

**COUNCIL STUDY SESSION
MEETING**

City Hall Council Chambers
December 8, 2025

AGENDA



-
- 1. Call to Order - 6:00 p.m.**
 - 2. Council Miscellaneous Discussion Items**
 - 3. City Manager Miscellaneous Discussion Items**
 - a. 2025 Strategic Priority Project Update
 - 4. Adjournment**

Council Regular Meeting

DATE: 12/8/2025
TO: Council Study Session
FROM:
THROUGH:
BY: Shannon Pettit, City Clerk
SUBJECT: 2025 Strategic Priority Project Update

Requested Council Action:

Background:

Budget Issues:

Inclusive Community Engagement:

Antiracist/Equity Policy Effect:

Strategic Priorities and Values:

ATTACHMENTS:

1. Strat Priorities CC 12.8.25



Executing on Strategic Priorities – 2025 Review



Overview

- Review the work undertaken 2025
- Outline 2026 process
- Looking beyond 2026



Background

- The organization needed a way to track and streamline high-priority projects
- The goal was to begin setting up a system to execute and track progress – focus on progress
- 64 projects were identified and introductory system developed
- Presented to City Council in July on this effort
- Tonight is a review of 2025 and look into where we are headed



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Background

- Projects were slotted into priority areas outlined in the strategic plan
- Priority areas include:
 - Enhance Economic Growth
 - Develop Financial Stability
 - Increase Safety for Community & Employees
 - Improve Employee Engagement
 - Improve Communication



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Review of 2025



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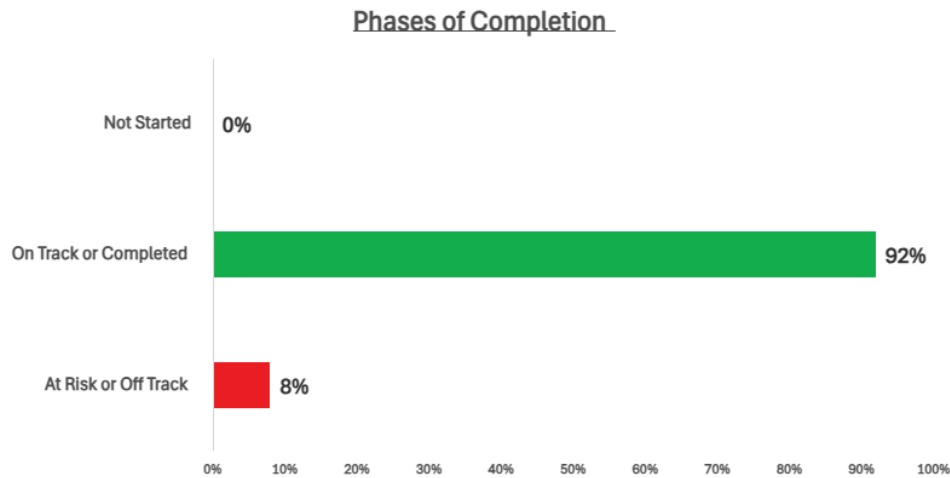
Current Status of 2025 Projects

Priority Projects Status Check	
Enhance Economic Growth	
Develop Financial Stability	
Increase Safety for Community & Employees	
Improve Employee Engagement	
Improve Communication	



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Current Status of 2025 Projects



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2025 Highlights

- **Enhance Economic Growth**
 - Developed the groundwork for an economic growth plan
- **Develop Financial Stability**
 - Delivered regular financial reports to City Council
- **Increase Safety for Community & Employees**
 - Built better digital forensics capabilities in BCPD
 - Developed & implemented crime reduction plan
 - Re-established staff safety committee: updated emergency plans, camera security, and phone lines
- **Improve Employee Engagement**
 - Revamped employee onboarding
 - Held individual conversations with departments on pay analysis and 2026 budget updates
- **Improve Communication**
 - Built intranet site to improve access to news and documents for staff
 - Began monthly City Manager update meeting open to all staff



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2026 and beyond



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2026 Process

- We will continue a similar process for 2026
- Some known projects will slide from 2025 into next year:
 - Updated standard operating guidelines in BCFD
 - 5-year financial plan
 - Exploration of options regarding the Opportunity Site
 - Safety Committee goals
 - Minor updates to city website (buried/outdated information)



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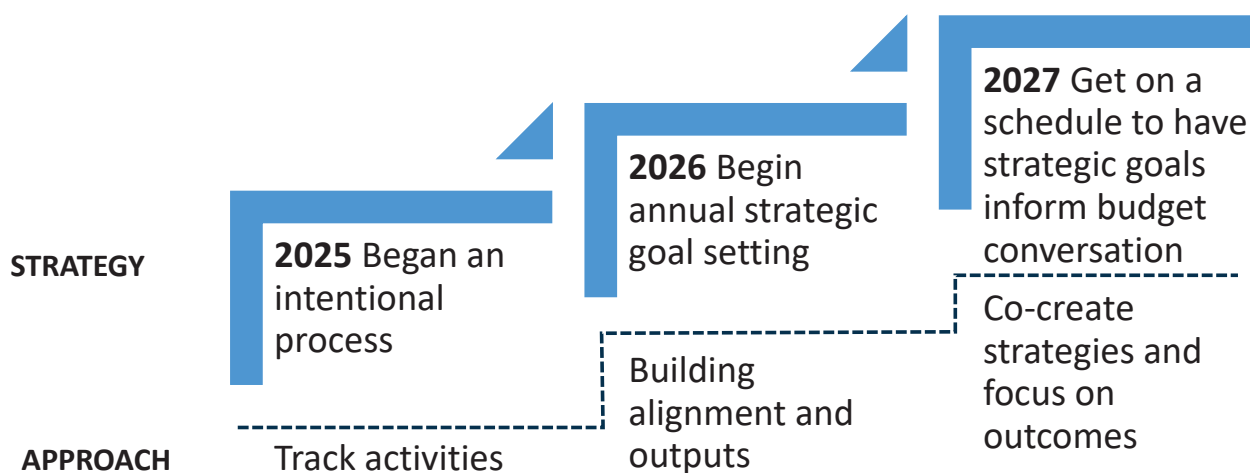
Where we are headed

- The goals for all of this work are:
 - Execute at a high level through focus, visibility, and ownership
 - Begin tracking progress and outcomes
 - Develop an annual process that identifies and aligns strategic priorities
 - Have those priorities inform annual budget discussions



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Where we are headed



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Questions

