

**CITY COMMISSION
GOALS AND OBJECTIVES
2024-2025**

I. STRONG CITY OPERATIONS

- A. Support staff in the implementation of the organization's strategic plan, Thrive '25.
- B. Improve communications within the city, and between the city and its residents and partners.
- C. Enhance collaboration among and between city departments.
- D. Hire/Attract and retain a diverse & qualified workforce. Continue to examine and develop competitive employment packages.
- E. Continue to implement and refine Enterprise Resource Planning tools to replace current financial and other management systems.
- F. Develop plans and strategies focused on staff development and succession planning for all positions in order to have smooth transitions as vacancies occur.
- G. Develop a 3-year forecast for the City's general fund operations to be presented on an annual basis at City Commission Retreat.
- H. Collaborate with various government partners in an effort to achieve the most efficient and effective delivery of government services.
- I. Continue to implement Federal & State grant (ARPA, etc.) programs and infrastructure projects that have a long-term impact for the community.
- J. Develop and implement innovative recruitment strategies for attracting employees to our organization, with a specific focus on certified peace officers, in an effort to create stability and sustainability in achieving our authorized strength.

II. ECONOMIC DEVELOPMENT

- A. Continue working with our partners to attract jobs to the community that offer higher wages and that diversify the city's economic base. Support key job growth through a variety of mechanisms.
- B. Continue to develop & implement strategies that lead to the strengthening and growth of the I-70/South Limestone corridor.

- C. Continue collaboration with community partners, including but not limited to the County, Greater Springfield Partnership, School Systems, Foundations, Colleges, Universities and private businesses to promote Springfield, improve workforce skills and expand economic opportunities.
- D. Work with County and Greater Springfield Partnership to identify, develop & promote the community's economic development sites including, but not limited to, the Airport, Airpark, Nextedge, and Prime Ohio II.
- E. Continue to leverage assets, partnerships and resources to further advance Springfield as the nation's leader in Advanced Air Mobility such as but not limited to unmanned aerial systems and Electric Vertical Take-Off and Landing (eVTOL) technology.
- F. Explore opportunities and strategies to support and partner with local higher education institutions (Wittenberg University and Clark State College).

III. IMPROVED QUALITY OF LIFE

A. Community Development.

1. Continue housing and neighborhood development with deliberate focus on areas we can substantively impact and continue this program using the information from the housing market analysis & other housing/neighborhood studies.
2. Support new housing development using a variety of tools such as residential TIF's, housing incentives, CRA's and more.
3. Continue proactive, cooperative, and collaborative efforts with our community partners focused on neighborhood Code Enforcement, housing rehabilitation, strategic demolition, and affordable housing initiatives.
4. Work with community partners to continue to develop & implement comprehensive strategies to address the homeless and displaced neighbor crisis facing our community.
5. Continue street improvements per our levy commitments. Plan, bid, and manage the Neighborhood Street Paving Projects; explain the factors that impact future priorities and solicit input from residents through forums and other means about their priorities.
6. Continue investing in new and existing public infrastructure (water, sewer, storm water, public utilities, etc.) Plan, develop, bid and manage ODOT, OPWC, water, sewer and storm water projects.

7. Collaboratively explore best practices in use of alternative energy sources including evaluating existing and newly created federal & state programs.
8. Monitor and evaluate the US EPA's cleanup of the Tremont City Barrel Fill in an effort to continue to protect the City's water supply for our community.
9. Continue a focused effort in effectively managing the increase in Springfield's population that provides for a safe environment for all citizens, businesses, and visitors of our community.

B. Public Safety

1. Develop and implement creative/flexible resource deployment methods to operate the Police Safe Streets Task Force to help combat illegal drugs and violent crime in the community through enforcement, education and prevention. Enhance and expand the Police Division's Community Policing philosophy and programs in conjunction with the Community Police Advisory Team.

IV. MORE VIBRANT DOWNTOWN

- A. Encourage and promote Downtown activities (events, retail, plaza/core-block and play spaces as well as businesses wanting to locate downtown. Encourage and support downtown residential living options.
- B. Proactively work with development partners to continue to attract new businesses and residential offerings in our downtown.
- C. Work with community partners to develop and implement a strategy around vacant buildings and lots in downtown.

V. IMPROVE CORRIDORS

- A. Create a Code Enforcement strategy using a combination of recognition and enforcement for private property, paying particular attention to corridors and gateways and to neighborhoods immediately adjacent to major corridors.
- B. Seek additional funding for the landscaping of the I-70/SR72 Interchange.
- C. Finalize plans and construct the northern gateway sign.