

CITY OF SIDNEY STRATEGIC PLANNING SESSION, NOVEMBER 16, 2023, 12:00 P.M.
1115 13th Avenue, Sidney NE

AGENDA

CALL TO ORDER
PLEDGE OF ALLEGIANCE
WELCOME
BUSINESS AND REPORTS:

1. Announcement re: Open Meetings Act
2. Comments by the public
3. Strategic Planning Session – David Scott

ADJOURNMENT

CANCELLED DUE TO NO QUORUM

**The Council values & encourages comments by the public even if the topic is not on our agenda. In order to give all of the public the opportunity to know about and participate in discussions regarding items that are not on the current agenda, we will not respond to or discuss any comments. Reminder - there is a procedure to apply to get on the agenda by filling out a form that is available on the City's website or at the City Clerk's office. We encourage citizens to take advantage of this procedure.

Open Meetings Act
Effective Date – July 21, 2022

84-1407. Act, how cited.

Sections 84-1407 to 84-1414 shall be known and may be cited as the Open Meetings Act.

84-1408. Declaration of Intent; meetings open to public.

It is hereby declared to be the policy of this state that the formation of public policy is public business and may not be conducted in secret.

Every meeting of a public body shall be open to the public in order that citizens may exercise their democratic privilege of attending and speaking at meetings of public bodies, except as otherwise provided by the Constitution of Nebraska, federal statutes, and the Open Meetings Act.

84-1409. Terms, defined.

For purposes of the Open Meetings Act, unless the context otherwise requires:

(1)(a) Public body means (i) governing bodies of all political subdivisions of the State of Nebraska, (ii) governing bodies of all agencies, created by the Constitution of Nebraska, statute, or otherwise pursuant to law, of the executive department of the State of Nebraska, (iii) all independent boards, commissions, bureaus, committees, councils, subunits, or any other bodies created by the Constitution of Nebraska, statute, or otherwise pursuant to law, (iv) all study or advisory committees of the executive department of the State of Nebraska whether having continuing existence or appointed as special committees with limited existence, (v) advisory committees of the bodies referred to in subdivisions (i), (ii), and (iii) of this subdivision, and (vi) instrumentalities exercising essentially public functions; and

(b) Public body does not include (i) subcommittees of such bodies unless a quorum of the public body attends a subcommittee meeting or unless such subcommittees are holding hearings, making policy, or taking formal action on behalf of their parent body, except that all meetings of any subcommittee established under section 81-15.175 are subject to the Open Meetings Act, and (ii) entities conducting judicial proceedings unless a court or other judicial body is exercising rulemaking authority, deliberating, or deciding upon the issuance of administrative orders;

(2) Meeting means all regular, special, or called meetings, formal or informal, of any public body for the purposes of briefing, discussion of public business, formation of tentative policy, or the taking of any action of the public body; and

(3) Videoconferencing means conducting a meeting involving participants at two or more locations through the use of audio-video equipment which allows participants at each location to hear and see each meeting participant at each other location, including public input. Interaction between meeting participants shall be possible at all meeting locations.

84-1410. Closed session; when; purpose; reasons listed; procedure; right to challenge; prohibited acts; chance meetings, conventions, or workshops.

(1) Any public body may hold a closed session by the affirmative vote of a majority of its voting members if a closed session is clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual and if such individual has not requested a public meeting. The subject matter and the reason necessitating the closed session shall be identified in the motion to close. Closed sessions may be held for, but shall not be limited to, such reasons as:

(a) Strategy sessions with respect to collective bargaining, real estate purchases, pending litigation, or litigation which is imminent as evidenced by communication of a claim or threat of litigation to or by the public body;

(b) Discussion regarding deployment of security personnel or devices;

(c) Investigative proceedings regarding allegations of criminal misconduct;

(d) Evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting;

(e) For the Community Trust created under section 81-1801.02, discussion regarding the amounts to be paid to individuals who have suffered from a tragedy of violence or natural disaster; or

(f) For public hospitals, governing board peer review activities, professional review activities, review and discussion of medical staff investigations or disciplinary actions, and any strategy session concerning transactional negotiations with any referral source that is required by federal law to be conducted at arms length.

Nothing in this section shall permit a closed meeting for discussion of the appointment or election of a new member to any public body.

(2) The vote to hold a closed session shall be taken in open session. The entire motion, the vote of each member on the question of

holding a closed session, and the time when the closed session commenced and concluded shall be recorded in the minutes. If the motion to close passes, then the presiding officer immediately prior to the closed session shall restate on the record the limitation of the subject matter of the closed session. The public body holding such a closed session shall restrict its consideration of matters during the closed portions to only those purposes set forth in the motion to close as the reason for the closed session. The meeting shall be reconvened in open session before any formal action may be taken. For purposes of this section, formal action shall mean a collective decision or a collective commitment or promise to make a decision on any question, motion, proposal, resolution, order, or ordinance or formation of a position or policy but shall not include negotiating guidance given by members of the public body to legal counsel or other negotiators in closed sessions authorized under subdivision (1)(a) of this section.

(3) Any member of any public body shall have the right to challenge the continuation of a closed session if the member determines that the session has exceeded the reason stated in the original motion to hold a closed session or if the member contends that the closed session is neither clearly necessary for (a) the protection of the public interest or (b) the prevention of needless injury to the reputation of an individual. Such challenge shall be overruled only by a majority vote of the members of the public body. Such challenge and its disposition shall be recorded in the minutes.

(4) Nothing in this section shall be construed to require that any meeting be closed to the public. No person or public body shall fail to invite a portion of its members to a meeting, and no public body shall designate itself a subcommittee of the whole body for the purpose of circumventing the Open Meetings Act. No closed session, informal meeting, chance meeting, social gathering, email, fax, or other electronic communication shall be used for the purpose of circumventing the requirements of the act.

(5) The act does not apply to chance meetings or to attendance at or travel to conventions or workshops of members of a public body at which there is no meeting of the body then intentionally convened, if there is no vote or other action taken regarding any matter over which the public body has supervision, control, jurisdiction, or advisory power.

84-1411. Meetings of public body; notice; contents; when available; right to modify; duties concerning notice; videoconferencing or telephone conferencing authorized; emergency meeting without notice; appearance before public body.

(1) Each public body shall give reasonable advance publicized notice of the time and place of each meeting by a method designated by each public body and recorded in its minutes. Such notice shall be transmitted to all members of the public body and to the public. Such notice shall contain an agenda of subjects known at the time of the publicized notice or a statement that the agenda, which shall be kept continually current, shall be readily available for public inspection at the principal office of the public body during normal business hours. Agenda items shall be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. Except for items of an emergency nature, the agenda shall not be altered later than (a) twenty-four hours before the scheduled commencement of the meeting or (b) forty-eight hours before the scheduled commencement of a meeting of a city council or village board scheduled outside the corporate limits of the municipality. The public body shall have the right to modify the agenda to include items of an emergency nature only at such public meeting.

(2) A meeting of a state agency, state board, state commission, state council, or state committee, of an advisory committee of any such state entity, of an organization created under the Interlocal Cooperation Act, the Joint Public Agency Act, or the Municipal Cooperative Financing Act, of the governing body of a public power district having a chartered territory of more than one county in this state, of the governing body of a public power and irrigation district having a chartered territory of more than one county in this state, of a board of an educational service unit, of the Educational Service Unit Coordinating Council, of the governing body of a risk management pool or its advisory committees organized in accordance with the Intergovernmental Risk Management Act, or of a community college board of governors may be held by means of videoconferencing or, in the case of the Judicial Resources Commission in those cases specified in section 24-1204, by telephone conference, if:

(a) Reasonable advance publicized notice is given;

(b) Reasonable arrangements are made to accommodate the public's right to attend, hear, and speak at the meeting, including seating, recordation by audio or visual recording devices, and a reasonable opportunity for input such as public comment or questions to at least the same extent as would be provided if videoconferencing or telephone conferencing was not used;

(c) At least one copy of all documents being considered is available to the public at each site of the videoconference or telephone conference;

(d) At least one member of the state entity, advisory committee, board, council, or governing body is present at each site of the videoconference or telephone conference, except that a member of an organization created under the Interlocal Cooperation Act that sells electricity or natural gas at wholesale on a multistate basis, an organization created under the Municipal Cooperative Financing Act, or a governing body of a risk management pool or an advisory committee of such organization or pool may designate a nonvoting designee, who shall not be included as part of the quorum, to be present at any site; and

(e)(i) Except as provided in subdivision (2)(e)(ii) of this section, no more than one-half of the state entity's, advisory committee's, board's, council's, or governing body's meetings in a calendar year are held by videoconference or telephone conference; or

(ii) In the case of an organization created under the Interlocal Cooperation Act that sells electricity or natural gas at wholesale on a multistate basis or an organization created under the Municipal Cooperative Financing Act, such organization holds at least one meeting each calendar year that is not by videoconferencing or telephone conferencing.

Videoconferencing, telephone conferencing, or conferencing by other electronic communication shall not be used to circumvent any of the public government purposes established in the Open Meetings Act.

(3) A meeting of a board of an educational service unit, of the Educational Service Unit Coordinating Council, of the governing body of an entity formed under the Interlocal Cooperation Act, the Joint Public Agency Act, or the Municipal Cooperative Financing Act, of the governing body of a risk management pool or its advisory committees organized in accordance with the Intergovernmental Risk Management Act, of a community college board of governors, of the governing body of a public power district, of the governing body of a public power and irrigation district, or of the Nebraska Brand Committee may be held by telephone conference call if:

(a) The territory represented by the educational service unit, member educational service units, community college board of governors, public power district, public power and irrigation district, Nebraska Brand Committee, or member public agencies of the entity or pool covers more than one county;

(b) Reasonable advance publicized notice is given which identifies each telephone conference location at which there will be present: (i) A member of the educational service unit board, council, community college board of governors, governing body of a public power district, governing body of a public power and irrigation district, Nebraska Brand Committee, or entity's or pool's governing body; or (ii) A nonvoting designee designated under subdivision (3)(f) of this section;

(c) All telephone conference meeting sites identified in the notice are located within public buildings used by members of the educational service unit board, council, community college board of governors, governing body of the public power district, governing body of the public power and irrigation district, Nebraska Brand Committee, or entity or pool or at a place which will accommodate the anticipated audience;

(d) Reasonable arrangements are made to accommodate the public's right to attend, hear, and speak at the meeting, including seating, recordation by audio recording devices, and a reasonable opportunity for input such as public comment or questions to at least the same extent as would be provided if a telephone conference call was not used;

(e) At least one copy of all documents being considered is available to the public at each site of the telephone conference call;

(f) At least one member of the educational service unit board, council, community college board of governors, governing body of the public power district, governing body of the public power and irrigation district, Nebraska Brand Committee, or governing body of the entity or pool is present at each site of the telephone conference call identified in the public notice, except that a member of an organization created under the Interlocal Cooperation Act that sells electricity or natural gas at wholesale on a multistate basis, an organization created under the Municipal Cooperative Financing Act, or a governing body of a risk management pool or an advisory committee of such organization or pool may designate a nonvoting designee, who shall not be included as part of the quorum, to be present at any site;

(g) The telephone conference call lasts no more than five hours; and

(h) No more than one-half of the board's, council's, governing body's, committee's, entity's, or pool's meetings in a calendar year are held by telephone conference call, except that:

(i) The governing body of a risk management pool that meets at least quarterly and the advisory committees of the governing body may each hold more than one-half of its meetings by telephone conference call if the governing body's quarterly meetings are not held by telephone conference call or videoconferencing; and

(ii) An organization created under the Interlocal Cooperation Act that sells electricity or natural gas at wholesale on a multistate basis or an organization created under the Municipal Cooperative Financing Act may hold more than one-half of its meetings by telephone conference call if the organization holds at least one meeting each calendar year that is not by videoconferencing or telephone conference call.

Nothing in this subsection shall prevent the participation of consultants, members of the press, and other nonmembers of the governing body at sites not identified in the public notice. Telephone conference calls, emails, faxes, or other electronic communication shall not be used to circumvent any of the public government purposes established in the Open Meetings Act.

(4) The secretary or other designee of each public body shall maintain a list of the news media requesting notification of meetings and shall make reasonable efforts to provide advance notification to them of the time and place of each meeting and the subjects to be discussed at that meeting.

(5) When it is necessary to hold an emergency meeting without reasonable advance public notice, the nature of the emergency shall be stated in the minutes and any formal action taken in such meeting shall pertain only to the emergency. Such emergency meetings may be held by means of electronic or telecommunication equipment. The provisions of subsection (4) of this section shall be complied with in conducting emergency meetings. Complete minutes of such emergency meetings specifying the nature of the emergency and any formal action taken at the meeting shall be made available to the public by no later than the end of the next regular business day.

(6) A public body may allow a member of the public or any other witness other than a member of the public body to appear before the public body by means of video or telecommunications equipment.

84-1412. Meetings of public body; rights of public; public body; powers and duties.

(1) Subject to the Open Meetings Act, the public has the right to attend and the right to speak at meetings of public bodies, and all or any part of a meeting of a public body, except for closed sessions called pursuant to section 84-1410, may be videotaped, televised, photographed, broadcast, or recorded by any person in attendance by means of a tape recorder, camera, video equipment, or any other means of pictorial or sonic reproduction or in writing.

(2) It shall not be a violation of subsection (1) of this section for any public body to make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, televising, photographing, broadcasting, or recording its meetings. A body may not be required to allow citizens to speak at each meeting, but it may not forbid public participation at all meetings.

(3) No public body shall require members of the public to identify themselves as a condition for admission to the meeting nor shall such body require that the name of any member of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. The body may require any member of the public desiring to address the body to identify himself or herself.

(4) No public body shall, for the purpose of circumventing the Open Meetings Act, hold a meeting in a place known by the body to be too small to accommodate the anticipated audience.

(5) No public body shall be deemed in violation of this section if it holds its meeting in its traditional meeting place which is located in this state.

(6) No public body shall be deemed in violation of this section if it holds a meeting outside of this state if, but only if:

(a) A member entity of the public body is located outside of this state and the meeting is in that member's jurisdiction;

(b) All out-of-state locations identified in the notice are located within public buildings used by members of the entity or at a place which will accommodate the anticipated audience;

(c) Reasonable arrangements are made to accommodate the public's right to attend, hear, and speak at the meeting, including making a telephone conference call available at an in-state location to members, the public, or the press, if requested twenty-four hours in advance;

(d) No more than twenty-five percent of the public body's meetings in a calendar year are held out-of-state;

(e) Out-of-state meetings are not used to circumvent any of the public government purposes established in the Open Meetings Act;

(f) Reasonable arrangements are made to provide viewing at other in-state locations for a videoconference meeting if requested fourteen days in advance and if economically and reasonably available in the area; and

(g) The public body publishes notice of the out-of-state meeting at least twenty-one days before the date of the meeting in a legal newspaper of statewide circulation.

(7) The public body shall, upon request, make a reasonable effort to accommodate the public's right to hear the discussion and testimony presented at the meeting.

(8) Public bodies shall make available at the meeting or the in-state location for a telephone conference call or videoconference, for examination and copying by members of the public, at least one copy of all reproducible written material to be discussed at an open meeting. Public bodies shall make available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. At the beginning of the meeting, the public shall be informed about the location of the posted information.

84-1413. Meetings; minutes; roll call vote; secret ballot; when.

(1) Each public body shall keep minutes of all meetings showing the time, place, members present and absent, and the substance of all matters discussed.

(2) Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the public body in open session, and the record shall state

how each member voted or if the member was absent or not voting. The requirements of a roll call or viva voce vote shall be satisfied by a public body which utilizes an electronic voting device which allows the yeas and nays of each member of such public body to be readily seen by the public.

(3) The vote to elect leadership within a public body may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes.

(4) The minutes of all meetings and evidence and documentation received or disclosed in open session shall be public records and open to public inspection during normal business hours.

(5) Minutes shall be written, except as provided in subsection (6) of this section, and available for inspection within ten working days or prior to the next convened meeting, whichever occurs earlier, except that cities of the second class and villages may have an additional ten working days if the employee responsible for writing the minutes is absent due to a serious illness or emergency.

(6) Minutes of the meetings of the board of a school district or educational service unit may be kept as an electronic record.

84-1414. Unlawful action by public body; declared void or voidable by district court; when; duty to enforce open meeting laws; citizen's suit; procedure; violations; penalties.

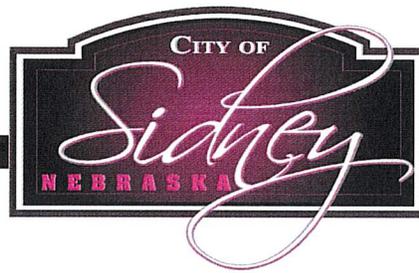
(1) Any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken in violation of the Open Meetings Act shall be declared void by the district court if the suit is commenced within one hundred twenty days of the meeting of the public body at which the alleged violation occurred. Any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken in substantial violation of the Open Meetings Act shall be voidable by the district court if the suit is commenced more than one hundred twenty days after but within one year of the meeting of the public body in which the alleged violation occurred. A suit to void any final action shall be commenced within one year of the action.

(2) The Attorney General and the county attorney of the county in which the public body ordinarily meets shall enforce the Open Meetings Act.

(3) Any citizen of this state may commence a suit in the district court of the county in which the public body ordinarily meets or in which the plaintiff resides

for the purpose of requiring compliance with or preventing violations of the Open Meetings Act, for the purpose of declaring an action of a public body void, or for the purpose of determining the applicability of the act to discussions or decisions of the public body. It shall not be a defense that the citizen attended the meeting and failed to object at such time. The court may order payment of reasonable attorney's fees and court costs to a successful plaintiff in a suit brought under this section.

(4) Any member of a public body who knowingly violates or conspires to violate or who attends or remains at a meeting knowing that the public body is in violation of any provision of the Open Meetings Act shall be guilty of a Class IV misdemeanor for a first offense and a Class III misdemeanor for a second or subsequent offense.



SMALL TOWN VALUES

1115 13TH AVENUE PO Box 79
SIDNEY NEBRASKA 69162

BIG TIME OPPORTUNITIES

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www.cityofsidney.org

MEMORANDUM

DATE: November 16, 2023, 12:00PM

MEMO TO: Mayor and City Council

FROM: David Scott, City Manager

RE: City Council Strategic Plan Review and Revision

In January of 2023 the City Council attended a workshop to create the City Council strategic plan for the next five years. The plan was revisited in May of 2023 as an agenda item on the May 9, 2023, City Council agenda. At that time, it hadn't been that far into the plan so there was not much to revise. It has now been almost a year since we first hashed out the plan. We also have a new council member that hasn't had a chance to discuss the plan yet.

It would be my suggestion that follow the review in the same order the plan was created.

Review of the SOAR Analysis. (add/delete) recap of why those items were originally listed.

Review of the four pillars. (add/delete) recap of why those items were originally listed.

Review the strategic action plan and timeline for the four pillars. (add/delete) revise time lines if needed.

CITY COUNCIL STRATEGIC PLAN 2023 - 2026



CITY OF SIDNEY CITY COUNCIL

PLANNING PARTNERS

David Scott – City Manager, citymanager@cityofsidney.org

Roger Gallaway – City Council, (Vice Mayor) roger.gallaway@gmail.com

Paul Stroman – City Council, (Mayor) pstro23@yahoo.com

Brad Sherman – City Council, bdsherman@ups.com

Brandon Bondegard – City Council, bondegardbl@yahoo.com

Burkre Radcliffe – City Council, burkeradcliffescc@gmail.com

MISSION STATEMENT

To provide responsible leadership, fiscal accountability, quality services, and economic growth that will improve the quality of life for all of its citizens.

IDENTIFICATION OF 2023-2026 STRATEGIC THEMES: WHAT MATTERS MOST

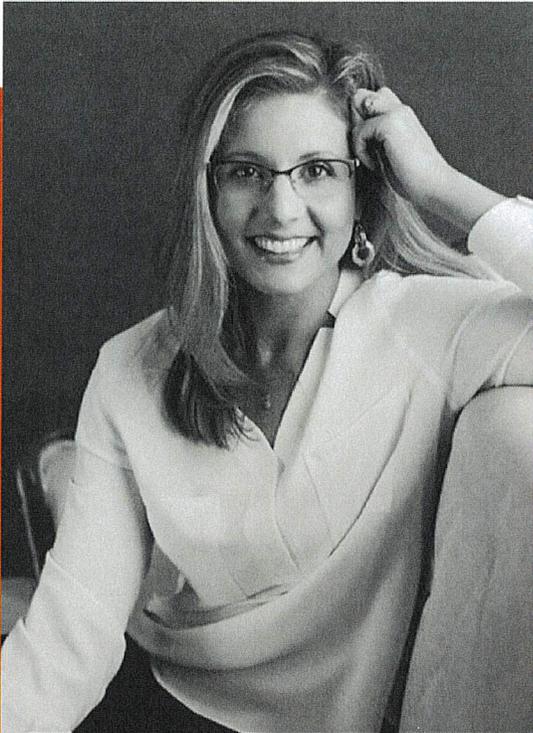
Strategic Pillar #1: Community Improvement Projects

Strategic Pillar #2: Financial Sustainability and Growth

Strategic Pillar #3: Employee Development

Strategic Pillar #4: Economic Development

EXECUTIVE SUMMARY



Jamie N. Weingart
Principal Consultant

In January of 2023, The City Council for the City of Sidney gathered for a half-day strategic planning retreat facilitated by Jamie Weingart of JNW Consulting, LLC.

The purpose of this session was to create a collective vision for the future of the City of Sidney, as well as to gain perspectives, opinions, and insights regarding the future direction of Sidney as an entity, as well as from a community perspective.

During this session, the group worked diligently to discuss, create, and articulate a vision that could be realized for the City over the next five

years and beyond. Information for establishing strategic direction was then gathered from an in-session SOAR analysis, which supported the identification of the City's' greatest opportunities for the near future.

Dialogue resulted in the selection of several key short-term objectives, including:

1. A necessity to initiate and complete key community improvement projects.
2. Strategic efforts placed on continued fiscal responsibility.
3. An opportunity to invest in employee growth and development at the City of Sidney
4. Priority placed on economic development efforts and initiatives.

These opportunities, a reflection of the City of Sidney's inspiring mission, Leadership experience, and invested and engaged City Council, are reflected throughout the objectives set forth in this strategic document.

VISION PLANNING 2026

OUR MISSION

To provide responsible leadership, fiscal accountability, quality services, and economic growth that will improve the quality of life for all of its citizens.

OUR ACCOMPLISHMENTS

- Economic Development
- National Leader
- Jobs Created
- Business Opportunities
- Dollars Invested in Community
- Innovative Programs
- Recreational Facilities and Amenities
- Rec Activities
- Youth Investment
- Community Appeal
- Solid Infrastructure
- Great Customer Service
- Community Buy-In
- Collective Investment in Community
- Large-Scale Networking and Communication

OUR PRIORITIES

- Common Vision
- Strong Communication Plan
- Fill Buildings
- Renovate or Address Outdated Buildings
- Consider New Opportunities
- Seek and Pursue Strategic Growth
- Build Endowment Fund
- Pursue Fundraising and Financial Sustainability Opportunities
- Support Neighboring Communities
- Support Existing Entrepreneurial Growth
- Panhandle / Regional Collaboration (Business & Housing)

OUR IMPACT

Citizen:

- Safe
- Entrepreneurial
- Small-town Values
- Engagement in Sidney
- Career Opportunities
- Remote Worker Opportunities
- Adequate Housing
- Quality of Life

Leaders and Employees

- Good Place to Work
- Rewarding Career
- Career Pathing
- Retention
- Competitive Wages and Benefits

OUR CULTURE

- Competitive
- Supportive to Businesses, Families, and Staff
- Welcoming
- Friendly
- Positive
- Willing to Work Together
- Departments Collaborate
- Teamwork
- Focus on Growth
- Training and Development

2023 SOAR ANALYSIS

STRENGTHS

- Community Organization Partnerships and Communication
- Utility Infrastructure
- Foundation for Quality of Life
- Location Opportunity
- Demographics
- Travel / I-80
- School System
- Hospital System
- Financial Stability
- Ability to Meet Organizational Needs
- Excellence Teamwork
- Departmental Communication / Meetings
- Employee Committee
- Leader in Innovation
- Diversity of Services / Quality of Services
- Community Center
- Trail System
- Well-Maintained Community
- Volunteer Base
- Community Pride
- Cleanliness
- Small-Town Values
- Street Projects
- LB840 Funds

OPPORTUNITIES

- Housing
- Economic Development
- Attract People / Human Capital
- City Buildings
- Downtown Revitalization
- Cultural Events / Opportunities/ Activities
- Night Life Attract Younger Demographic
- Park System - Multidimensional
- Financial Capacity and Limits
- Recruitment
- Retention
- Adequate Staffing
- Snow Removal
- Mowing
- Opportunities to Connect
- Competitive Salaries
- Council and Public Support
- Positive Press and Feedback
- Advocacy and Understanding
- Communication with Public
- Garbage / Snow
- Use the Right Communication Mediums

ASPIRATIONS

- Community Events
- Farmers Market
- True Market Square
- Downtown Lights
- Creative District
- Tourism Awareness
- City Branding
- Recreational Facilities
- Public Facilities
- County / Chamber /Other Partnerships
- State Granting Agencies
- Arts Council

- Economic Growth
- Progressive, Young, and Creative
- Economically Diverse
- Attractive Place to Live
- Trails
- Outdoor Opportunities
- Modern Facilities
- Environmental Sustainability
- Green Initiatives
- Housing Development
- North Sidney Streets
- Wage Increases
- Automation

RESULTS

- Good Long-Term Place to Work
- Quality of Life
- Safe
- Supply Chain Management
- Human Capital
- Annual Demographics of Community Mobility
- I-80 Traffic - Non-Local Dollars
- I-80 Development Opportunities
- Economic Development Opportunities

- Trail System
- Cultural Events
- Sales Tax Revenue
- Business Growth
- Job Creation
- Business Park
- Employee Retention at City
- I-80 Corridor

STRATEGIC PILLAR #1

COMMUNITY IMPROVEMENT PROJECTS

STRATEGIES

1. Facilitate the Renovation of the City Auditorium
2. Improve Recreational Opportunities and Amenities
3. Create Housing Opportunities
4. Improve Downtown Buildings and Entertainment Venues
5. Complete Energy Development Projects

STRATEGIC PILLAR #2

FINANCIAL SUSTAINABILITY AND GROWTH

STRATEGIES

1. Capitalize on Current Financial Position
2. Explore Additional Funding Opportunities
3. Create Strategic Partnerships Improve Downtown

STRATEGIC PILLAR #3

EMPLOYEE DEVELOPMENT

STRATEGIES

1. Anticipate Future Organizational Structure Needs
2. Retain Employee Talent

STRATEGIC PILLAR #4

ECONOMIC DEVELOPMENT

STRATEGIES

1. Continue Development of I-80 Corridor
2. Continue to Support the Development of the Industrial/Business Park
3. Pursue the Diversification of Economic Landscape
4. Explore Regional and Panhandle Partnerships

STRATEGIC PILLAR #1

COMMUNITY IMPROVEMENT PROJECTS

Deadline: January 2025

STRATEGY	ACTION ITEMS	RESPONSIBLE PARTIES	TIMELINE
Facilitate the Renovation of the City Auditorium	<p>Finalize Sale and Lease Agreement</p> <p>City Council Approval</p> <p>Create Public Awareness through Communication/ Announcement/ PR Campaign</p> <p>Raise Remaining Funds</p> <p>Oversee Construction Project</p>	<p>City Manager & City Attorney</p> <p>City Council</p> <p>Chair: City Manager (with City of Sidney, City Council, Local Media, Economic Development Director, Local Businesses & Elks)</p> <p>Economic Development Director with Elks</p> <p>City Manager</p>	<p>Due February 28, 2023</p> <p>Due February 28, 2023</p> <p>Begin February 13, 2023</p> <p>Funding Sources Identified and Secured by December 31st, 2023</p> <p>Ongoing, Completion Date of January 1st, 2024</p>
Improve Recreational Opportunities and Amenities	<p>Develop City of Sidney Trail System</p> <ul style="list-style-type: none"> Partner with Safe Streets Committee Monitor Progress through Phases <p>Park Development</p> <ul style="list-style-type: none"> Develop Project 	<p>City Manager & Roger Gallaway</p> <p>City Manager</p>	<p>Ongoing, Phase One Complete by December 31st, 2023; Phase Two Complete by December 31st, 2024.</p> <p>Initial Planning Session Due by September 1st, 2023</p>
Create Housing Opportunities	Pursue Funding Opportunities (TIF, etc.)	City Manager with EDCAC	Ongoing, Review Progress in Monthly Council Meetings Beginning February, 2023
Improve Downtown Buildings and Entertainment Venues	<p>Continue to Expand and Finance City Lighting Projects</p> <p>Begin Revitalization of the Hickory Square Development Plan</p>	<p>City Manager and Electric Superintendent (with Sidney Lighting Committee)</p> <p>Roger Gallaway (Chair) and City Manager</p>	<p>Ongoing, Review Quarterly beginning March, 2023</p> <p>Begin March, 2023 with Completion Date of January, 2025</p>
Complete Energy Development Projects	Complete Solar Farm and Additional Generation Projects	Electric Superintendent, City Manager, and City Council	Generation Project Complete by December 31st, 2023 Complete Solar Farm Project by December 31st, 2024

STRATEGIC PILLAR #2

FINANCIAL STABILITY AND GROWTH

Deadline: Ongoing

STRATEGY	ACTION ITEMS	RESPONSIBLE PARTIES	TIMELINE
Capitalize on Current Financial Position	Effectively Manage Equipment Reserve Funds Create Plan to Improve Bond Rating Support the Approval of Investments Related to Process Advances and Efficiencies	City Manager and Finance Director City Manager and Finance Director City Council	Annually, Report to City Council at Annual Budget Meeting (Provide Updates as Necessary) Begin Inquiry Process; Report to City Council by September 30th, 2023 Annual Discussion During Budget Session
Explore Additional Funding Opportunities	Research Grant Opportunities	Economic Development Director	Ongoing, Quarterly Updates Provided to City Council
Create Strategic Partnerships	Explore Partnership Opportunities with Public and Private Entities	Economic Development Director	Ongoing, Quarterly Updates Provided to City Council and City Manager

STRATEGIC PILLAR #3

EMPLOYEE DEVELOPMENT

Deadline: September 2024

STRATEGY	ACTION ITEMS	RESPONSIBLE PARTIES	TIMELINE
Anticipate Future Organizational Structure Needs	<p>Create Organizational Succession Plans</p> <p>Explore Departmental Hiring Needs; Support Growth as Necessary</p>	<p>City Manager</p> <p>City Manager and HR</p>	<p>Ongoing, Report Quarterly Progress Updates and Upcoming Staff Changes to City Council</p> <p>Approve Budget Needs as Necessary – City Council to Review Org. Chart on Annual Basis</p>
Retain Employee Talent	<p>Address Wage Competitiveness and Future Federal Wage Requirements</p> <p>Continue to Support Employee Engagement, Training, and Development Needs.</p> <p>Encourage Cross-Training and Cross-Collaborative Partnerships</p> <p>Explore Wage and Career Pathing Incentive Opportunities</p>	<p>City Manager, HR, and City Council</p> <p>City Manager, HR, and City Council</p> <p>City Manager, HR, and City Clerk</p> <p>City Manager, HR, City Attorney, and Finance Director</p>	<p>Present to City Council in 2023 Budget Meeting</p> <p>Provide Quarterly Updates Beginning Q2, 2023</p> <p>Ongoing, Provide Quarterly Updates Beginning Q2, 2023</p> <p>Recommendations Presented to City Council Prior to September, 2023; Incentive Program in Place by September, 2024</p>

STRATEGIC PILLAR #4

ECONOMIC DEVELOPMENT

Deadline: Ongoing

STRATEGY	ACTION ITEMS	RESPONSIBLE PARTIES	TIMELINE
Continue Development of I-80 Corridor	Create Overarching Plan (Generate and Review Existing Ordinances and Data (i.e. Green Space))	City Manager with Burke Radcliffe with City Council	Dedicate Special Meeting – Execute by end of Q3, 2023
Continue to Support the Development of the Industrial/ Business Park	Support the Development and Growth of Park	Economic Development Director	Ongoing, Quarterly Progress Updates Beginning Q2, 2023
Pursue the Diversification of Economic Landscape	Strategically Support Diverse Opportunities through LB840 Initiatives	Economic Development Director, City Manager, and City Council	Ongoing, Quarterly Progress Updates Beginning Q2, 2023
	Support Economic Development Director	City Manager and City Council	Ongoing, Quarterly Progress Updates Beginning Q2, 2023
Explore Regional and Panhandle Partnerships	Support Economic Development Director	Economic Development Director, City Manager, and City Council	Ongoing, Quarterly Progress Updates Beginning Q2, 2023



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Let's explore what you do well so that you can do more of it.