



**WORK SESSION
RICHFIELD MUNICIPAL CENTER, BARTHOLOMEW ROOM
NOVEMBER 23, 2021
5:45 PM**

Call to order

1. Assistant Utility Superintendent Mike Petersen will present a high-level overview of the City's Utility Risk and Resiliency Plans for water, sanitary and stormwater. All three utilities are distinctly unique when it comes to identifying the risks and how to approach reinvestment to ensure long-term resiliency.
2. City mission, vision and core values finalization

Adjournment

Auxiliary aids for individuals with disabilities are available upon request. Requests must be made at least 96 hours in advance to the City Clerk at 612-861-9738.



WORK SESSION STAFF REPORT NO. 39

WORK SESSION

11/23/2021

REPORT PREPARED BY: Scott Kulzer, Administrative Aide/Analyst

DEPARTMENT DIRECTOR REVIEW: Kristin Asher, Public Works Director

OTHER DEPARTMENT REVIEW:

CITY MANAGER REVIEW: Katie Rodriguez, City Manager

ITEM FOR WORK SESSION:

Assistant Utility Superintendent Mike Petersen will present a high-level overview of the City's Utility Risk and Resiliency Plans for water, sanitary and stormwater. All three utilities are distinctly unique when it comes to identifying the risks and how to approach reinvestment to ensure long-term resiliency.

EXECUTIVE SUMMARY:

Assistant Utility Superintendent Mike Petersen has been building a GIS-based Utilities Risk and Resiliency system that can be used to better identify problem areas and better inform the City's investments in our water, sanitary, and stormwater infrastructure. With the demand for utility repair/reconstruction far outpacing what the City can fund in a given year, it is more important than ever to be sure our utility investments are being targeted to the most needed and most critical projects.

DIRECTION NEEDED:

No direction is needed at this time. Attend the work session and ask any questions that may arise.

BACKGROUND INFORMATION:

A. HISTORICAL CONTEXT

See executive summary.

B. POLICIES (resolutions, ordinances, regulations, statutes, etc):

Development of this system aligns with the following City Council Goals:

- Infrastructure - Invest in the City's infrastructure to best serve today's and tomorrow's residents, businesses and visitors.
- Core Services - Promote and value the city's core services and its contributions to making Richfield an exceptional place to live, learn, work and play.

C. CRITICAL TIMING ISSUES:

With limited resources and increasing needs, the implementation of this system is timely and will inform upcoming capital investments in our utility infrastructure.

D. FINANCIAL IMPACT:

None

E. **LEGAL CONSIDERATION:**

None

ALTERNATIVE(S):

None

PRINCIPAL PARTIES EXPECTED AT MEETING:

Assistant Utility Superintendent Mike Petersen

**STAFF REPORT NO. 40****WORK SESSION****11/23/2021**

REPORT PREPARED BY: Neil Ruhland, Communications and Engagement Manager

DEPARTMENT DIRECTOR REVIEW:

OTHER DEPARTMENT REVIEW:

CITY MANAGER REVIEW:

ITEM FOR WORK SESSION:**City mission, vision and core values finalization****EXECUTIVE SUMMARY:**

Communications and Engagement Manager Neil Ruhland, former Assistant City Manager Pam Dmytrenko and City Manager Katie Rodriguez began the process of updating the city's mission, vision and core values early in 2021 in an effort to help inform the strategic planning process.

On June 22, 2021, a facilitation was held with members of the city council to determine what the group would like to see in the organization's mission and vision statements. Subsequent facilitations and interviews were hosted with internal city leadership and general staff.

On September 28, Communications and Engagement Manager Neil Ruhland and City Manager Katie Rodriguez presented a proposed mission and vision to the council. The city council requested that revisions be made to the proposed mission and vision, as well as the previously established core values.

DIRECTION NEEDED:

Communications and Engagement Manager Neil Ruhland made the requested changes from the September 28, 2021 mission, vision and core values discussion with the city council. He will review the suggested changes and their outcomes in a brief presentation. City Manager Katie Rodriguez and Communications and Engagement Manager Neil Ruhland will be asking for approval or changes to the proposed mission, vision and core values. If approved, the mission, vision and core values will be adopted by the organization.

BACKGROUND INFORMATION:**A. HISTORICAL CONTEXT**

The city has an outdated mission and vision statements. Through extensive research, staff was able to locate what they believed to be the city's most recent mission and vision statement. However, the mission and vision statements do not comply with best practices. Staff is also concerned that they may not reflect the tenor of the organization and the residents it serves.

B. POLICIES (resolutions, ordinances, regulations, statutes, etc):

None

C. **CRITICAL TIMING ISSUES:**

City leadership would like to incorporate the new official mission and vision statements into the strategic planning process. Preparations for strategic planning began several months ago, with the engagement team looking to start with outreach on December 1, 2021.

D. **FINANCIAL IMPACT:**

No financial outlay will be necessary to adopt or amend the city's mission, vision and core values. Some nominal funding might be needed to promote the mission, vision and values with staff, but such communication and engagement initiatives have been budgeted for through the city's Cable Fund.

E. **LEGAL CONSIDERATION:**

None

ALTERNATIVE(S):

Keep the current mission and vision statements the way they are and utilize them for the strategic planning process.

PRINCIPAL PARTIES EXPECTED AT MEETING:

ATTACHMENTS:

Description	Type
□ Presentation	Presentation



Mission, vision and core values

November 23, 2021



Since last time...

- Reviewed original vision and mission work session facilitation (June 22)
- Reviewed proposed mission, vision and core values work session (September 28)
- Brainstormed with strategic planning engagement team
- Made final edits and adjustments to proposal with city manager

Proposed vision statement (Round I)

**A COMMUNITY WHERE ALL
ARE CONNECTED AND CAN
ACCESS OPPORTUNITIES**

Vision statement feedback from last work session

- Overall: We were close
- Wanted more Richfield specifics
- Liked the Minneapolis vision statement
- Maybe too grandiose and abstract
- Suggested that we might add one or two adjectives in front of “community” or “opportunity”

Proposed vision statement (with changes)

**A RESILIENT, INTENTIONAL AND
FORWARD-THINKING
COMMUNITY WHERE ALL ARE
CONNECTED AND CAN ACCESS
OPPORTUNITIES**

Proposed mission statement (Round II)

**TO CREATE INFRASTRUCTURE
AND PROVIDE SERVICES TO
MAKE LIVES BETTER**

Mission statement feedback from last work session

- Overall: Even closer on the mission
- Add “systems” in front of “infrastructure”
- Change “and” after “infrastructure” to “to”
- Believes “equity” needs to be present
- More specific, if possible
- Change “...to make lives matter” to “that lives matter.”

Proposed mission statement (with changes)

**TO CREATE EQUITABLE
SYSTEMS, INFRASTRUCTURE
AND SERVICES THAT MAKE OUR
COMMUNITY BETTER**

Core values feedback from last work session

- Equitable
 - Chance “identify” to understand”
 - Change first “equitable” reference to “thriving”
- Community-centered
 - Change “citizen” to “resident”
 - Add “pride,” “celebrate” and “tailored”

Core values

Core values



Lead the way

The City of Richfield seeks to continuously improve the services it provides to residents through innovative and creative solutions. The city cultivates an environment of growth for its staff and residents.



Responsive

The City of Richfield listens and responds to feedback from residents. New projects undertaken by the city will reflect the needs of residents. Both elected officials and city staff will provide friendly, timely, knowledgeable customer service to residents at all times.



Stewardship

The City of Richfield manages all of its resources, whether it be human, natural or financial, in a responsible manner. The city aims to provide services that promote a prosperous and healthy community in the most fiscally responsible and sustainable way.



Community centered

The City of Richfield celebrates and takes pride in its community. The city is resident-focused and makes tailored decisions based on what is best for current and future residents. Richfield is constantly seeking opportunities to collaborate with residents to set goals and accomplish objectives.



Equitable

The City of Richfield is dedicated to building a diverse, inclusive and thriving hometown. The city seeks to understand barriers and connects all residents with opportunities. Richfield will reduce inequity by focusing on the areas of greatest disparities.



Any additional

THOUGHTS?