



Louisville Historical Commission Meeting Agenda

***May 15, 2019
Louisville Public Library Meeting Room
951 Spruce Street
6:30 PM***

***We will start off with the taking of a group photo of the Commission for the website.
Commission members, please be on time.***

- I. Call to order
- II. Roll call
- III. Approval of agenda
- IV. Public comments
- V. Approval of January 16, 2019 and March 20, 2019 regular meeting minutes – *see attached drafts*
- VI. Report from Museum Coordinator Bridget Bacon
 - A. Approval of Deeds of Gifts from donors
 - B. Advice sought on donations of other artifacts being offered
 - C. Museum Coordinator’s written report – *see attached memo*
 - D. Updates relating to Museum campus plans and operational funding
- VII. Report from Sharon Nemechek, Director of Library & Museum Services
 - Update on group working on exploring funding options for Museum building addition
- VIII. City Strategic Plan & Museum Strategic Plan
 - A. Report on the City Strategic Plan – *see attached memo*

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- B. Museum Strategic Plan process update – the process is underway and a preliminary document will be presented to the Commission for discussion
- IX. Chairperson’s Report
 - A. Update on options for upcoming mailings
 - B. Input into City’s solicitation of ideas for new names for nine parks (see more information here: <https://www.surveymonkey.com/r/MH9837F>)
- X. Items of common interest with the Historic Preservation Commission - Reports from HPC liaison to HC and from HC liaison to HPC
- XI. Louisville History Foundation update
- XII. Commission comments & discussion items for next meeting
- XIII. Close meeting & adjourn

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Louisville Historical Commission Meeting Minutes

***January 16, 2019
Louisville Public Library Meeting Room
951 Spruce Street
6:30 PM***

- I. **Call to order:** Chair Dan Mellish called the meeting to order at 6:35 P.M.
- II. **Roll Call and welcome new member:**

Commission Members Present: Dan Mellish, Dave Hooley, Gordon Madonna, Paula Elrod, Leah Angstman, Betty Scarpella, Jennifer Henderson, Keith Keller

Commission Members Absent: Jon Ferris, Joe Teasdale

City Representatives Present:

Bridget Bacon, Museum Coordinator

Sharon Nemechek, Director of Library & Museum Services

Jay Keany, City Council liaison

Other Individuals Present:

Jason Hogstad

Welcome to new Commission members:

The Commission introduced themselves and welcomed Leah Angstman and Jennifer Henderson
- III. **Approval of agenda:** Members approved agenda.
- IV. **Public comments:** None
- V. **Approval of November 28, 2018 regular meeting minutes:** Minutes were approved
- VI. **Commission input on design of Jason Hogstad's options for introductory panel for Jacoe Store entrance**

Jason presented an introductory/orientation panel for the Museum. He received a fellowship from CU and has partnered with the Museum to work on projects like this one. The goal is to help visitors that are less interested in speaking with staff, but need something to ground their experience in the mission and historical coverage. It will be portable. He explained that this would be a first intellectual handhold for visitors coming in to the Museum.

Discussion followed on how the title was developed, and some discussion about simplifying the signage. It was suggested to shorten the text and captions and avoid small pictures. Recommendations included changing the title to add “our” to title and advancing the interpretive themes identified in the Master Plan – “We all have a story to tell.” Another suggestion was to have brochures printed and shared in local businesses. Good hooks seem to engage and compel visitors to connect.

VII. Approval of Designation of Places for Posting of Notice of 2019 Public Meetings:

The notice was approved.

VIII. Distribution of 2019 Open Government & Ethics Pamphlet

This was done as part of the meeting packet.

IX. Approval of 2019 Meeting Dates & Location

Meeting dates and location were approved

X. Report from the Museum Coordinator:

A. Approval of Deeds of Gifts from donors: The Commission moved to approve the following 7 donations:

1. Ady Kupfner – historic postcards and mine ledger that came from the Vera Wing family
2. Brett Dhieux – baseball signed by members of Louisville’s American Legion baseball team, 1936
3. Joyel Dhieux – transcript of oral history interview of her great aunt in 1990s
4. Celestine Hill – digital photos and one original photo relating to the Robert Jordinelli family
5. John Taylor – digital photos showing the Louisville area
6. Jean Morgan – binder with documents, articles, and photos relating to the demolition of the Louisville Middle School building in 2008

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7. Hannah Harper – 1991 class reunion booklet that was her sister's.

B. Advice sought on donations of other artifacts being offered:

No advice sought

C. Museum Coordinator's written report:

To supplement her written report, Bridget thanked Dave Hooley for his Spellbinders storytelling program on the Museum campus in October.

The First Friday Art Walk and Parade of Lights on Dec. 1st drew 501 people to the Museum during the Museum's open house. The Museum gave out 150 treat bags that evening, carrying on a longtime Louisville tradition. The treat bags were generously sponsored by the Louisville History Foundation with additional financial support by Memory Delforge. Bridget thanked Commission members Gordon Madonna, Dave Hooley, and Paula Elrod for helping with visitors at the Museum during the open house along with additional help from others. And as a result of the 501 visitors on Dec. 1st, the Museum had the highest-yet total of monthly visitors (624).

D. Museum Coordinator's memo regarding informal survey done in November 2018 to solicit feedback on Museum services and programs

Discussion focused on the good comments and positive community input from the surveys.

E. Updates and discussion on recent developments relating to Museum campus plans and funding, including:

i. Status report on construction design work and RFP for structural work to be done based on the Historic Structure Assessments this year:

The architectural designs have been completed by Bret Johnson for the Tomeo House basement and, now the project is now with the Public Works department. The Public Works Department is handling the RFP for the actual structural work to be done and the funds set aside for the project probably need to be rolled over to next year.

ii. Update on capital improvement requests and operational requests for the Museum:

The City Council approved the City's budget at their meeting on the 27th. The budget requests approved by the City Council for the

City of Louisville

Museum included two part-time positions (to be funded by the Historic Preservation Tax funds), two internship positions of 300 work hours total, regular Museum operational budget requests, the 30% partial design request for the new Museum addition in 2020, and the other work identified in the historic structures assessment for the Museum campus in 2019 with 50% of the funds anticipated to come from the Capital Improvements Project funds and 50% from the Historic Preservation Fund.

XI. Request for two Commission members to work on the strategic plan process based on the City's Strategic Planning Framework

Jennifer, Gordon and Paula volunteered.

XII. Chairperson's Report:

Dan thanked volunteers for help during the Parade of Lights. Treat bags very popular. 500+ visitors; was busy and well attended.

Discussion about sharing Historical Commission work with City Council.

Next steps on the special edition of *Louisville Historian* and how it might be distributed to Louisville residents. Gordon reported on information given to him by City Council member Ashley Stolzmann regarding how the Foundation might be able to mail out a special edition of *Historian* to bring awareness of Museum for support for expansion of campus, and possibly use City mailing lists. Dan will clarify City staff to confirm next steps.

XIII. Pioneer Award:

Discussion of the change of date and venue for the Chamber of Commerce banquet. Revisions to the Pioneer Award selection and presentation process were discussed and approved.

A. Discussion/Direction/Action: Adoption of new Pioneer Award selection and presentation process:

Due to the change of the Chamber of Commerce banquet dinner to be held in April instead of January 2019, the Commission had asked Gordon to revise the Pioneer Award selection and presentation process. The Commission moved to adopt the new selection process with removal of "to be held in April" from section 1.1.

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B. Subcommittee presentation and Commission selection of Pioneer Award recipient for 2019:

The Commission was updated on the Chamber event now set for April at which the award will be presented.

C. Selection of 2019 Pioneer Award subcommittee:

Betty and Paula volunteered to again serve on the Pioneer Award subcommittee.

XIV. Election of officers for 2019 (officers assume duties upon election)

Dan was nominated for Chair

Paula was nominated for Vice Chair

Jon was nominated for Secretary

All nominations were approved.

XV. Items of common interest with the Historic Preservation Commission

Gordon was selected to be the Commission representative to the HPC.

XVI. Louisville History Foundation update

The Foundation board will hold a planning retreat in February. It was reported that the Foundation in 2018 brought in the most funds yet for any one year – over \$37,000.

XVII. Commission comments & discussion items for next meeting: None

XVIII. Close meeting & adjourn The LHC meeting adjourned at 8:25 pm. Next meeting is scheduled for March 20, 2019.

Louisville Historical Commission Meeting Minutes

***March 20, 2019
Louisville Public Library Meeting Room
951 Spruce Street
6:30 PM***

I. Call to order: Commission chair Dan Mellish called the meeting to order at 6:33 P.M.

II. Roll call:

Commission Members Present: Dan Mellish, Paula Elrod, Gordon Madonna, Leah Angstman, Jennifer Henderson, Keith Keller, and Jonathan Ferris

Commission Members Absent: Dave Hooley, Betty Scarpella, and Joe Teasdale

City Representatives Present:

Bridget Bacon, Museum Coordinator

Sharon Nemechek, Director Library & Museum Services

Mayor Robert Muckle, City Council liaison (portion of meeting)

Other Individuals Present:

Chuck Thomas, Historic Preservation Commission liaison

Jean Morgan (portion of meeting)

III. Approval of agenda: Members approved agenda

IV. Public comments: None

V. Report from Museum Coordinator Bridget Bacon:

A. Approval of Deeds of Gifts from donors:

The Commission moved to approve the following 5 donations

1. Shirley Elrod – digital scans of photos relating to the opening of the Three Coins Restaurant in 1964

2. Richard Codron – photos and documents relating to the Three Coins Restaurant

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3. Jennifer Strand - Advertising item for the Blue Parrot Restaurant
4. Jim Lastoka – scan of program for the Rod and Gun Club, 1940
5. Richard Rooks – yearbooks, photos, and related items from the estate of Harry Jenkins, who graduated from Louisville H.S. in 1950

B. Advice sought on donations of other artifacts being offered:

No advice sought

C. Museum Coordinator’s written report:

Bridget had no written report, but mentioned to the Commission the upcoming Open Government Training for Commission members.

D. Updates relating to Museum campus plans and operational funding:

Bridget reported that there is work being done to get a new work station for Bridget in the Jordinelli house that will give more working space for the two part-time positions. Also, with the additional employees, the Museum is looking into extending its hours the Museum is open.

VI. Report from Sharon Nemechek, Director of Library & Museum Services:

A. Strategic planning update:

Sharon Reported that she is working on starting the planning process and setting up a planning meeting on April 11th or 12th, which Jennifer, Paula, and Gordon previously volunteered to participate in. Sharon would like to shape the strategic planning process like it was done recently for the Library.

B. Update on group working on exploring funding options for Museum building addition:

The group is planning to investigate how other museums implemented their fundraising process. The group is planning to visit the Longmont Museum on April 29th and talk to the staff to see how they raised their funding. The group also set four goals: first to set talking points why there is a need for the museum campus addition, second set up a public relations plan to reach a wider audience, third build a list of influencers, and fourth is to define roles for the Commission and Foundation.

VII. Chairperson’s Report: Dan and Gordon gave updates on some recent conversations that they had with City Council members. Also, Dan mentioned the joint event “Building Community Through Food” the Museum sponsored with the Cultural Council at the Arts

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Center, which had a good turnout and was well received.

VIII. Pioneer Award:

A. Update on Pioneer Award being given in 2019: Paula gave an update on the changes to the Chamber of Commerce event and notifying the family of the recipient.

B. Chamber of Commerce event at which the award will be given is scheduled for April 2nd at 5:30 PM; tickets are \$20 per person:

Commission members were encouraged to attend.

IX. Items of common interest with the Historic Preservation Commission - Reports from HPC liaison to HC and from HC liaison to HPC:

Chuck reported that the Historic Preservation Commission is working on a resolution for reauthorization of the Historic Preservation Fund to take the original five documents that set the rules and uses of the fund, into a single resolution to present to the City Council. The HPC at their last meeting were working on the final mockup of the resolution and a final version should be ready at their next meeting. The changes being looked into are increasing the amounts the fund gives for land marking a building and the matching funds for preservation of historical buildings. The new resolution also seeks to be set in plain language to make it more understandable. In addition, the HPC is discussing doing more outreach: to look into partnering with the Museum during events, to set up a booth at the Art Walks, and to set up a social media platform.

X. Louisville History Foundation update: Dan reported the progress the Foundation has made on setting up committees for outreach and fundraising. Also mentioned was the utility bill insert sent out by the Foundation to city residents.

XI. Commission comments & discussion items for next meeting: None

XII. Close meeting & adjourn: The LHC meeting adjourned at 7:35 pm. Next meeting is scheduled for May 15, 2019.

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Memorandum

To: Historical Commission
From: Bridget Bacon, Museum Coordinator
Date: May 4, 2019
Re: Museum Coordinator's Report

By the date of the May Commission meeting, the two new Museum Technicians will have both started in their positions at the Museum. They are Lizzie Reinthal and Jason Hogstad, and we're delighted to have them. Also, we're in the process of hiring a new Oral History Intern for this year. We've delayed hiring a second intern for now while we get these new staff members trained and ready for the Museum's summer activities.

With these two new staff members, the City will begin to have Thursday hours of 10-3 at the Museum starting in June, so that the Museum will be open Tuesdays through Saturdays, 10-3.

As you may have seen in the new issue of the *Louisville Historian* that came out recently, we have several public programs planned for this summer. These include a Brown Bag, eight walking tours (two each on four topics) and three storytelling events that Commission member Dave Hooley has organized with Boulder Valley Spellbinders, plus the regular participation in the First Friday Art Walks. In July, the Museum will also put on a program that will tie in with the Library's Summer Reading Program.

After a few delays due to last year's retirement of the previous Facilities Manager, the City will soon get back to hiring a contractor to work on the structural repairs on the Tomeo House cellar. The funding for this comes from the City's capital improvements budget, and the repairs are to address the deficiencies that were identified in the Historic Structure Assessments conducted in 2017. Louisville Facilities Manager Jorge Calderon is working on this project and we hope to minimize the impacts on Museum visitors while the work is being done.

Museum Visitors Report (these statistics represent visits to the Museum itself, and not inquiries that come in by email or phone): January visitors: 102; February visitors: 131; March visitors: 209; April visitors: 181; YTD: 623.

SUBJECT: STRATEGIC PLAN UPDATE

DATE: MAY 4, 2019

PRESENTED BY: BRIDGET BACON AND SHARON NEMECHEK

SUMMARY:

In 2018 the City completed its first organizational strategic plan. The Strategic Plan is intended to convey how the City government can best serve our residents now and into the future. The Strategic Plan includes the City's mission, vision and values and highlights some of the high priorities we will accomplish over the next one to two years. The purpose of the plan is to serve as a roadmap for the organization, to strengthen the organizational culture, and to serve as a communication tool for the community to understand the City's strategic vision and operating guidelines.

To complete the planning process, the City hired a consultant that has worked with many other municipalities to create a strategic vision, mission and values and sought feedback from employees through several avenues like an employee survey and focus groups. The plan also incorporates input from City Council and a number of existing documents that had extensive public input like the Comprehensive Plan, Parks, Recreation, Open Space and Trails Plan, etc. Key themes were identified and the vision, mission and values were established:

Vision

The City of Louisville – dedicated to providing a vibrant, healthy community with the best small town atmosphere.

Mission

Our commitment is to protect, preserve and enhance the quality of life in our community.

Values

Innovation, Collaboration, Accountability, Respect, Excellence

The Strategic Plan includes Priority Initiatives that capture the City's key priorities for 2019 and 2020 in each of the Critical Success Factor areas (i.e. Reliable Core Services, Quality Programs and Amenities, etc.). The Priority Initiatives represent those projects or initiatives occurring in the next one to two years that are above and beyond our daily operation, which represent an increased level of service, have new or additional dedicated resources and funding and help advance the City's vision.

SUBJECT: STRATEGIC PLAN UPDATE

DATE: MAY 4, 2019

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The City continues to move forward with the program-based budget structure, which includes program areas with specific goals and sub-programs with measurable objectives. These goals and objectives are measured through the Key Performance Indicators. The Strategic Plan reflects how our Priority Initiatives are aligned with these program areas. In essence, the program and sub-program areas reflect all of the work the City performs on a day-to-day basis, while the Priority Initiatives reflect those high-priority efforts with an increase in financial and resource investment over a period of time. The vision, mission and values reflect how the City does this work.

Implementation of the Strategic Plan kicked off in early 2019 and staff plans to incorporate the Priority Initiatives in department work plans, post visual reminders of the vision, mission and values in City facilities and distribute materials to staff (i.e. calendar, mousepad, business cards), develop a peer-to-peer and organization-wide recognition program and develop employee training and development program. Staff is excited to see the plan come to life and become a key component of the City's work.

RECOMMENDATION:

None. This is an informational item only.

ATTACHMENTS:

1. Strategic Plan
2. Strategic Plan Overview



City of
Louisville

Strategic Planning Framework



Introduction

The purpose of the Strategic Plan is to outline how the City can best serve our residents now and into the future. The Strategic Plan will serve as a road map for our organization, to strengthen our organizational culture, and to serve as a communication tool for the community to understand the strategic vision and operating guidelines of the organization.

As an internal, guiding document, the Strategic Plan outlines our operating guidelines for the organization as a whole—our Vision, Mission and Values, as well as our Critical Success Factors—and will help align our organizational culture with the work that we do. In addition, the Strategic Plan includes Priority Initiatives that capture the City’s key priorities for the next one to two years (aligned with the biennial budget process) in each of the Critical Success Factor areas. The City has many initiatives ongoing throughout the year, in addition to the daily operations required to run the City. The Priority Initiatives represent those projects or initiatives occurring in the next one to two years that are above and beyond our daily operations, which represent an increased level of service, have new or additional dedicated resources and funding, and help advance the City’s vision. Together, these elements demonstrate to our residents what we plan to accomplish, and the manner in which we commit to doing our work.

The development of a Strategic Plan has been a priority for City Council and the City Manager, to serve as a singular, guiding document that aligns with the City’s Comprehensive Plan, program-based budget, Home Rule Charter and other planning documents to reflect one unified vision for the organization. Existing plans are still relevant, and will continue to provide direction in key areas of our work.

In addition, the City of Louisville continues to move forward with its program-based budget structure, which includes program areas with specific goals, and sub-programs with detailed objectives. Our progress in meeting these goals and objectives are measured on an annual basis through our Key Performance Indicators (KPIs), and the Strategic Plan reflects how our Priority Initiatives are aligned with these program areas. In essence, the program/sub-program areas reflect all the work of the City that’s performed on a day to day basis, the Priority Initiatives reflect those high-priority efforts that represent an increased financial and resource investment over a period of time, and the Strategic Plan reflects how we do our work.

Thank you for reading this document. We hope it will quickly become a useful tool that becomes an integral part of our organizational operations, and which also will serve to inform our residents about the work we do.

Vision

The City of Louisville – dedicated to providing a vibrant, healthy community with the best small town atmosphere.

Values

Innovation

Leading and embracing change and transformation through creative thinking, learning, and continuous improvement.

Collaboration

Proactively engaging colleagues and other stakeholders in developing solutions through open communication.

Accountability

Fulfilling our responsibilities, owning our actions, and learning from our mistakes.

Respect

Treating people, processes, roles, and property with care and concern.

Excellence

Doing our best work and exceeding expectations with responsive, efficient, and effective customer service.

Mission

Our commitment is to protect, preserve, and enhance the quality of life in our community.

Critical Success Factors



Financial Stewardship and Asset Management



Reliable Core Services



Vibrant Economic Climate



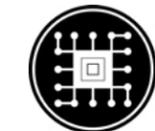
Quality Programs and Amenities



Engaged Community



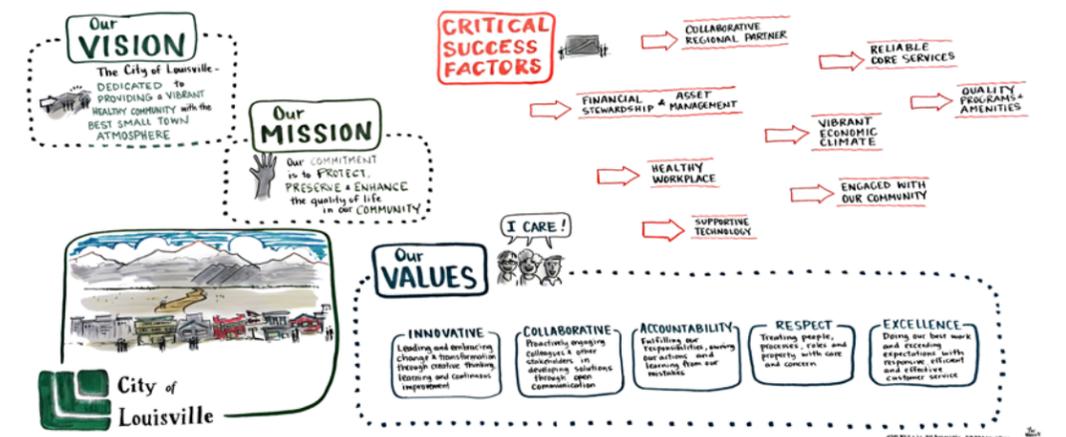
Healthy Workforce



Supportive Technology



Collaborative Regional Partner



Critical Success Factors and 2019 – 2020 Priority Initiatives



Financial Stewardship and Asset Management

The City of Louisville has established financial policies and internal controls to ensure financial sustainability and financial resiliency, and to safeguard the City's assets. The City's recurring revenues are sufficient to support desired service levels and proactively maintain critical infrastructure and facilities. The City practices long-term financial planning through a comprehensive budget process to proactively adjust for changes in financial forecasts. City employees are trusted stewards of the public's money and assets.

2019 – 2020 Priority Initiatives:

- Review and update fiscal policies. (Administration & Support Services)*
- Review finances, fees, and budgets to ensure sound financial structure and fiscal sustainability for the new Recreation Center Fund and Golf Fund. (Administration & Support Services, Recreation)
- Continue implementation of the City's enterprise resource planning (ERP) system, including the implementation of utility billing and electronic time sheets. (Administration & Support Services)



Reliable Core Services

Louisville is a safe community that takes comfort in knowing core services, such as police, roads, water and basic maintenance, are fair, effective, consistent, and reliable. Excellent customer service is provided in the delivery of all City services. The City is prepared for emergencies and offers residents peace of mind knowing basic municipal services are planned for and carried out.

2019 – 2020 Priority Initiatives:

- Complete the City's Transportation Master Plan and identify and implement key investments that will improve the City's transportation infrastructure. (Transportation, Community Design)
- Complete infrastructure improvements outlined in the Capital Improvement Plan, including Citywide paving management upgrades, new water treatment pump station replacing Sid Copeland, and water and sewer line replacement. (Transportation, Utilities)
- Increase efforts to improve the City's medians and landscaping infrastructure, including forestry resources. (Parks, Transportation)
- Complete renovations at the Police Department facility to expand the City's Emergency Operations Center. (Public Safety & Justice)



Vibrant Economic Climate

Louisville promotes a thriving business climate that provides job opportunities, facilitates investment, and produces reliable revenue to support City services. Our unique assets enhance the City's competitive advantage to attract new enterprises, and Louisville is a place people and businesses want to call home.

2019 – 2020 Priority Initiatives:

- Implement recommendations from the McCaslin Area Market Study to support redevelopment within the area. (Economic Prosperity, Community Design)
- Develop a plan to increase proactive retail recruitment for the City of Louisville. (Economic Prosperity)



Quality Programs and Amenities

Excellent programs and amenities sustain the unique experience of living in Louisville. The community enjoys quality facilities and public spaces as well as cultural and educational services that reflect our heritage and are accessible for all. Program performance is evaluated on a regular basis. Opportunities exist to support a healthy mind, healthy body, and healthy community.

2019 – 2020 Priority Initiatives:

- Transition Recreation and Senior Center programming and services to reflect the increased demand associated with the newly expanded facility. (Recreation)
- Complete upgrades to two City playgrounds, and infield improvements at the Louisville Sports Complex. (Parks, Recreation)
- Increase natural resource management activities on City Open Space with the addition of new natural resources staff, including improving native vegetation, increasing weed control, and evaluating the effectiveness of management efforts. (Open Space and Trails)
- Increase programming and hours at the Louisville Historical Museum, and increase program marketing and outreach to grow attendance and participation in all City cultural events. (Cultural Services)

*The City of Louisville has a program based budget and Key Performance Indicators that reflect progress on all program goals. This denotes the program area with which these priority initiatives are associated.



Engaged Community

Louisville residents are informed, involved, engaged, and inspired to be active in community life. The City provides formal and informal opportunities to participate in civic life and transparently shares information using a variety of efficient and accessible approaches.

2019 – 2020 Priority Initiatives:

- Further develop the City's public information and involvement program through additional staffing and resources. (Administration & Support Services)
- Increase transparency around the City's budget, Strategic Plan, and budget program goals through dashboards and other reporting tools. (Administration & Support Services)
- Explore new technology and engagement tools (i.e. mobile application, engagement platform, etc.) to ensure accessible participation for all members of the community. (Administration & Support Services)

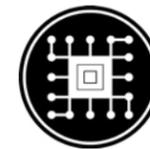


Healthy Workforce

Louisville employees are high-performing public servants characterized as dedicated, engaged self-starters who embody established organizational values and excel in their roles and responsibilities. The City is a healthy workplace that provides competitive compensation and benefits and offers professional development and lifelong learning opportunities for its employees. City employees know they are valued, and they are recognized and rewarded for excellence. Louisville is a place where employees can have a voice in decisions, so collective success is ensured.

2019 – 2020 Priority Initiatives:

- Leverage additional staffing and resources to develop an organizational development and training program that will support our culture of continuous learning, succession planning, and leadership development. (Administration & Support Services)
- Develop a workplace culture initiative that promotes the organizational culture of I CARE and reflects the strategic plan. (Administration & Support Services)



Supportive Technology

Louisville utilizes stable, proven, and relevant technology to enhance and automate City services and to improve the overall customer experience when possible. The use of technology allows the City to make decisions based on accurate and supportable datasets. Supportive technology fosters a culture of learning and innovation.

2019 – 2020 Priority Initiatives:

- Develop a plan for completion of the City's middle-mile fiber network. (Administration & Support Services)
- Utilize additional staffing resources to support data-driven decision-making by training staff to fully leverage technology systems by accessing available data. (Administration & Support Services)
- Implement and build upon existing technology applications and systems that will enhance City services, including Police Department Records Management, Laserfiche records retention, Planning Department Energov, Recreation Center RecTrak, GIS, and other system upgrades. (Administration & Support Services, Public Safety & Justice, Community Design, Recreation)



Collaborative Regional Partner

Louisville is recognized as a regional leader on collaborative issues that cross jurisdictional lines. The City partners with neighboring communities to solve regional problems and to further leverage resources. Louisville cultivates and maintains strong relationships with regional entities and organizations, leads and participates in collective efforts to address issues of mutual interest, and shares ideas and best practices to improve services.

2019 – 2020 Priority Initiatives:

- Work with regional partners to develop approaches to address transportation funding needs. (Administration & Support Services, Transportation)
- Strengthen relationships with local schools and school district. (Administration & Support Services)
- Consider shared service opportunities with neighboring municipalities. (Administration & Support Services)



City of Louisville

Strategic Plan

The Strategic Plan is a road map for our organization, strengthening our organizational culture and serving as a communication tool for the community to understand the strategic vision and operating guidelines of the organization.

Vision

The City of Louisville - dedicated to providing a vibrant, healthy community with the best small town atmosphere.

Mission

Our commitment is to protect, preserve, and enhance the quality of life in our community.

Values

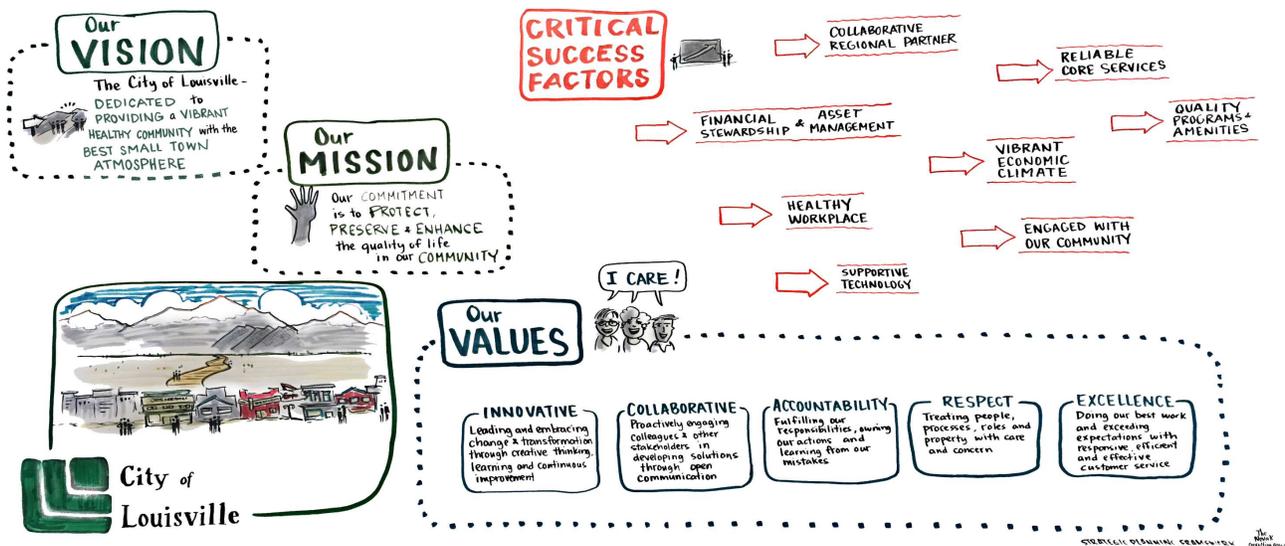
Innovation - Leading and embracing change and transformation through creative thinking, learning, and continuous improvement.

Collaboration - Proactively engaging colleagues and other stakeholders in developing solutions through open communications.

Accountability - Fulfilling our responsibilities, owning our actions, and learning from our mistakes.

Respect - Treating people, processes, roles, and property with care and concern.

Excellence - Doing our best work and exceeding expectations with responsive, efficient, and effective customer service.



Critical Success Factors

The Strategic Plan includes Priority Initiatives that capture the City's key priorities for 2019/2020 in each of the Critical Success Factor areas. The Priority Initiatives represent those projects or initiatives occurring in the next one to two years that are above and beyond our daily operations, which represent an increased level of service, have new or additional dedicated resources and funding, and help advance the City's vision.

Financial Stewardship & Asset Management

- Review and update fiscal policies.
- Review finances, fees, and budgets to ensure sound financial and fiscal sustainability for new Recreation Center Fund and Golf Fund.
- Continue implementation of City's new enterprise resource planning (ERP) system.

Reliable Core Services

- Complete City's Transportation Master Plan and identify and implement key investments that will improve City's transportation infrastructure.
- Complete infrastructure improvements outlined in Capital Improvement Plan.
- Complete renovations at Police Department facility to expand City's Emergency Operations Center.

Vibrant Economic Climate

- Implement recommendations from McCaslin Area Market Study to support redevelopment within area.
- Develop plan to increase proactive retail recruitment for City of Louisville.

Quality Programs & Amenities

- Transition Recreation/Senior Center programming and services to reflect increased demand associated with newly expanded facility.
- Complete upgrades to two City playgrounds and infield improvements at Louisville Sports Complex.
- Increase natural resource management activities on City Open Space with addition of new natural resources staff.
- Increase programming and hours at Louisville Historical Museum, and increase program marketing and outreach to grow attendance and participation in all City cultural events.

Engaged Community

- Further develop City's public information and involvement program through additional staffing and resources.
- Increase transparency around City's budget, Strategic Plan, and budget program goals through dashboards and other reporting tools.
- Explore new technology and engagement tools to ensure accessible participation for all members of community.

Healthy Workforce

- Leverage additional staffing and resources to develop organizational development and training program that will support our culture of continuous learning, succession planning, and leadership development.
- Develop workplace culture initiative that promotes organizational culture of I CARE and reflects Strategic Plan.

Supportive Technology

- Develop plan for completion of City's middle-mile fiber network.
- Utilize additional staffing and resources to support data-driven decision-making by training staff to fully leverage technology systems by accessing available data.
- Implement and build upon existing technology applications and systems that will enhance City services.

Collaborative Regional Partner

- Work with regional partners to develop approaches to address transportation funding needs.
- Strengthen relationships with local schools and school district.
- Consider shared service opportunities with neighboring municipalities.