

City of Louisville

Strategic Plan

The Strategic Plan is a road map for our organization, strengthening our organizational culture and serving as a communication tool for the community to understand the strategic vision and operating guidelines of the organization.

Vision

The City of Louisville - dedicated to providing a vibrant, healthy community with the best small town atmosphere.

Mission

Our commitment is to protect, preserve, and enhance the quality of life in our community.

Values

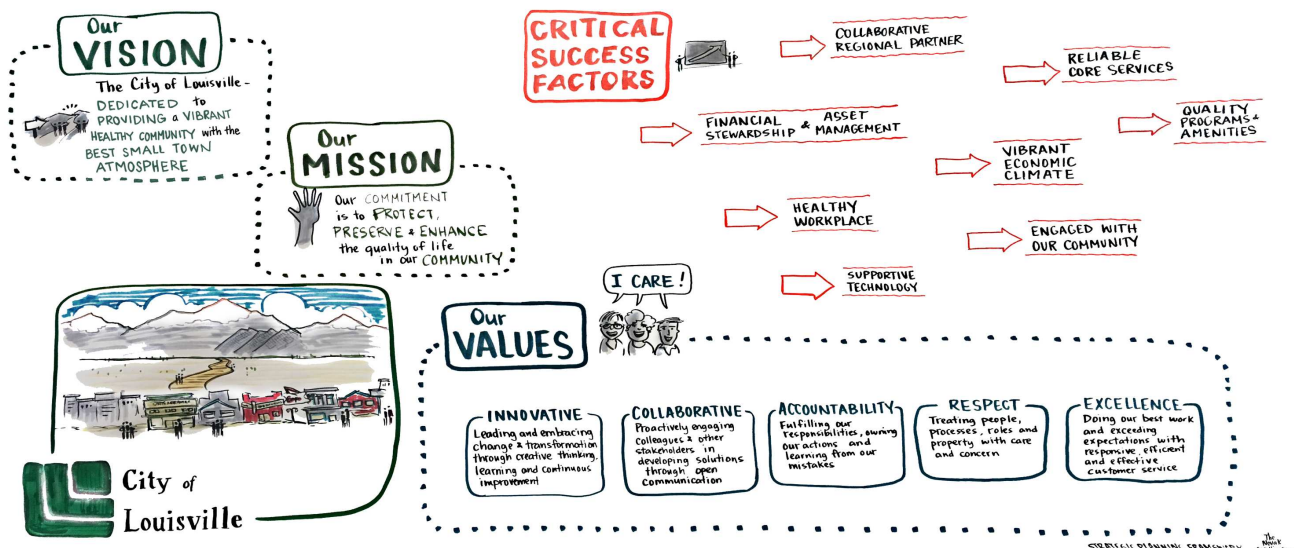
Innovation - Leading and embracing change and transformation through creative thinking, diverse perspectives, learning, and continuous improvement.

Collaboration - Proactively engaging colleagues and other stakeholders in developing solutions through open communication. Fostering a culture where every employee feels valued, supported and inspired to achieve both common and individual goals.

Accountability - Fulfilling our responsibilities, owning our actions, and learning from our mistakes.

Respect - Treating people, processes, roles, and property with care and consideration. Celebrating differences and encouraging authenticity.

Excellence - Doing our best work by building on our individual and collective strengths. Exceeding expectations with responsive, efficient, and effective customer service.



Critical Success Factors

The Strategic Plan includes Priority Initiatives that capture the City's key priorities for 2021/2022 in each of the Critical Success Factor areas. The Priority Initiatives represent those projects or initiatives that are above and beyond our daily operations, which represent an increased level of service, have new or additional funding, and advance the City's vision.

Financial Stewardship & Asset Management

- Adjust finances, fees, and budget in response to COVID-19 related economic impacts. Respond to economic impacts with necessary budgetary and organizational changes.
- Complete a comprehensive systems upgrade on the Tyler-Munis financial enterprise.

Quality Programs & Amenities

- Evaluate programming and services during COVID-19 recovery to understand financial impacts and implement adjustments.
- Replace and enhance the playground and restroom facilities at Cottonwood Park.
- Implement ongoing, annual soft surface trail management program to ensure that residents and users have a safe and enjoyable experience when using the City's trail system.
- Increase diverse and inclusive program offerings, and utilize marketing and outreach strategies to grow attendance and participation in all City arts and cultural activities.

Vibrant Economic Climate

- Develop business retention support programs to assist those most economically impacted from the pandemic.
- Develop Economic Vitality Strategic Plan, including tools and programs focused on increasing retail sales and attracting and inviting a more diverse customer base and sources of revenue to the City.

Reliable Core Services

- Complete SH 42 4-lane, 30% conceptual design plan & pursue future funding/budget for corridor improvements.
- Install/implement Transportation Master Plan improvements that foster mobility & reduce safety impacts.
- Complete the Police Department renovations to incorporate an emergency operations center in the existing facility.
- Incorporate sustainable practices in City operations, facilities, programs, and services in an effort to support the City's renewable energy and carbon emissions reduction goals and to serve as a role model for the community.
- Continue work on raw water supply projects such as SWSP Capacity Upgrade, Windy Gap FIRMing, Water Acquisitions, and Marshall Lake Sediment Control/Removal.
- Continue to review Police Department and Municipal Court operations, approaches, and policies to support an equitable approach to community safety, resources, and referrals around community mental health needs, and promote a fair and equitable justice system.

Supportive Technology

- Prioritize, plan, and enhance middle mile infrastructure.
- Continuously improve on providing stable technological infrastructure that supports telework and enhances network and data security. Train employees to have an awareness of malware and how to mitigate attacks and protect data.
- Provide stable application environments to continuously improve process and data collection. Document and catalog data categories with an emphasis on appropriate retention and protection of information.

Healthy Workforce

- Grow the Learning and Development program in key areas, including diversity, inclusion and racial equity.
- Integrate the utilization of Key Performance Indicators (KPIs) into regular business operations, and support further development of a data-driven, innovative organization.

Engaged Community

- Engage the community in dialog and learning around diversity, inclusion, and racial equity. Develop communications plans that reflect diversity within the community.
- Support efforts to promote Louisville's vibrant economic climate during COVID-19 recovery.
- Continue to grow subscribers to City outlets through resources like new website, expanded social media and eNewsletter.
- Continue to share critical information with City staff and community related to COVID-19 recovery and public health guidelines.
- Begin 10-year Comprehensive Plan update, including robust public engagement process that encourages diversity viewpoints and perspectives, engages harder to reach segments of the community, and is fully inclusive of all community members.

Collaborative Regional Partner

- Leverage regional partnerships to support transportation improvements, economic vitality, affordable housing, and human services investments for City residents.
- Engage with Regional Transportation District and other transportation partners to explore ways to support and improve transit access in the community. Continue to support and advocate for funding and completion of all RTD FastTracks commitments, including Northwest Rail.