

City of Mason City: Airport Goals for Calendar Years 2025 & 2026

<u>Goal</u>	<u>Accomplishments</u>	<u>Work in Progress</u>	<u>Challenges</u>
Act as a catalyst for economic development	<ol style="list-style-type: none"> Working with NIEDC to promote on airport development 	<ol style="list-style-type: none"> Creating shovel ready sites for development Development of an aviation school program with NIACC 	<ol style="list-style-type: none"> Getting FAA approval for non-aeronautical use Funding for site development
Ensure quality services	<ol style="list-style-type: none"> Securing a new 3 year air service contract Obtained new car rental service 	<ol style="list-style-type: none"> Working with airline to provide better schedules and connectivity Seeking to expand air service options 	<ol style="list-style-type: none"> Flight schedules
Provide quality project management, including future planning	<ol style="list-style-type: none"> Completion of new Terminal and new Hangar projects 	<ol style="list-style-type: none"> Closing out grants associated with completed projects. Future taxiway and runway paving projects 	<ol style="list-style-type: none"> Grant deadlines Contractor completing projects Finding funding for all infrastructure needs

New Initiatives Since October 2023 (Please List & Describe):

Any suggested changes to broad categories listed above:

City of Mason City: Calendar 2025-26 Development Services Department Goals

<u>Goal</u>	<u>Work in Progress</u>	<u>Accomplishments/Progress Since October 2023</u>	<u>Challenges or Changed Circumstances Since October 2023</u>
<p>Ensure quality housing & commercial building stock</p>	<ol style="list-style-type: none"> 1. Building, electrical and plumbing inspector certification. Hiring new electrical inspector; expected to start Q1 2025 2. Building Code update; adopt ICC 2024 codes 3. Continued 657A efforts to clean up, redevelop, or demolish distressed properties 4. HOME project/ Downtown West program continues. 5. Northbridge LIHTC senior housing project 	<ol style="list-style-type: none"> 1. New Chief Building Official hired; has attained all four required certifications. 2. Several purchases and demolitions of buildings under 657A and other means. 3. Work with new North Iowa Corridor Housing Development Corp. has resulted in moving houses and providing new workforce housing; additional projects contemplated. 4. Downtown West Project; homes purchased by Habitat for Humanity, several renovations approved and underway; work with Lupton Center on neighborhood capacity building underway. 5. Adoption of Vacant Building Registration ordinance 	<ol style="list-style-type: none"> 1. Resignation of long-time electrical inspector. 2. State has yet to adopt updated codes; the City should not wait, as the 2024 ICC codes are better than 2015. Waiting on Fire Dept to determine best time to move forward. 3. Vacant building ordinance has been difficult to implement; time needed to effectively enforce stresses available resources. 4. New permitting software has been purchased; issues during implementation are likely.

City of Mason City: Calendar 2025-26 Development Services Department Goals

<u>Goal</u>	<u>Work in Progress</u>	<u>Accomplishments/Progress Since October 2023</u>	<u>Challenges or Changed Circumstances Since October 2023</u>
<p>Working to help Mason City achieve orderly growth & improvement</p>	<ol style="list-style-type: none"> 1. Zoning ordinance updates: Golf course development district, Z5 building design 2. Adoption of new floodplain regulations 3. Implement housing study and continue work to renovate YWCA and other downtown residential initiatives 4. Implement new comprehensive plan; consistent review with Planning and Zoning Commission 5. Keeping drug-induced homelessness in check 6. Keeping bedbugs in check 7. Keeping neighborhoods safe 	<ol style="list-style-type: none"> 1. Completion of joint comprehensive plan 2. Zoning updates for golf course development and Z5 building design approved and implemented. 3. City floodplain management ordinance amended based on new FEMA maps, 4. FEMA Grant approved. 5. The YWCA project has received a Community Catalyst grant from IEDA and a BuRLS grant from the City. Staff is working with their contractors. 6. Designation of Mason City as an Iowa Thriving Community 	<ol style="list-style-type: none"> 1. Mohawk Square was purchased by an individual who wanted to renovate it; a recent inspection shows that this is highly unlikely. City has begun process to take title. 2. The owners and contractor for the YWCA are not experienced with grant-funded improvements, so meeting grant requirements may be challenging. 3. Continue seeking opportunities to capitalize on the Thriving Community designation 4. Drug use and homelessness remain intractable problems. Working with the PD to remove troublesome residents, but they generally find another place to cause chaos.

City of Mason City: Calendar 2025-26 Development Services Department Goals

<u>Goal</u>	<u>Work in Progress</u>	<u>Accomplishments/Progress Since October 2023</u>	<u>Challenges or Changed Circumstances Since October 2023</u>
Ensuring quality public transit	<ol style="list-style-type: none"> 1. Exterior restoration of the transit station 2. Improve smoking areas & cleanliness issues 3. Determining locations for new bus shelters 4. Driver recruitment efforts 	<ol style="list-style-type: none"> 1. Family Dollar bus shelter has been installed. 2. All of the old 3rd-party transit benches have been removed. 3. New Transit Supervisor hire has led to improved driver coverage and management 4. Upgraded maintenance shop flooring & equipment 5. Bus garage replacement and roof insulation update 6. Installed cameras in buses to improve driver safety and performance 	<ol style="list-style-type: none"> 1. Exterior restoration of the transit station has been delayed due to lack of action by the contractor. Will need to find a new one. 2. Driver workforce is aging 3. Driver recruitment 4. Consideration of future use of energy efficient vehicles
Supporting staff and the organization	<ol style="list-style-type: none"> 1. Working on upgrades to City Hall building 2. Department operational improvements; cross training 3. Implementation of new CloudPermit software 	<ol style="list-style-type: none"> 1. Third floor has been renovated with new wall and floor coverings. 2. Regular staff meetings and weekly updates with selected staff are now ongoing. 3. Selection of new permitting software completed 	<ol style="list-style-type: none"> 1. Implementation of new permitting software will likely have unforeseen challenges 2. Personnel churn in Code Enforcement and Building Inspections has limited operational ability

City of Mason City: Engineering/Water Supply Goals for Calendar Years 2025 & 2026

<u>Goal</u>	<u>Accomplishments Since October 2023</u>	<u>Work in Progress</u>	<u>Challenges</u>
Ensure quality equipment & support for staff	<ol style="list-style-type: none"> 1. Replaced existing survey equipment with a new Robotic Total Station. 2. Provided field staff with GIS capable tablets. 3. Upgraded to smart phones. 4. Added a separate account for Water Department Utility Locating Services. 5. Replaced three Water Supply vehicles with new leased pickup trucks through Pritchard's Lease Program. 	<ol style="list-style-type: none"> 1. Electronic filing system. 2. Creating a new Engineering staffing position. 	<ol style="list-style-type: none"> 1. Decades of information, files and plans. 2. Replacing Department Head and Managers. 3. Recruitment of qualified individuals. 4. Expecting multiple retirements in the next two to three years. 5. Maintaining adequate staffing for perceived workload. 6. Succession Planning
Ensure safe & compliant drinking water supply	<ol style="list-style-type: none"> 1. Completed and submitted the Service Line Inventory as mandated by the EPA. 	<ol style="list-style-type: none"> 1. Well #10 has been pulled and is currently out of service for a major rebuild. 	<ol style="list-style-type: none"> 1. Aging infrastructure reaching end of life at the approximate same time.

City of Mason City: Engineering/Water Supply Goals for Calendar Years 2025 & 2026

<u>Goal</u>	<u>Accomplishments Since October 2023</u>	<u>Work in Progress</u>	<u>Challenges</u>
	<p>This was followed up with notifications to affected customers and publicly posting the list of Lead and Galvanized service line addresses.</p> <ol style="list-style-type: none"> 2. Well #8 was pulled and a major rebuild performed. 3. The production of Well #7 was down so a motor swap was done with Well A3 which is no longer needed due a power conversion project. 4. Completed the replacement of the two main PLCs that control the all communication through to the SCADA system. 	<ol style="list-style-type: none"> 2. Rebuild and reconditioning of the Feed Pumps. Second pump will be reinstalled in December, leaving the third to be repaired or replaced. Replacing motor and pump is at a cost of approximately \$85,000. 	

City of Mason City: Engineering/Water Supply Goals for Calendar Years 2025 & 2026

<u>Goal</u>	<u>Accomplishments Since October 2023</u>	<u>Work in Progress</u>	<u>Challenges</u>
<p>Provide quality infrastructure design & project management, including future planning</p>	<ol style="list-style-type: none"> 1. Completed multiple trail projects including Birch Drive Conversion, High Line Trail Phases 1 and 2. 2. Finalized the Water Distribution Model & Master Planning document. 3. Completed the Winnebago Way/12th Street NE SWAP Project. 4. Completed all 2024 annual programs. 5. Completed the 12th Street NE Bridge over Ideal Creek project. 6. Completed Phase 1 of the Downtown ADA Ramp Compliance Program. 	<ol style="list-style-type: none"> 1. Updating Standard Specifications. 2. Traffic Signal upgrades. 3. Continuation of multiple Destination Iowa projects, including: the Murphy Park Trail and Bridge, Illinois Bridge Improvements and the Prairie Land trail Connector projects. 4. IA 122 Mercy Corridor Reconstruction Project. 	<ol style="list-style-type: none"> 1. Time to dedicate to an extremely large task.

City of Mason City: Engineering/Water Supply Goals for Calendar Years 2025 & 2026

<u>Goal</u>	<u>Accomplishments Since October 2023</u>	<u>Work in Progress</u>	<u>Challenges</u>
	<p>7. Completed the North-Central Storm Sewer Study.</p> <p>8. Finalized and submitted City Utility plans in coordination with U.S. 65/South Federal Reconstruction project.</p> <p>9. Purchased a new Compact Track Loader with hydraulic snow blower.</p> <p>10. Completed the installation of a new warning beacon system at the Mason City High, Hoover Elementary and Newman Catholic Schools.</p>		

City of Mason City: Engineering/Water Supply Goals for Calendar Years 2025 & 2026

New Initiatives Since October 2023 (Please List & Describe):

Taft Avenue Water Main Loop - The installation of a 14" water main connecting existing mains at the 2500 block of South Taft Avenue and along 43rd Street SW near Golden Grain. The project also includes the installation of several fire hydrants and isolation valves. The project is being partially funded with a FY 24 Community Grant. The project will enhance service through the distribution system and add redundancy and reliability for customers in the southwest region of the city.

43rd Street SW Lift Station and Force Main - This project involves the construction of a 2-stage force main system as well as a new facility and lift station. The project is located in the Mason City South Industrial Park west and south of Pierce Avenue and 43rd Street SW respectively. The infrastructure when completed will have capacity to service several hundred industrial acres. The project is being funded through a State Revolving Fund Loan.

Mason City Water Work Plant Upgrades - This project addresses a major overhaul and replacement of the water treatment equipment that has been in service since 2004. The major components include the membrane stacks, racking, piping, valves and controls.

43rd Street SW Water Tower Rehabilitation. This project will include an exterior overcoat, dry interior spot repainting, wet interior spot repainting and miscellaneous repairs. This project has a hard target goal for a FY26 completion.

Any suggested changes to broad categories listed above:

City of Mason City: Finance Goals for Calendar Years 2025 & 2026

<u>Goal</u>	<u>Accomplishments Since October 2023</u>	<u>Work in Progress</u>	<u>Challenges</u>
Be a leader in City Hall and assist the City Administrator	<ol style="list-style-type: none"> 1. Coordination of infill housing committee process 2. Finalization of new recycling center partnership with Absolute Waste Removal 3. Completion & adoption of joint comprehensive land use plan 4. Worked with Winnebago Watershed group, including City as fiduciary 5. Assisted with Southbridge Mall acquisition and new hotel development agreement 6. Coordination of annual strategic planning process 	<ol style="list-style-type: none"> 1. Winnebago Watershed submitted grant application to Iowa DNR in January 2025 2. Extensive coordination and administrative work on Downtown West HOME program 3. Continued work on getting the most out of our Iowa Thriving Communities designation to leverage housing opportunities 4. Continued work on strategizing and planning for redevelopment of mall and mall area 	<ol style="list-style-type: none"> 1. Determining direction for grant applications not funded, such as EPA Community Change 2. Working toward making the mall sustainable on an operating basis, requiring filling more spaces and addressing issues such as the roof
Ensure quality accounting and financials & maintain strong financial condition	<ol style="list-style-type: none"> 1. Full reconciliation of financials completed and being maintained 2. Award of GFOA Certificate of Achievement for FY22 and FY23 audits 3. Strong increase in interest income due to improved cash management and investment strategy 	<ol style="list-style-type: none"> 1. Continued work with Abdo consulting staff on implementation of audit accruals into the flow of our financial processes, to ensure the most accurate financials possible 	<ol style="list-style-type: none"> 1. Continued challenges from unhelpful State of Iowa policy changes, especially affecting property tax revenues 2. Maintaining strong financial condition while keeping utility rates low as we move toward construction of improvements at both drinking water and wastewater plants

City of Mason City: Finance Goals for Calendar Years 2025 & 2026

<u>Goal</u>	<u>Accomplishments Since October 2023</u>	<u>Work in Progress</u>	<u>Challenges</u>
	<ol style="list-style-type: none"> 4. Expanded monthly reporting to provide more detailed information to departments on key projects 5. Coordination of new health insurance partnership with NIACOG and retained new pharmacy benefit manager, creating potential for large cost savings while maintaining high quality insurance 		
Support the City's departments & initiatives	<ol style="list-style-type: none"> 1. Assisted in retaining consultant for automated collection study for Sanitation 2. Deputy CA served as Interim PW Director from August-November 3. Implementation of new commercial/industrial stormwater fee policy in coordination with City Engineer 4. Extensive work on 500-600 block of 4th NE development 	<ol style="list-style-type: none"> 1. Work with HR on deployment of UKG software 2. Planning with O&M on transition to automated collection 3. Completion of 4th NE redevelopment and leveraging other development opportunities in the area to enhance housing opportunities 4. GIS lead on initiative to digitize hydrant inspections and provide informational dashboards to supervisors 5. Traffic sign inventory update 	<ol style="list-style-type: none"> 1. Continue to work with Corridor Housing Corporation and new director to creatively address housing in Mason City 2. Grapple with resolution of the Emerald Ash Borer issue, particularly for cemetery and private properties

City of Mason City: Finance Goals for Calendar Years 2025 & 2026

<u>Goal</u>	<u>Accomplishments Since October 2023</u>	<u>Work in Progress</u>	<u>Challenges</u>
Enhance the City's technological infrastructure	<ol style="list-style-type: none"> 1. Successfully transitioned the GIS system from a third-party platform to being fully maintained and updated internally. 2. Initiated network refresh process with RSM 3. Implemented ongoing employee security awareness training 	<ol style="list-style-type: none"> 1. Continued work and coordination on electronic records conversion. 2. Beginning deployment of network infrastructure upgrades in FY25, part of a multiyear process 3. Working on transition from Novatime to UKG 	<ol style="list-style-type: none"> 1. Successfully coordinating completion of electronic records initiative
Attract, train & retain quality staff	<ol style="list-style-type: none"> 1. Hiring process for Accounting & Reporting Analyst 	<ol style="list-style-type: none"> 1. Continued hiring activity due to internal promotion 2. Working on reviewing job descriptions and classifications for several positions 	

New Initiatives Since October 2023 (Please List & Describe): 500-600 block 4th NE redevelopment, mall acquisition and management of operations, new hotel development agreement and work toward construction start

Any suggested changes to broad categories listed above:

City of Mason City: Fire/Ambulance Department Goals for Calendar Years 2025 & 2026

Goal	Accomplishments Since October 2023	Work in Progress	Challenges
Work to keep the community safe	<ol style="list-style-type: none"> 1. GIS Preplanning fully operational 2. Mutual Aid Box Alarm System fully functional and tested 	<ol style="list-style-type: none"> 1. ISO re-evaluation 	<ol style="list-style-type: none"> 1. Station Renovations has delayed ISO scheduling
Attract, train & retain quality staff	<ol style="list-style-type: none"> 1. Completing Phase 1 of Wellness Fitness Initiative planning 2. Completed one semester of paramedic training at NIACC 3. Strategic Planning (initial) - succession planning started 	<ol style="list-style-type: none"> 1. WFI Phase 1 report. Begin Phase 2 2. Establish paramedic training pathway to utilize grant funding 3. Cont'd succession planning. 	<ol style="list-style-type: none"> 1. Time commitment from Fire Chief 2. NIACC no longer supports paramedic program; EMT program wavering 3. Risk Management study, Economic resiliency strategy not started
Work to ensure quality equipment and facilities	<ol style="list-style-type: none"> 1. Initiate Station Renovations 2. Ballistic equipment purchased 3. Established spec committee for 2321 (Ladder Truck) 4. Collected 1+ year data on modified ambulance standard of coverage 	<ol style="list-style-type: none"> 1. Station Renovations scheduled for 2/2025 completion 2. 3. 2321 (Ladder Truck) spec. committee established and progressing 4. Analysis of ambulance fleet - apparatus needed 	<ol style="list-style-type: none"> 1. Engineering errors in planning affecting expenses 2. Grant unsuccessful; used ambulance CIP for expenses 3. Expect 2+ year build time; increasing costs unpredictable 4. Upcoming purchases expect 2+ year build time

City of Mason City: Fire/Ambulance Department Goals for Calendar Years 2025 & 2026

Goal	Accomplishments Since October 2023	Work in Progress	Challenges
Work to ensure quality policies & procedures	<ol style="list-style-type: none"> 1. . 2. Standard Operating Policy updates. Engaged operations staff in contributing to SOP process 	<ol style="list-style-type: none"> 1. HazMat Team deployment protocol revamp 2. Several SOPs updated. New SOPs established. Using full function of TEAMS environment 	<ol style="list-style-type: none"> 1. On hold- time commitment 2. Time commitment. Coordinated/timed participation

New Initiatives Since October 2023 (Please List & Describe):

Command staff to initiate new leadership training programs: Captains are developing battalion specific leadership focused training programs. Critiques and recommendations to be made to other battalions,

Incident Command Training: Command staff are developing in-house battalion specific tactical improvement program. Additionally using singular/focused incident command training program selected by all Captains; monthly evaluations & performance critiques by the Fire Chief.

Software Adaptation: Admin staff transitioning to using MS365 platform to fullest capabilities; currently using TEAMS environment for multiple project tracking and enhanced communications (in-house)

Fire Prevention/Code Enforcement upgrades: Goal to enhance efficiency via upgrades to Fire Prevention Bureau technology & equipment. Streamline process for plan reviews, investigations, and inspections.

Re-evaluate EMS training: Evaluate the possibility of transitioning to in-house training/certification of State level certification programs (E.M.T. & Paramedic)

City of Mason City: Human Resources Goals for Calendar Years 2025 & 2026

<u>Goal</u>	<u>Accomplishments Since October 2023</u>	<u>Work in Progress</u>	<u>Challenges</u>
Recruit & retain a quality City workforce	1. From Oct '23-Nov '24 have hired 34 full and part-time staff, and hired 107 seasonal staff	1. Work continues 2. Plans are underway to transition	1. Law enforcement candidates continue to be in short supply nationwide.
Develop & support organizational development	1. Since Oct '23 we have hired or promoted 12 employees to a supervisory capacity.	1. Additional leadership development activities are needed for newly promoted and future high potential staff.	1. Uncertainty of future staff retirement plans can be a challenge to planning success transitions.
See to the proper maintenance of personnel records	1. All active employee personnel files have been converted to electronic records. 2/3 of active employee medical files are converted.	1. Remaining active employee medical files and all employee drug testing records need electronic record conversion.	1. Prioritizing completion of record conversion during period of increased staffing needs.

New Initiatives Since October 2023 (Please List & Describe):

The HR department began conversion of all current employee records to an electronic format. This required establishment of file requirements, clean-up of existing employees files, scanning of all existing records, and all ensuring all future records be maintained in electronic format only.

The Human Resources department was expanded from 2 to 3 employees in August, providing additional resources to more effectively focus on increased staffing needs, a variety of HR needs, and to support electronic record needs city-wide.

Beginning in September 2023 we switched to continuous recruitment for Police Officers, requiring testing to be conducted every other month on a permanent basis, and a significant increase in overall workload of the department.

City of Mason City: Human Resources Goals for Calendar Years 2025 & 2026

Significant support was devoted to preparations for a future online Human Resources information system, which is expected to go live in early 2025.

Any suggested changes to broad categories listed above:

No changes suggested.

City of Mason City: Museum Goals for Calendar Years 2025 & 2026

<u>Goal</u>	<u>Accomplishments Since October 2023</u>	<u>Work in Progress</u>	<u>Challenges</u>
Provide for the long-term funding of the Museum	<ol style="list-style-type: none"> 1. Artoberfest was an outstanding success, added VENMO to our Foundation's options for payment. 	<ol style="list-style-type: none"> 1. Working to add other online payment methods to ease donating. 	<ol style="list-style-type: none"> 1. Restrictions regarding online payments and donations. 2. Funding does not keep up with the pace of salary increases. 3. Fundraising ability does not keep up with pace of inflation and staff salary increases.
Enhance facilities, programs & collections offered & their utilization	<ol style="list-style-type: none"> 1. Reorganization of the Art Studios has begun. 2. Preliminary plans created for collections storage off site has begun. 	<ol style="list-style-type: none"> 1. Working to reorganize Bil Baird video interactive. 2. Have reorganized art studio, working to remodel. 	<ol style="list-style-type: none"> 1. Space constraints continue to plague the Museum. 2. The Museum must finalize land acquisitions in order to build Museum Collections Storage. 3. Once Collections moves opportunity to reorganize the Museum to more space efficient storage.
Support a quality and well-trained staff	<ol style="list-style-type: none"> 1. Have sent staff to additional training when needed. 2. Provided education opportunities for staff on a case by case basis. 	<ol style="list-style-type: none"> 1. Continue to work to find experienced art staff. 	<ol style="list-style-type: none"> 1. The ability to only hire part time staff in some positions hinders ability to find and hire qualified personnel.

City of Mason City: Museum Goals for Calendar Years 2025 & 2026

New Initiatives Since October 2023 (Please List & Describe):

Continue to streamline services

Digitize communication when possible.

We will be starting our re-accreditation reorganization this month - this will go 12 months

Increase community awareness.

Any suggested changes to broad categories listed above:

We need to have one entire category to the collections storage area as we move forward (hopefully).

City of Mason City: Operations & Maintenance Goals for Calendar Years 2025 & 2026

<u>Goal</u>	<u>Accomplishments Since October 2023</u>	<u>Work in Progress</u>	<u>Challenges</u>
Ensure quality equipment & support for staff	<ol style="list-style-type: none"> 1. Vehicle replacement 2. Backfilling staff 	<ol style="list-style-type: none"> 1. New Director of Public Works 2. Interviewing for new Administrative Assistant 3. Internal transfers 	<ol style="list-style-type: none"> 1. Retirements. Eight eligible now, nine more over the next 3 years. 2. Aging equipment maintenance.
Ensure safe & compliant water reclamation	<ol style="list-style-type: none"> 1. Completed pump station #1 updates. 2. Reviewed 30% plans for nutrient reduction upgrade. 	<ol style="list-style-type: none"> 1. Working toward 60% plan completion. 2. Separation waiver and consent agreement with J. Ivonavitch. 	<ol style="list-style-type: none"> 1. Rising cost of material for plant upgrade. 2. Identifying & repair of collection system issues.
Provide quality infrastructure & sanitation services	<ol style="list-style-type: none"> 1. Completed point repairs in the FY25 sanitary sewer project. 2. Installed new generator at 15th St. lift station 	<ol style="list-style-type: none"> 1. Lining of identified lines in the FY25 collection system project. 2. Nutrient reduction plant upgrades 	<ol style="list-style-type: none"> 1. Meeting effluent limits during plant upgrades.
Ensure quality parks & recreational opportunities	<ol style="list-style-type: none"> 1. 	<ol style="list-style-type: none"> 1. Roof replacement Lester Mulligan Shelter 2. New truck 	<ol style="list-style-type: none"> 1.
Deal with the Emerald Ash Borer issue	<ol style="list-style-type: none"> 1. Continue tree removal & replacement 	<ol style="list-style-type: none"> 1. 	<ol style="list-style-type: none"> 1. Developing plan to deal with privately-owned dead or dying ash trees

City of Mason City: Operations & Maintenance Goals for Calendar Years 2025 & 2026

New Initiatives Since October 2023 (Please List & Describe):

Expanding the trail system and building a bike park.

Any suggested changes to broad categories listed above:

City of Mason City: Police Department Goals for Calendar Years 2025 and 2026

<u>Goal</u>	<u>Accomplishments Since October 2023</u>	<u>Work in Progress</u>	<u>Challenges</u>
Work to keep the community safe	<ol style="list-style-type: none"> 1. Ongoing case investigations with federal partners for firearms prosecution 2. Continuing SMART/SAFE City buildout 	<ol style="list-style-type: none"> 1. Case work and referral to US Attorneys Office for federal adoption and prosecution 2. Iowa installer on board for deployment of system 	<ol style="list-style-type: none"> 1. Staffing and time for follow-up and defendant transport to Sioux City 2. Vendor follow-through on deployment/installation
Work to ensure quality staffing and departmental leadership	<ol style="list-style-type: none"> 1. Professional Development for Command Staff 2. Police Officer Recruitment Process 	<ol style="list-style-type: none"> 1. new supervisors/civil service list officers to FBI LEEDA training 2. Streamlined process/civil service updates 	<ol style="list-style-type: none"> 1. ongoing promotions as retirements occur/addl FBI LEEDA training 2. lack of applicants for police officer positions
Work to ensure quality equipment and facilities	<ol style="list-style-type: none"> 1. Completed Phases 1-3 of MCPD Remodel Project 2. Continuing work on MCPD/CoMC infrastructure 	<ol style="list-style-type: none"> 1. New evidence space/day lockers, locker rooms 2. Added guest network to MCPD, working on CAT6 update 	<ol style="list-style-type: none"> 1. on-time completion and minor change orders 2. Funding and ongoing construction work

New Initiatives Since October 2023 (Please List & Describe): We have worked diligently to streamline our hiring process and now have it down to a 60-day process for most applicants from a multi-month process. This is helping us to move qualified applicants quickly through the screening process, while being certain we are covering all parts of the background process. We are still challenged by the lack of applicants that apply that allow us to get sufficient numbers to get back to full strength.

City of Mason City: Recreation Department Goals for Calendar Years 2025 & 2026

<u>Goal</u>	<u>Accomplishments Since October 2023</u>	<u>Work in Progress</u>	<u>Challenges</u>
Ensure quality recreation programming & public interface	<ol style="list-style-type: none"> 1. An annual adult flag football tournament has been created and successfully ran 2. Social Media has grown in followers 3. Aquatic Center has start-up and closing procedures standardize 4. Double the rental fleet at Highland 	<ol style="list-style-type: none"> 1. Possible after-school program at Jefferson Elementary 2. Social Media programming 3. Expanding our service areas such as younger children and adaptive sports programming 	<ol style="list-style-type: none"> 1. Getting E-sports to take off
Fully utilize the Mason City Arena & other facilities	<ol style="list-style-type: none"> 1. Hosted 2 concerts, MMA event, NNO, and a comedy show 2. Larger Hockey Tournaments held at the arena 	<ol style="list-style-type: none"> 1. Find the right marketing tool to get the community engaged in city events. 	<ol style="list-style-type: none"> 1. Shrinking non ice time available at the arena 2. Ice activities growth in the community limits non ice event activities
Attract, train & retain quality staff	<ol style="list-style-type: none"> 1. Obtain full staffing and coaching levels for all activities, programs, and facilities. 	<ol style="list-style-type: none"> 1. Partnering with University and Colleges throughout Iowa and Minnesota 	<ol style="list-style-type: none"> 1. Lack of work force and volunteers
Enhance recreational facilities & equipment	<ol style="list-style-type: none"> 1. Club house and decking stain 2. New landscaping throughout the golf course 	<ol style="list-style-type: none"> 1. Seek to improve glass and boards at the arena 2. Major replacement of 20 year old recreation equipment 	<ol style="list-style-type: none"> 1. Financial restraints to address all of the issues at once for an aging aquatic center

City of Mason City: Recreation Department Goals for Calendar Years 2025 & 2026

<u>Goal</u>	<u>Accomplishments Since October 2023</u>	<u>Work in Progress</u>	<u>Challenges</u>
		3. Electrical upgrades to MacNider Campgrounds 4. Start address the Mason City Facility Upgrade Plans	

New Initiatives Since October 2023 (Please List & Describe):

Any suggested changes to broad categories listed above: