



## GOAL SETTING

Dyersville Social Center, 625 3rd Ave SE  
Monday, January 22, 2024  
5:00 PM

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### AGENDA

#### CALL TO ORDER – ROLL CALL

#### APPROVAL OF AGENDA

1. Letter Callahan Munipal Consultants, LLC
2. Agenda
3. Exhibit A Major Accomplishments
4. Exhibit B Issues & Concerns
5. Exhibit C On-going Commitments & Priorities - Previous Goal Setting Sessions
6. Exhibit D Significant Initiatives, Programs & Policies
7. Exhibit E Capital Projects & Equipment Purchases
8. Exhibit F Teamwork Suggestions

#### ADJOURNMENT



January 18, 2024

To: Mayor, City Council Members, & City Department Heads  
Dyersville, Iowa

From: Patrick Callahan

Re: Goal Setting Session - 2024

We are looking forward to the Mayor & City Council Goal Setting Session that is scheduled for Monday, January 22, 2024, at 5:00 p.m. at the Dyersville Social Center. The agenda for the meeting is enclosed for your review. The City Department Heads will meet at 1:30 PM the same day.

We would like to thank the Mayor, City Council Members, and City Department Heads for taking the time to complete our advance questionnaire for the upcoming goal setting session. We have enclosed for your review summaries of the responses from the questionnaire. We have tried to eliminate any duplication of comments. The individual responses were not listed in any particular order.

## Review of the Summary of Responses

As you review the summaries prior to the meeting on January 22, please consider the following suggestions:

1. Compare the enclosed summaries to your personal responses and let us know if we missed any of your comments.
2. Consider new wording to clarify or modify the comments to make them more understandable and relevant.
3. If any items have been overlooked or missed, let us know and we can add these items to the exhibits in the final report.
4. As you review the list of programs & initiatives and the list of capital projects, please give some consideration as to which of the suggestions that you think should be given the "top priority" ranking. You will be asked to rank the programs and capital projects on Exhibits D and E.

## Major Accomplishments - Exhibit A

Both the Elected Officials and the City Department Heads provided a list of major accomplishments that have been completed in Dyersville in recent years. Please let us know if we need to include any additional items to the list of accomplishments.

## Issues and Concerns - Exhibit B

There is a list of issues and concerns. As we review this list, we may need to identify programs, initiatives or projects that will help to resolve or address these issues and

concerns. We may have a few additional suggestions during the meeting that the City Council may want to consider to resolve or reduce the impact of a particular issue or concern.

## On-going Commitments and Priorities - Exhibit C

There is enclosed a list of on-going commitments and priorities that were discussed and approved during previous goal setting sessions or city council meetings. Please review this list of projects and programs prior to the meeting. The City Council will be asked to reaffirm that the City will continue to pursue and complete these projects and programs. If something has changed and the City Council is no longer committed to these projects and programs, please advise us and those items will be removed from Exhibit C and the City Staff will discontinue working on them.

## Significant Initiatives and Programs - Exhibit D

Both the Elected Officials and the Department Heads identified potential programs or initiatives. Some of the suggestions would be relatively easy to accomplish, but other ideas will require much time and effort. After this list has been reviewed, modified, and combined, the Mayor and City Council Members will be asked to rank and prioritize these programs and initiatives.

## Capital Projects and Equipment Purchases - Exhibit E

The Mayor and City Council and Department Heads have identified 38 potential capital projects and equipment purchases. After this list has been reviewed, modified, and combined, the Mayor and City Council Members will be asked to rank and prioritize these capital projects and equipment purchases.

## Teamwork Suggestions - Exhibit F

This exhibit summarizes the suggestions that were submitted regarding things that could be done to enhance communications and teamwork. We will review, modify, and possibly add items to this list of suggestions. As you will note, some of the comments are merely observations and not necessarily a goal or action item. We will urge the Mayor and City Council to formulate specific goals or objectives that will enhance teamwork among the City's elected officials and with the City Department Heads. We will seek a consensus from the Mayor and City Council regarding the items on Exhibit F.

## Final Comments

We will give you some advance notice of two sentences that we will ask you to finish at the start of the goal setting session.

1. "The main reason that I ran for a seat on the city council was....."
2. "During the next two years, I really hope that the City accomplishes these two projects or goals ....."

If you have any questions, please feel free to contact us at 563-599-3708 or [callahan.cmc@gmail.com](mailto:callahan.cmc@gmail.com).

**CITY OF DYERSVILLE, IOWA MAYOR  
AND CITY COUNCIL  
CITY COUNCIL GOAL SETTING-2024**

**Monday, January 22, 2024**

**5:00 PM**

**Dyersville Social Center - 625 3<sup>rd</sup> Avenue SE AGENDA**

1. Introduction and Opening Comments
2. General Overview of the Meeting and the Goal Setting Report
3. Brief Review of City Accomplishments -Past Two Years -Exhibit A
4. Brief Review of Issues, Concerns and Trends - Exhibit B
5. Review of On-going Commitments and Priorities from Previous Goal Setting Sessions - Exhibit C
6. Review and Ranking of Programs, Policies, and Initiatives - Exhibit D
  - A. Review of Proposed Initiatives
  - B. Clarification of Items
  - C. Revisions, Additions, Deletions and Combination.of Items
  - D. Ranking of Items - Placing of the "Dots"
  - E. Review List of "Givens" or Ongoing Projects
7. Review and Ranking of Capital Projects & Equipment Purchases -Exhibit E
  - A. Review of proposed projects
  - B. Clarification of items
  - C. Revisions, Additions, Deletions and Combinations of Projects
  - D. Ranking of Items -Placing of the "Dots"
  - E. Review List of "Givens" or Ongoing Projects
8. Review & Evaluate Teamwork Objectives - Exhibit F
9. Final Report to the Mayor and City Council - 2024 Goal Setting Process

**AGENDA**

**CITY OF DYERSVILLE, IOWA CITY  
DEPARTMENT HEADS  
CITY COUNCIL GOAL SETTING - 2024**

**Monday, January 22, 2024-1:30 p.m.  
Dyersville Social Center - 625 3<sup>rd</sup> Avenue SE**

1. Introductions and Opening Comments
2. General Overview of the Meeting and the Goal Setting Report
3. Brief Review of City Accomplishments -Past Two Years- Exhibit A
4. Brief Review of Issues, Concerns and Trends - Exhibit B
5. Review of On-going Commitments and Priorities from Previous Goal Setting Sessions - Exhibit C
6. Review and Ranking of Programs, Policies, and Initiatives - Exhibit D
  - A. Review of Proposed Initiatives
  - B. Clarification of Items
  - C. Revisions, Additions, Deletions and Combinations of Items
  - D. Ranking of Items - Placing of the "Dots"
  - E. Review List of "Givens" or Ongoing Projects
7. Review and Ranking of Capital Projects & Equipment Purchases -Exhibit E.
  - A. Review of proposed projects
  - B. Clarification of items
  - C. Revisions, Additions, Deletions and Combinations of Projects
  - D. Ranking of Items - Placing of the "Dots"
  - E. Review List of "Givens" or Ongoing Projects
8. Review & Evaluate "Team Work Objectives" - Exhibit F.
9. Final Report to the Mayor and City Council- 2024 Goal Setting Process
10. Questions, Comments, and Suggestions
11. Adjourn

**EXHIBIT A**  
**CITY OF DYERSVILLE, IOWA**  
**GOAL SETTING SESSION 2024-2025**

**Major Accomplishments**

**Parks & Recreation Projects**

1. Phase 1 of the Legacy Square development
2. Completion of pickleball courts at Candy Cane Park
3. Completion of Heritage Trail connection from Hwy 52 to Trail Head
4. Worked with the County to pave Heritage Trail from Dyersville Trail Head to at least Prier Road-Partnership
5. New dugouts at Westside Park ball fields
6. Water Fountain at Westside Park
7. Baseball Building Improvements through grant
8. Replaced park gator to UTV
9. New splash pad features at Aquatic Center
10. Addition of the Green Space & Amphitheatre
11. Enhanced sand volleyball courts
12. Bocce Ball Court
13. Expanded safety fencing at Commercial Club Park
14. New water fountains at Westside Park
15. Painted swing sets and batting cages
16. Devised operating procedures to handle 70+ game summer baseball tournaments.
17. Added flag football league
18. Added a city-sponsored track meet
19. Measured and added two soccer fields and two football fields
20. Acquired a course map for the disc golf area
21. Started game day at the Social Center
22. Legacy Square Stage and light complete

**Public Works Projects - Streets, Storm Sewers, & Sidewalks**

23. 1st Ave. West Bridge completion
24. Completed resurfacing of 2,000 feet of 5<sup>th</sup> Avenue NE - Dyersville East Road.
25. Applied for and was awarded \$25,000 grant from Dubuque County for 5<sup>th</sup> Avenue NE resurfacing project.
26. Made handicap accessibility improvements to sidewalks at the intersections of 7<sup>th</sup> Avenue SE with 4<sup>th</sup> and 5<sup>th</sup> Streets.
27. Completed downtown streets revitalization project- upgraded lighting, storm drainage, pedestrian accessibility, and pavement resurfacing - 2<sup>nd</sup> Ave. NE and 3<sup>rd</sup> ST. NE.

- 28. Completed construction on new downtown City parking lot at 2<sup>nd</sup> Avenue and 2<sup>nd</sup> Street NE - across from Textile Brewery.
- 29. Completed pedestrian accessibility, and ROW/street resurfacing improvements - 2<sup>nd</sup> Street SE - near the Baseball Building.
- 30. Completed pavement resurfacing of 2 blocks of 11<sup>th</sup> Avenue SE and 2 blocks of 7<sup>th</sup> Avenue SE.
- 31. Completed resurfacing of downtown alley south of 1st Avenue - 100 block- behind English Insurance.
- 32. Completed fiber-optic access to all public works facilities.
- 33. Completed Field of Dreams wetland mitigation project off.Beltline Road.
- 34. Completed maintenance for wetland development of Bear Creek restoration.

#### **Public Works & Public Safety Equipment & Vehicles**

- 35. Upgraded aerial firetruck purchase
- 36. Replaced PD squad video cameras - car and officer
- 37. Replaced one dump truck and material spreader
- 38. Purchased a small jetter
- 39. Purchased new¾ ton pickup {2023 Ram 2500) needed in Streets Division.
- 40. Police Department garage renovation

#### **Water Sewer Utilities**

- 41. Utility extensions to the Field of Dreams
- 42. Removed all sanitary sewer shared service lines
- 43. Completed installation of replacement/upgraded chopper pumps at West Linden WW lift station.
- 44. Completed installation of replacement/upgraded chopper pumps at Main lift station at WWTF (start-up yet to be done).
- 45. Completed implementation of nutrient reduction improvements through minor operational changes at the wastewater treatment plant.

#### **Community Development & Events**

- 46. Activities with MLB and Field of Dreams Movie Site
- 47. Working with This is Iowa Ballpark on the design of a new professional ballpark at the Field of Dreams.
- 48. Numerous Youth Baseball teams coming to Dyersville.
- 49. Installation of wayfinding signage
- 50. Removed a flood buyout house through a grant
- 51. Continue with Downtown Facade Improvements
- 52. Penn House Improvements through a grant
- 53. Legacy Square - Downtown Market vents

54. Added necessary number of compliant handicap parking stalls at all existing public parking lots and installed compliant handicap signs at all public locations.

#### **Economic Development Related Projects**

55. Highway 20 West Industrial Park Phase 3 development
56. English Insurance & Edward Jones Facade Refurbishment
57. Continued Support of Economic Development
58. New Knepper Childcare Center progress
59. Upcoming Daycare facility

#### **Administration Projects**

60. Completed Handicap- accessibility study
61. Wage and compensation study 1.0
62. Updated City's personnel policy
63. Updated adult entertainment ordinance
64. Implemented Municode Agenda and Meeting Management
65. Implemented Alert Iowa Emergency Notification System
66. Hired Parks and Recreation Manager with office located in City Hall
67. Hired two public works crew members to replace recent departures.
68. Two existing PW employees have become certified as Grade 2 Water and Grade 3 Wastewater Operators.
69. Continue with strong PW staff safety and hazard - awareness program with assistance from IAMU.
70. Made continued progress in data acquisition, data population, and implementation of asset management system and further implementation of paperless operations - management system.
71. Completed assessment of downtown accessibility issues.



# EXHIBIT B

## CITY OF DYERSVILLE, IOWA

### GOAL SETTING SESSION 2024-2025

#### Issues and Concerns

##### Human Resources Issues

1. Ability to maintain wages/benefits due to strain on budgets caused by state government.
2. Keeping adequate levels of volunteers for fire and EMS services.
3. Staffing levels in City departments - open positions, turnover, etc.
4. Need additional full-time staff position for City Hall to assist with workload.
5. PW lost Street Foreman this year - down to 5 out of 6 positions.
6. Dyersville has a Grade 3 Wastewater Treatment Plant, which requires at least one Grade 3 WW Operator. For redundancy, we desire to have all 6 of our crew members become certified as Grade 3 WW Operators. Currently, we have two Grade 3 and one Grade 2 WW Operators.
7. Labor pool stresses for summer Aquatic Center help.
8. Overextension of city staff due to Field of Dreams development.
9. Keeping a well-trained and experienced staff in all city departments.
10. Lack of people to come into open positions.

##### Infrastructure Needs

11. Large portions of the original phase of the Wastewater Treatment Plant are over 23 years old and are starting to show their age. Equipment replacements of substantial expense have begun, and more is needed.
12. WW plant needs more space for added sludge that will be coming from nutrient removal addition.
13. Need bridges constructed in 3 locations as identified in the study.
14. Many streets deteriorating- need rehabilitation or reconstruction. pt Avenue West (Old Highway 20), west of the roundabout has substantial potholes and requires significant maintenance.
15. Some streets beyond rehabilitation - need reconstruction - 16<sup>th</sup> Avenue SE.
16. Many streets have no sidewalks - especially needed on major pedestrian routes.
17. Many existing sidewalks are non-compliant with ADA.
18. Bicycle and pedestrian trails in many parts of town, but not all are connected to each other or to Heritage Trail.
19. The existing bridge on 3<sup>rd</sup> Avenue SE - W over the North Fork Maquoketa River is showing signs of age. It still scores too low for replacement, but some repairs should be done in the meantime.

- 20. Many dead-end water mains exist in the water system. Also, areas where fire-flows are substandard and require water main looping.
- 21. Street shop building in need of repair/replacement of rusting/failing metal siding.
- 22. The water quality at Well 5 is less than that of Well 4 with the treatment process - ammonia and radium are present, but not out of compliance.
- 23. W&WW systems lack the ability to communicate effectively across the system.
- 24. Field of Dreams development - maintaining momentum.
- 25. Westside parking for FOD tournaments and Soccer Saturdays.
- 26. Aging light poles at Westside Field #1 and Front Candy Cane Park.
- 27. Permanent restrooms/concession stand at Commercial Club fields.
- 28. Need for more shade areas at Candy Cane playground.
- 29. Traffic congestion on Highway 52.
- 30. Tennis court & basketball court surfaces.
- 31. Lighting on the east side of Westside Trail.

### **Equipment Needs**

- 32. The 2017 ½ ton pickup in the Streets Division has had reliability issues. The starter was replaced in 2023 and it shows some rust.
- 33. The 2013 street sweeper has had reliability problems - the last five years had over \$30,000 worth of repairs.
- 34. The end loader will be at its replacement age in September, 2024.

### **City Operation Concerns**

- 35. Concern that new state legislation makes it difficult to maintain our level of services.
- 36. Maintain efficiency in the departments.
- 37. Ambulance/EMT Service.

### **Building & Facility Needs**

- 38. Memorial Building 2<sup>nd</sup> Floor of City Hall.
- 39. Update City Council Chambers.
- 40. Aging buildings/planning for replacement of HAC, roof, carpet, etc. of city buildings.
- 41. PW buildings and equipment spread out all over the City - efficiency is affected when having to move things back and forth.

### **Financial Concerns**

- 42. Budgeting constraints and controlling costs.
- 43. Keeping property taxes down.
- 44. Health/group insurance costs.
- 45. Inflation's impact on the City budget.
- 46. Keeping the Aquatic Center in operation.
- 47. Funding and budgets are limited. There is never enough money to do all that the City

should be doing to adequately serve the citizens.

**General Administration Issues & Needs**

- 48. The need to update policy on sidewalk replacement reimbursement.
- 49. The need to update downtown facade improvement policy.
- SO. The need to review incentives for property tax relief for new housing.
- 51. The need to update compensation study across all employee positions.
- 52. The need to develop 5 year plan for street reconstruction/refurbishment.
- 53. Keeping current level of services.
- 54. Continued erosion of local control due to state government.
- 55. Annex residential subdivisions outside city limits - need to create an incentive plan.

**Community & Housing Needs**

- 56. Adequate housing, especially for senior and 1st time homebuyers.
- 57. Still no truly "affordable" housing options.
- 58. Condition of rental properties.
- 59. Continue ash tree cutting with no replanting.
- 60. Lack of building inspector.
- 61. Lack of video cameras in town.
- 62. Dyersville has a limited number of restaurants.

**Economic Development Needs**

- 63. Further opportunities to partner with MLB at Field of Dreams and ensure that future MLB events are executed safely and as a world-class event.
- 64. Family recruiting.
- 65. New business and downtown development/growth.
- 66. Branding and selling our "Great" City.
- 67. Positioning the community to compete in the global market.
- 68. Drawing more people to our City - visit, live and work.
- 69. Bring new businesses to the City.

**EXHIBIT C**  
**CITY OF DYERSVILLE, IOWA**  
**GOAL SETTING SESSION 2024-2025**

**On-going Commitments & Priorities - Previous Goal Setting Sessions**

1. Continue economic development programs:
  - Continue to work with DEDC and developers on Economic Development Projects
  - Continue to work with MLB on their event at Field of Dreams and for future events
  - Continue to work with Field of Dreams development to build an outstanding tourism site
  - Continue to work with This is Iowa Ballpark on the construction of the professional ballpark
  - Continue to promote downtown revitalization
  - Continue to fund the Downtown Facade Program
2. Annexation study
3. Update Subdivision Ordinance
4. Continue with the development of the City Asset System
5. Reconstruct 16<sup>th</sup> Avenue SE at the shopping mall
6. Additional/improved Westside Park lighting
7. Reconfigure the Tennis Court into Tennis Court/Pickleball Courts
8. Continue to pursue the installation of three newly identified bridges
  - 12<sup>th</sup> & 13<sup>th</sup> Avenue bridge
  - 7<sup>th</sup> Street SW bridge
  - Beltline Road-Railroad Overpass
9. Continue to seek federal and state funds to improve creeks and rivers for appearance, flood mitigation, and recreation.
10. Street upgrade program
11. Replace ballpark lights at the big field at Westside Park
12. Replace ballpark lights at the main ballfield at Candy Cane Park

13. Cameras on all roads coming into the city-major intersections
14. Gaga ball improvements
15. Implement handicap improvements with private businesses citywide
16. Replace one dump truck and material spreader
17. Continue installation of better communication network-fiber-optic network throughout the City
18. Complete SCAD system for all water and wastewater facilities
19. Projects to address aging library facilities - HVAC replacement, carpet replacement, etc.
20. Update wage and compensation study 2.0 - Phase 2
21. Continue replacing brick manholes
22. Partnership for new childcare facility

**EXHIBIT D**  
**CITY OF DYERSVILLE, IOWA**  
**GOAL SETTING SESSION 2024-2025**

**Significant Initiatives, Programs & Policies**

**Human Resources & Staff Development**

1. Hire a Grade 3 Wastewater Operator to run the WWTF.
2. Hire replacement for Streets Foreman position.
3. Bring all Public Works staff up to Grade 2 Water and Grade 3 Wastewater operator certification.
4. Soccer referee clinic to teach and attract new referees.
5. Umpire clinic in spring to train umpires for Prairie League.

**Infrastructure Studies & Programs**

6. Develop a downtown streetscape plan
7. Develop plan for sidewalk construction, replacement, and accessibility compliance.
8. Develop plan for further connecting trails in town with Heritage Trail.
9. Create a park plan at Ertl Property.
10. Continue sanitary sewer main inspection program in Cartegraph.
11. Continue manhole inspection program in Cartegraph.
12. Continue regular large-scale sewer main cleaning program using trailer jetter and rented jetter/vac unit.
13. Develop plan for looping dead-end water mains.
14. Develop plan for adding radium removal treatment at Water Well 5.
15. Develop plan for completing water main looping and eliminating dead end mains.
16. Develop plan for replacing failing fire hydrants and valves

- 17. Complete the Lead Service Line inventory and look for ways to fund replacements.
- 18. Integrate Wincan camera data with Cartegraph data management system.
- 19. Continue to utilize pavement preservation techniques.
- 20. Complete system for planning/prioritizing street rehab approaches and projects - 5 year plan.

### **Community Enhancement Programs & Policies**

- 21. Develop a stronger policy for nuisance properties - industrial and residential - 3<sup>rd</sup> St. NE /4<sup>th</sup> Ave. NE.
- 22. Make sure more downtown businesses have accessibility and ADA compliant.
- 23. Update City logo and Branding Plan for City
- 24. Develop a tree replacement plan
- 25. Establish a community garden project
- 26. Create a better policy and ordinance for the replacement, repair, or demolition of dangerous buildings.

### **General Administration**

- 27. Continue getting documents into Laserfiche
- 28. Update & implement a Code Enforcement Program.
- 29. Improve the snow removal ordinance.
- 30. Parade Permits - with requirements and possible fee.

### **Financial Studies and Programs**

- 31. Water and sewer rate updates
- 32. Continue working on getting financial software in Cloud.

33. Competitive wages for all staff.

34. Develop a financial plan for the continued support of Heritage Trail paving

35. Review registration fees to improve umpire and referee fees.

#### **Miscellaneous Programs**

36. Possible implementation of Knox Box Program on Industrial Buildings

37. Fire alarm codes on industrial buildings



**EXHIBIT E**  
**CITY OF DYERSVILLE, IOWA**  
**GOAL SETTING SESSION 2024-2025**

**Capital Projects & Equipment Purchases**

**Parks & Recreation Projects**

1. Continued City support for Heritage Trail paving
2. National Fitness Campaign Outdoor fitness area
3. Lights for Candy Cane front diamond
4. Concession stand at Commercial Club
5. Resurface tennis and basketball courts

**Public Works Projects - Streets, Bridges, Sidewalks & Storm Sewers**

6. 12<sup>th</sup> Avenue SE traffic light
7. 12<sup>th</sup> -13<sup>th</sup> and other bridge projects - dependent on grant, but still a high priority
8. Connect 12<sup>th</sup> Avenue SE and 15<sup>th</sup> Avenue SE -17<sup>th</sup> Street SE
9. Highway 52 improvements at Beltline and Dyersville East Road - Corridor Study
10. 16<sup>th</sup> Avenue reconstruction by Stone Creek shopping center
11. Sidewalk rehabilitation
12. Adding sidewalk in certain areas - 6<sup>th</sup> Street SE
13. Handicap accessibility downtown
14. Continue to look for funding to rehab or replace 3<sup>rd</sup> Avenue Bridge
15. Continue alley resurfacing
16. Develop plan for rehabilitation or reconstruction of 1st Avenue West (Old Highway 20) pavement - apply for the Delaware County RCTP grant (\$25,000)

17. Investigate possible rehab and low-cost pavement preservation options for some concrete pavements
18. Continue to plan for and complete budgeted pavement rehab and parking lot pavement projects

#### **Public Works Vehicles & Equipment**

19. Replace second 2014 Dump trucks/material spreader
20. Replace the 2017 Ram $\frac{1}{2}$  ton in the Streets Division in accordance with Vehicles and Equipment Replacement Program.
21. Replace the 2013 street sweeper in accordance with Vehicles and Equipment Replacement Program.
22. Replace the 2019 end loader in accordance with Vehicles and Equipment Replacement Program.

#### **Water & Sewer Projects**

23. Replace remaining brick manholes, including manhole at 2<sup>nd</sup> Avenue and Highway 52.
24. Continue replacement of original phase WWTP equipment
25. Expand sludge pad to fit more sludge at WWTF - consider placing it under a roof to keep from getting rained on.
26. Complete and start up SCADA (Supervisory Control and Data Acquisition) system for water and wastewater facilities.

#### **Economic Development Projects**

27. Complete Phase III of 20 West Industrial Park
28. Improvements to the creeks and rivers through town for appearance and recreation.

**City Building & Facilities**

- 29. Library updates/improvements - paint, carpet, electrical, etc.
- 30. Continue upgrade to building- entry keypads across Public Works.
- 31. Repair street shop rust/failing screws.
- 32. Memorial Building - Renovate the top floor to its original state for events & meetings.
- 33. Consider Emergency Service Building north of railroad tracks.
- 34. Purchase old BP property south of Fire Station.
- 35. Replace Fire Department SCBA packs and bottles.

**EXHIBIT F**  
**CITY OF DYERSVILLE, IOWA**  
**GOAL SETTING SESSION 2024-2025**

**Teamwork Suggestions**

1. More "in city" educating for Mayor and Council - difficult to leave town for events.
2. More tours of local businesses and discussions with business leaders or business after hour for exposure for economic development.
3. Continue to keep Mayor & City Council updated on City projects.
4. Staff Accountability.
5. Too many distractions-some projects don't get completed on time.
6. Offer training sessions tied to City Council meetings.
7. Council packets - need to be provided earlier than Friday afternoon.
8. Bring concerns to the Department Heads prior to the Council meetings.
9. Wage & Compensation Study-Assign to City Council Committee for review.
10. PW staff to continue twice-monthly staff meetings and occasional team-building events.
11. PW Director to implement plan to spend time in the field with each crew member as "helping hands" to help to build better teamwork, educate the PW Director on the work the crew does, and provide for opportunities to get to know them better.
12. PW director to continue regular meetings with City Administrator.
13. PW director to continue twice-annual employee - review meetings with each individual crewmember, in summer (formal review) and winter (less formal), to evaluate worker and supervisor.
14. Provide for public input and communications through invitational public meetings for residents affected by improvement projects.
15. PW director to continue thorough and complete monthly staff reports to City Council.
16. PW Director hereby offers to bring any government official into the field to see what we do or to see first-hand progress on projects.