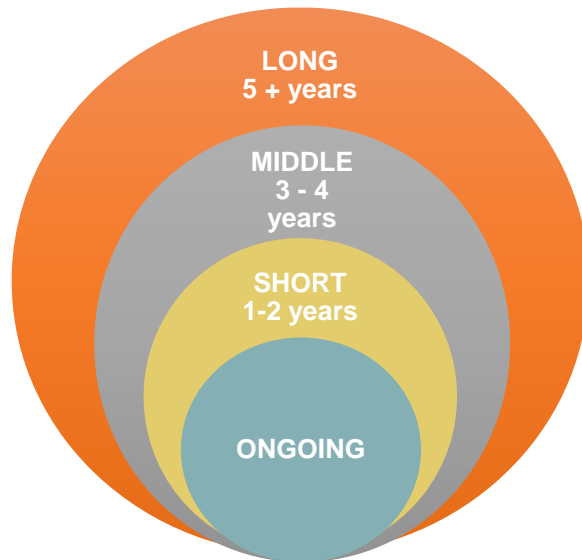
MISSION

Have a high performance organization that provides high quality services that enhance all citizens' quality of life.

GOALS



SCHEDULE / TIMELINE



City of Bonner Springs
Kansas



HIGH PERFORMING ORGANIZATION

Goal: Promote a transparent, team-based organization of employees challenged to provide high quality and fiscally responsible services.

	<u>ASSIGNMENT</u>	<u>SCHEDULE</u>
Objective 1: Promote a culture that values continuous improvement and employs participative leadership practices that fosters a High-Performance Organization.		
<ul style="list-style-type: none"> <i>Action Item #1:</i> Develop and adopt a performance management philosophy that encourages a trust based culture by: Promoting leadership at all levels; team-based evaluations; and aligning employees with community vision and goals. 	Human Resources	short
<ul style="list-style-type: none"> <i>Action Item #2:</i> Develop and implement citizen survey that has a visible and direct impact on decision making, budget setting, and provides metrics for services and delivery. 	City Manager	short
<ul style="list-style-type: none"> <i>Action Item #3:</i> Develop and implement a comprehensive communications policy to effectively reach both staff and community members. 	City Clerk	short
Objective 2: Support facilities and technology advancements that focus on organizational needs and effective customer service		
<ul style="list-style-type: none"> <i>Action Item #1:</i> Increase transparency by implementing best practices for budget presentation and creating digital access to City financials. 	Finance	short
<ul style="list-style-type: none"> <i>Action Item #2:</i> Evaluate and plan for centralized government services center (City Hall) that provides easy access for citizens. 	City Manager	short

<ul style="list-style-type: none"> • <i>Action Item #3:</i> Develop and implement consistent customer service standards, training, and evaluation organization-wide. 	All Departments	ongoing
Objective 3: Expand leadership opportunities through staff development, opportunities for participation in decision-making and providing for feedback.		
<ul style="list-style-type: none"> • <i>Action Item #1:</i> Develop “succession-plans” to encourage cross training and professional development. 	Human Resources	mid
<ul style="list-style-type: none"> • <i>Action Item #2:</i> Promote cross-departmental leadership teams that are focused on “collective results” in support of the vision and strategy of the organization. 	City Manager	ongoing
<ul style="list-style-type: none"> • <i>Action Item #3:</i> Review opportunities for all staff to provide feedback to Management in support of Trust-Based relationships. 	City Manager	short
Objective 4: Recruit and retain City employees through competitive pay and benefits while fostering a positive work environment		
<ul style="list-style-type: none"> • <i>Action Item #1:</i> Identify core and job specific competencies that focus on a <i>networked talent model</i> (e.g. Each job description highlights Management, Leadership, Tasks, and Team Skills). 	Human Resources	mid
<ul style="list-style-type: none"> • <i>Action Item #2:</i> Develop and implement Compensation Philosophy to provide details for compensation levels and creates an equitable system for service and performance. 	Human Resources & City Manager	short

LIVE

Goal: Maintain a clean, vibrant community where people feel secure and enjoy a built environment that protects existing character while encouraging sustainable growth.

	<u>ASSIGNMENT</u>	<u>SCHEDULE</u>
Objective 1: Promote a positive level of real and perceived safety that reflects a thriving atmosphere in which to live, work and visit.		
<ul style="list-style-type: none"> <i>Action Item #1:</i> Prepare and adopt “Complete Streets” policy. 	Community & Economic Development	mid
<ul style="list-style-type: none"> <i>Action Item #2:</i> Establish Neighborhood Traffic Safety Program. 	Police	mid
<ul style="list-style-type: none"> <i>Action Item #3:</i> Provide training for firefighters on building codes. 	Fire	mid
<ul style="list-style-type: none"> <i>Action Item #4:</i> Implement K9 unit to increase drug enforcement in targeted areas. 	Police	short
<ul style="list-style-type: none"> <i>Action Item #5:</i> Assess response needed for adequate public safety presence at entertainment venues and special events. 	Police, Fire, EMS	ongoing
Objective 2: Increase visibility and police engagement in the community		
<ul style="list-style-type: none"> <i>Action Item #1:</i> Increase social media outreach, news releases, and other public engagement opportunities. 	City Clerk	short
<ul style="list-style-type: none"> <i>Action Item #2:</i> Establish notification system to alert citizens in the event of emergency. 	City Clerk	short
<ul style="list-style-type: none"> <i>Action Item #3:</i> Develop community programs (e.g. Citizen’s Academy) to encourage community based policing. 	Police	short

Objective 3: Provide high quality code enforcement while endorsing targeted redevelopment.		
<ul style="list-style-type: none"> <i>Action Item #1:</i> Evaluate property maintenance policies, procedures and fines to eliminate blight. 	City Attorney	short
<ul style="list-style-type: none"> <i>Action Item #2:</i> Inventory dilapidated structures, vacant lots and tax delinquent properties for overlap and utilize Land Bank/tax sale programs where appropriate. 	Community & Economic Development	mid
<ul style="list-style-type: none"> <i>Action Item #3:</i> Identify and address acquisition priorities in redevelopment areas to eliminate blight and create opportunities for future development. 	Community & Economic Development	mid
Objective 4: Preserve and increase the supply of housing for all income groups while increasing commercial/industrial sites.		
<ul style="list-style-type: none"> <i>Action Item #1:</i> Modify zoning ordinance to increase density (Density bonuses/Transfer of Development Rights). 	Community & Economic Development	short
<ul style="list-style-type: none"> <i>Action Item #2:</i> Create “Nodal” Development Plans near major intersections (i.e. Speaker & K7). 	Community & Economic Development	mid
<ul style="list-style-type: none"> <i>Action Item #3:</i> Utilize PHA to acquire and construct income based housing. 	Public Housing Authority (PHA)	long
<ul style="list-style-type: none"> <i>Action Item #4:</i> Promote strategies to support and encourage mixed-use development in the Downtown. 	Community & Economic Development	mid

WORK

Goal: Encourage and invest in infrastructure to maintain and grow a diverse economy, while providing high quality services.

	<u>ASSIGNMENT</u>	<u>SCHEDULE</u>
Objective 1: Enhance the safety, maintenance, convenience and appearance of the transportation network.		
<ul style="list-style-type: none"> <i>Action Item #1:</i> Establish Pavement Condition Index to prioritize street repair needs. 	Public Works	short
<ul style="list-style-type: none"> <i>Action Item #2:</i> Identify preventive maintenance needs for streets and develop action plan based on Pavement Condition Indexing. 	Public Works	short
<ul style="list-style-type: none"> <i>Action Item #3:</i> Develop CIP for major roadways and sidewalk corridors. 	Public Works	mid
<ul style="list-style-type: none"> <i>Action Item #4:</i> Evaluate city street light network, determine needs, and update street light code. 	Public Works	mid
<ul style="list-style-type: none"> <i>Action Item #5:</i> Develop a multimodal transportation plan that incorporates bike lanes, parks, and trails. 	Community & Economic Development	mid
Objective 2: Establish a strong economic development program that utilizes strategic policies and a comprehensive tool kit of resources to strengthen Bonner Springs, and encourages business investment in all parts of the City.		
<ul style="list-style-type: none"> <i>Action Item #1:</i> Create the economic development tool kit containing policies and programs such as business grants, loans, innovation funding, and small business assistance that support business recruitment, development, and retention. 	Community & Economic Development	short

<ul style="list-style-type: none"> • <i>Action Item #2:</i> Develop policy for strategic property acquisition and disposition. 	Community & Economic Development	mid
<ul style="list-style-type: none"> • <i>Action Item #3:</i> Implement use of automation in permitting. 	Community & Economic Development	short
Objective 3: Enhance Tiblow public transit services		
<ul style="list-style-type: none"> • <i>Action Item #1:</i> Evaluate need to create centralized transit hub; explore and develop potential funding opportunities to construct hub. 	City Clerk	long
<ul style="list-style-type: none"> • <i>Action Item #2:</i> Evaluate existing relationships; explore and develop potential partnerships that would improve regional mobility. 	City Clerk	long
Objective 4: Develop and maintain projects, policies and a regulatory framework that provides efficient and effective City utility services.		
<ul style="list-style-type: none"> • <i>Action Item #1:</i> Develop CIP to ensure services are provided at optimal levels. 	Public Works/Utilities	mid
<ul style="list-style-type: none"> • <i>Action Item #2:</i> Update City ordinances regarding Storm Water rates to be based on EPA guidelines. 	Public Works/Utilities	short
Objective 5: Optimize public infrastructure projects to address community sustainability, growth, and efficiency.		
<ul style="list-style-type: none"> • <i>Action Item #1:</i> Evaluate all planned public infrastructure projects through a cross-departmental planning team designed to identify and prioritize projects with greatest ROI while identifying partnership opportunities. 	Public Works	short
<ul style="list-style-type: none"> • <i>Action Item #2:</i> Align the Capital Improvement Program to support existing growth and to catalyze investment in targeted areas. 	Public Works and Community & Economic Development	mid
<ul style="list-style-type: none"> • <i>Action Item #3:</i> Develop annexation plan consistent with future growth areas. 	Community & Economic Development	long

VISIT

Goal: Embrace and enhance Bonner Springs’ access to open spaces, arts, and cultural amenities.

	<u>ASSIGNMENT</u>	<u>SCHEDULE</u>
Objective 1: Increase the connected network of green spaces that conserve natural resources and promote outdoor activity.		
<ul style="list-style-type: none"> <i>Action Item #1:</i> Review future trails system map in “Parks and Leisure 2020” and amend based on current needs and desire to create connecting “loop” 	Parks, Recreation & Tourism	short
<ul style="list-style-type: none"> <i>Action Item #2:</i> Amend “Parks and Leisure 2020” plan to include use of vacant lots for pocket parks, community gardens, and splash pad(s). 	Parks, Recreation & Tourism	short
<ul style="list-style-type: none"> <i>Action Item #3:</i> Invest in and purchase space to add pocket parks, community gardens, and create open green space. 	Parks, Recreation & Tourism	mid
<ul style="list-style-type: none"> <i>Action Item #4:</i> Establish policies for sidewalk gap program starting with emphasis around schools 	Public Works	short
Objective 2: Enhance, develop, and protect unique attributes that positively reflect the high quality of life in Bonner Springs		
<ul style="list-style-type: none"> <i>Action Item #1:</i> Promote concept of regional park on the south side of the Kansas River in cooperating with Shawnee; Advocate for pedestrian connection across Kansas River connecting park to Downtown. 	Parks, Recreation & Tourism	short
<ul style="list-style-type: none"> <i>Action Item #2:</i> Explore the feasibility of partnering with the public and private sectors to enhance recreational, cultural, and tourism opportunities; Formulate agreements where practical. 	Parks, Recreation & Tourism	mid

<ul style="list-style-type: none"> • <i>Action Item #3:</i> Develop long range vision and goals for Bonner Springs' historical assets; Notably, "1918 Building." 	City Manager	mid
<ul style="list-style-type: none"> • <i>Action Item #4:</i> Collaborate with the UG to make necessary improvements at Wyandotte County Park to enhance the walkability, connectivity, and other pedestrian improvements in and around Park. 	Parks, Recreation & Tourism	long
Objective 3: Add and maintain amenities to trails and public spaces to increase and improve user experience.		
<ul style="list-style-type: none"> • <i>Action Item #1:</i> Identify opportunities to increase lighting in public spaces. 	Police	short
<ul style="list-style-type: none"> • <i>Action Item #2:</i> Identify and install lighting in strategic locations along developed trail system. Amend ordinance to extend hours of use once lighting is available 	Parks, Recreation & Tourism	mid
<ul style="list-style-type: none"> • <i>Action Item #3:</i> Maintain and Expand recreation programs and services offerings that encourage health and fitness for all ages; Discontinue those that no longer meet community needs. 	Parks, Recreation & Tourism	short
Objective 4: Expand Bonner Springs' access to information, ideas, & stories.		
<ul style="list-style-type: none"> • <i>Action Item #1:</i> Provide community technology training. 	Library	short
<ul style="list-style-type: none"> • <i>Action Item #2:</i> Partner with community groups, agencies, and organizations to provide varied service offerings. 	Library	ongoing
<ul style="list-style-type: none"> • <i>Action Item #3:</i> Increase adult programming options. 	Library	ongoing
Objective 5: Maintain and enhance community aesthetics.		
<ul style="list-style-type: none"> • <i>Action Item #1:</i> Develop and display pertinent community historical information in community facilities. 	Library / Historical Society	mid
<ul style="list-style-type: none"> • <i>Action Item #2:</i> Develop Public Art Program for the purposes of outlining how the City will commission, purchase and install artworks in a variety of settings (Murals, Sculptures, etc.). 	Parks, Recreation & Tourism	short

<ul style="list-style-type: none"> • <i>Action Item #3:</i> Develop Park Maintenance Plan for the ongoing care and protection of the City's substantial parks and grounds assets. 	Parks, Recreation & Tourism	short
<ul style="list-style-type: none"> • <i>Action Item #4:</i> Amend North Park Master Plan based on current needs and implement. 	Parks, Recreation & Tourism	mid