



EL DORADO

THE FINE ART OF LIVING WELL

**City of El Dorado, KS**  
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TO: City Commission  
FROM: Kristina Traina, Administrative Assistant  
SUBJ: Work Session Meeting Agenda  
DATE: January 27, 2021

A Work Session is scheduled for January 27, 2021 at 5:00 pm in the Commission Chambers at City Hall, 220 E. First Avenue. The following items will be presented:

**I. ITEMS FOR PRESENTATION AND DISCUSSION**

- a. Strategic Plan
- b. EFABC

**II. February 1, 2021 REGULAR AGENDA REVIEW**

- a. Consent Agenda
  - i. City Commission Minutes
- b. Old Business
  - i. None
- c. New Business
  - i. Department Reports – Engineering and Public Utilities
  - ii. 9<sup>th</sup> Ave. Public Hearing
  - iii. Advisory Board Appointments

**III. REPORTS**

- a. City Commission Reports
- b. City Manager's Report

# EL DORADO

## K A N S A S

TO: City Commission  
FROM: David Dillner, City Manager  
SUBJ: Draft Strategic Plan  
DATE: January 14, 2021

**VISION STATEMENT:** *“The City of El Dorado stewards entrusted resources by intentionally facilitating and growing internal and external relationships to create an unsurpassed community, the desirable place we call home.”*

**MISSION STATEMENT:** *“Enhancing Quality of Life by Embracing Service Excellence.”*

**CORE VALUES:**

*Responsibility* – Taking personal ownership and accountability for all expectations of self and duty.

*Respect* – Unbiased consideration, understanding, and regard for the rights, values, beliefs, and property of all people.

*Stewardship* – An obligation to protect and manage community resources.

*Integrity* – Honesty, acting within a code of right conduct or ethical behaviors that reflect our moral foundation.

*Excellence* – Working with passion to exceed standards and maximize talents to achieve the best outcomes for our customers and organization.

*Innovation* – Continuously expand on new ideas by creating new processes while being open to changes in day-to-day activities.

**STRATEGIC PRIORITIES:**

- I. **Fiscal Stewardship** - *The City of El Dorado will manage taxpayer resources in a prudent manner by acting as a responsible steward of public resources.*
  - a. Develop a ***balanced operating budget*** that maintains funding levels without requiring an increase to the mill levy.
  - b. ***Forecast the financial condition of the City*** over a five-year period to provide service delivery at acceptable levels while anticipating upcoming changes to finances.
  - c. Develop a ***debt management plan*** that allows for the prudent issuance of municipal debt to meet the infrastructure needs of the community without requiring the need for an increase to the mill levy.
  - d. Adopt and implement a ***multi-year Capital Improvement Plan*** that provides for the replacement of existing public infrastructure while also providing a mechanism for growth opportunities.
  - e. Adopt a ***Fleet Replacement Plan*** that provides for the practical replacement of the municipal fleet in a manner that reduces maintenance expenses and avoids disruptions in service delivery.

- II. Municipal Workforce** - *The City of El Dorado desires to create a municipal organization that attracts and retains talented and creative individuals dedicated to serving the citizens of El Dorado.*
- a. Nurture an ***organizational culture that attracts and retains talented individuals*** who wish to serve in municipal government and who exemplify the culture and values of the organization.
  - b. Create and maintain a ***compensation structure*** that attracts and retains talented individuals, incentivizes performance, and maintains regional competitiveness.
  - c. Facilitate the ***development of knowledge, skills, and abilities*** of all individuals within the organization to enable the organization to meet the service delivery expectations of the community.
  - d. Develop the ***leadership capacity*** within the organization to promote a culture of excellence through supervision, coaching and mentoring, and accountability.
- III. Infrastructure** - *The City invests in its public infrastructure to ensure that the community has the most basic resources necessary to thrive and prosper.*
- a. Adopt and implement a ***multi-year Capital Improvement Plan*** that provides for the replacement of existing public infrastructure while also providing a mechanism for growth opportunities.
  - b. Continuously ***evaluate public facilities*** to ensure that such facilities receive proper investment for maintenance, and facilitate the planning of new or renovation of such facilities when needed to maintain service delivery.
  - c. Develop a long-term finance plan to prudently manage and pay off debt obligations associated with ***water storage capacity*** at El Dorado Lake.
  - d. Evaluate funding options for ***continued investment in critical public infrastructure***.
  - e. Continuously ***invest in public safety*** initiatives, equipment, and technology to provide the El Dorado Police and Fire Departments with the resources needed to preserve order and protect life and property.
- IV. Economic Development** – *The City actively works to create an environment that facilitates capital investment, produces jobs, and increases the tax base of the community.*
- a. Facilitate the ***proactive recruitment of industrial development opportunities*** that leverage El Dorado’s physical and intangible assets.
  - b. Market El Dorado’s ***industrial and business parks*** as prime sites for development opportunities.
  - c. Actively collaborate with downtown stakeholders to ***facilitate revitalization efforts in downtown El Dorado***.
  - d. Create an environment that nurtures and ***supports entrepreneurs*** that seek to establish new business ventures in the community.
  - e. Facilitate ***workforce development*** opportunities with regional stakeholders to provide workers with the skills needed for a constantly changing, competitive economy.

- f. Collaborate with area developers and builders to facilitate the development of ***housing opportunities*** that meet the needs of the community.

V. **Quality of Life** - *The City of El Dorado desires to create a place where people choose to live and visit.*

- a. Coordinate ***recreation opportunities at El Dorado Lake*** that attract visitors and enhance the quality of life for residents.
- b. Develop ***recreation opportunities beyond traditional sports*** to provide citizens with enhanced ways to socialize and exercise.
- c. ***Strengthen existing offerings in traditional sports*** to provide the best experience for participants while creating an environment that fosters learning and development and creates fun experiences.
- d. ***Market El Dorado*** and its many events and experiences to residents and visitors.
- e. Develop ***fun and engaging events and activities*** that provide people with something to do after work and school.
- f. Facilitate the ***reduction of blight*** in El Dorado by proactively identifying and addressing vacant and abandoned housing and blighted properties.

VI. **Municipal Operations** – *The City embraces service delivery excellence and seeks to facilitate innovation of services and continuous improvement for the betterment of the community.*

- a. Create an organizational culture that strives for ***customer service excellence*** through practical implementation of the City's core values and behavioral norms.
- b. Seek ***continuous improvement*** within the organization to reduce costs, increase efficiencies, and make municipal programs more effective for citizens.
- c. Facilitate ***citizen-centric thinking*** by actively engaging citizens to determine ways to serve the public in a manner and at a cost desired by the community.
- d. Promote a ***culture of innovation*** where employees may experiment and develop new ways of providing municipal services for the benefit of the public.