



Equity and Inclusion Commission Agenda

Wednesday, May 21, 2025

6:30 PM

City Council Chambers

(Any times listed are approximate – please note that items may be earlier or later than listed on the agenda)

- 1. Roll Call**
- 2. Receive Public Comment**
- 3. Approval of Meeting Minutes**
 - a. Approve April 2025 Meeting Minutes
- 4. Business Items**
 - a. Review and discuss strategic plan goals and objectives.
- 5. Other Business**
- 6. Adjourn**

1 **Equity and Inclusion Commission**
2 **Meeting Minutes**
3 **DRAFT – April 16, 2025 - DRAFT**
4

5
6 **Commissioners Present:** Amanda LaGrange, Alfred Chan, Gabrielle Filip-Crawford,
7 Prajwal Vemireddy, Nicole Singaram, Paul Stanley, and Chris
8 Taylor
9

10 **Youth Commissioners:** Anica Barze
11

12 **Commissioners Absent:** Gwen Goedken (excused)
13

14 **Staff Present:** Equity and Inclusion Manager Antonio Montez
15

16 **Call to Order/Roll Call**
17

18 The Equity and Inclusion Commission (EIC) meeting was called to order at 6:30 p.m.
19

20 **Oath of Office**
21

22 Chair Vemireddy administered the Oath of Office for new Commissioners.
23

24 The Commission went through an icebreaker activity.
25

26 **Receive Public Comment**
27

28 None.
29

30 **Business Items**
31

32 **a. Approve Minutes**
33

34 Commissioner LaGrange moved and Commissioner Barze seconded a motion to approve the
35 March 25, 2025, Equity and Inclusion Commission meeting minutes as presented. The motion
36 passed unanimously.
37

38 **b. Strategic Plan Discussion**
39

40 Equity and Inclusion Manager Montez presented the strategic plan discussed in the recent City
41 Council meeting. He indicated that the plan was focused on creating a high quality of life for the
42 community over the next three to seven years. The city council emphasized the importance of
43 community engagement and inclusive decision-making. He highlighted the need for the
44 commission to work closely with the city council and department heads to achieve these goals.
45

46 Mr. Montez discussed the goal of creating an environment for diverse stakeholder participation
47 in city decision-making. The desired impact included ensuring that community members felt
48 valued and heard. Success indicators included residents' understanding of how their input would
49 be used and the level of impact it would have on decision-making. He emphasized the need for
50 clear communication and transparency in community engagement efforts.

51
52 Chair Vemireddy suggested tracking public comment and using an app for feedback in Parks and
53 Recreation.

54
55 Commissioner Filip-Crawford emphasized the importance of pooling data across all sources for
56 accurate measurement.

57
58 Mr. Montez acknowledged the need for a citywide engagement framework and baseline to
59 measure participation.

60
61 The commission discussed the challenges of tracking engagement across different departments
62 and shared the importance of best practices.

63
64 Mr. Montez introduced a second goal proposed by the city council, focusing on volunteerism and
65 commission appointments.

66
67 The commission debated the interconnection between volunteerism and civic engagement.

68
69 Commissioner Chan suggested integrating volunteerism into the first goal to avoid duplicating
70 efforts.

71
72 The commission agreed to revisit the desired impact, including volunteering and commission
73 appointments.

74
75 **c. Joint Meeting with City Council**

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77 Chair Vemireddy shared historical context about the Human Rights Equity Inclusion
78 Commission merger and the Community Engagement Commission.

79
80 The commission reflected on the importance of community engagement and the need for
81 continuous improvement.

82
83 Mr. Montez emphasized the importance of staying true to the commission's goals and using the
84 position to promote change.

85
86 The commission discussed the need for robust conversations with the city council and the
87 importance of clear communication.

88
89 The floor was opened for public comment.

90

91 Mr. Etienne Djevi shared his experience with civic engagement and the importance of reaching
92 out to diverse communities. He suggested involving community leaders who spoke the
93 community's language to improve engagement.

94

95 The commission discussed the importance of making city meetings and information accessible to
96 all residents.

97

98 Mr. Montez and the commission appreciated Mr. Djevi's input and agreed to consider her
99 suggestions for future engagement efforts.

100

101 **d. Chair Update**

102 The commission heard from a community member that talked about why community members
103 may not be as involved with city government. The City could improve its outreach to various
104 communities by inviting community members to city meetings. Many community members may
105 feel like their opinion or wants would be taken seriously. Communities that speak English as a
106 second language find barriers to participating in governments. A focus on engaging youth that
107 feel out of place to participate in government is a great place to start. Finding a community
108 leader to share the messages from the City is a good strategy, small events to inform the
109 community, sharing information about why policies and decisions are important.

110

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112

113 **Other Business**

114

115

116 **Adjournment**

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118 Chair Vemireddy adjourned the meeting at 8:04 p.m.

119

120 Respectfully submitted,

121

122 Sue Osbeck

123 *TimeSaver Off-Site Secretarial, Inc.*

Roseville Equity and Inclusion Commission Agenda Item

DATE: May 21, 2025

ITEM: 4.a.

ITEM DESCRIPTION: Review and discuss strategic plan goals and objectives.

Background

Staff will present and review the strategic plan goals and success indicators as approved by the city council. Staff and commission will focus conversation on the community and civic engagement strategic priority during this discussion.

Recommendation

Staff would like to obtain feedback and insights from the commission in advance of city core group meeting that will discuss the same topic.

Attachments

1. Goals
2. Goals_Table
3. Next Steps

Goals with Success Indicators

Economic Vitality

Desired Impact: Roseville has a diverse & stable business community, offers a wide range of housing types for people at all income levels, & includes multi-modal transportation options.

Goal #1

1. Create a climate that supports the retention and expansion of Roseville businesses.

Success Indicators

- Roseville's overall commercial tax base experiences steady growth.
- Programs and regulations evolve/adapt to meet the needs of the business community.
- Small, Woman, Veteran and BIPOC-owned businesses have a recognizable presence.

Goal #2

2. Housing types and programs are provided in a manner that contributes to the economic success for households at all income levels.

Success Indicators

- Housing in Roseville is provided in a manner to meets the life-cycle continuum.
- Roseville residents feel safe, secure, and stable in their housing.
- Roseville residents are not cost-burdened by their housing.

Goal #3

3. Develop and advocate for safe, intentional, multi-modal (public transportation, bike, pedestrian) transportation systems throughout Roseville.

Success Indicators

- Roseville residents, workers and visitors have multi modal options to connect to places they want and need (amenities and employment).
- Roseville advocates and partners with other public agencies towards advancement of multi modal options.

Reliable and Sustainable Infrastructure

Desired Impact: Roseville's assets and infrastructure are effectively, efficiently and sustainably planned, managed and funded.

Goal #1

1. Develop and implement a strategic-funding strategy that prioritizes key capital improvements that are planned, regularly assessed and evolve based on city values and changing community needs.

Success Indicators

- All capital assets are catalogued and regularly assessed for condition and expected lifespan.

Goals with Success Indicators

- Infrastructure updates and replacement is strategically planned and includes the Community's voice.
- Capital projects are evaluated and prioritized on values guiding the City of Roseville (Community, Accountability, Integrity, Equity, Safety)
- Funding strategies are developed and implemented to ensure that Roseville's infrastructure is maintained and updated to a level of service that meets or exceeds the expectations of the community.
- Residents are satisfied with the quality of the infrastructure.
- Service interruptions are minimized.

Goal #2

2. Implement the civic master plan on time, within budget, and with community input.

Success Indicators

- City's Maintenance and Operations space needs are met within the approved budget **and timeline**
- City's license center/wellness and dance studio needs are met within the approved budget **and timeline**
- Final design was developed with community input.

Goal #3

3. City infrastructure supports the sustainability goals of the city.

Success Indicators

- Climate Action Plan is created, completed and implemented.
- Green alternatives are actively considered in asset replacement.

Parks and Natural Environment

Desired Impact: Parks and natural resources are preserved, maintained and enhanced to ensure a broad cross-section of community members actively use and participate in our parks, activities and facilities.

Goal #1

1. Roseville's Parks system, and recreation programs are thoughtfully planned, sustainably funded, and well-maintained.

Success Indicators

- Roseville's Parks and Recreation System Master Plan evolves to align with the needs of the community.
- The Parks and Recreation System Master Plan continues to be implemented.
- Residents and non-residents (worker and visitor) across all demographics utilize parks and participate in recreation opportunities.
- Roseville's parks and programs positively contribute to residents' quality of life.

Goals with Success Indicators

Goal #2

2. Roseville's natural environment is actively protected and restored.

Success Indicators

- Roseville's natural spaces positively contribute to residents' quality of life.
- City programs and regulations support community members in their efforts to maintain, protect and restore the environment.
- The Parks and Recreation Natural Resources Master Plan is implemented.
- Residents and stakeholders are empowered to preserve and restore Roseville's natural resources.

Community and Civic Engagement

Desired Impact: Roseville's public, across all demographics, feels informed and valued for its feedback and input.

Goal #1

1. Create an environment for diverse stakeholder participation at all levels and types of city decision-making.

Success Indicators

- Roseville stakeholders are informed about the city's, mission, vision, values, and strategic plan and how they drive/influence decisions.
- Residents understand how their input will be used and the level of impact it has on decision making in advance of participating.
- Engagements include an intentional plan for historically underrepresented populations to participate.
- Create an environment that fosters a sense of civility in public engagement.

Goal #2

1. Utilize Roseville's commissions to provide accessible pathways for residents of all backgrounds to shape city decisions and become better informed residents.

Success Indicators

- Residents are aware of and understand the opportunities for participation on city commissions.
- There is growth in commission appointments from underrepresented groups
- Commissioners understand their role and feel that they have an impact in city decision-making processes.
- Commissioners are well-informed on issues related to their commission scope.

Goals with Success Indicators

Responsive Services and Safety

Desired Impact: Community members with a variety of needs feel confident that city services are responsive to ongoing needs & keep everyone safe, secure & positively impact their quality of life.

Goal #1

1. Take proactive steps to create a safer community through prevention, planning, and early intervention.

Success Indicators

- Real-time data and information are utilized to improve operations, response, and customer service.
- Increased public safety involvement in community activities and outreach efforts.
- Policies and procedures ensure the protection of the community.

Goal #2

2. Develop and implement a prioritized multi-year resource allocation strategy and structure to ensure people, resources, training, and technology are in place to respond to the needs of the community.

Success Indicators

- Grants, partnerships, and other funding sources contribute to improved resources and technology.
- Community members report feeling safe and secure.
- Improved public safety response times.

Goal #3

3. Strengthen trust through transparency, accessibility, and engagement.

Success Indicators

- Increased involvement in city activities and outreach efforts.
- Trust is fostered through open discussions with city public safety officials and community.
- Policies and procedures maximize transparency, accessibility and engagement.
- Historically underrepresented communities feel an increased sense of trust which leads to an increase in ~~Increased~~ calls for service ~~from historically underrepresented communities.~~

City Operations

Desired Impact: The City of Roseville's workforce & public officials are capable, nimble, & forward thinking in achieving its strategic priorities.

Goal #1

1. Technology, resources, and processes are used to improve operations.

Goals with Success Indicators

Success Indicators

- City services demonstrate alignment with strategic priorities and adapt as priorities evolve.
- Residents report satisfaction with the quality and responsiveness of City services.
- Workforce and public officials report increased efficiency and capacity to deliver high-quality services.

Goal #2

2. The city attracts and retains **a diverse group of** employees who **align with support** the mission, vision, and values of the strategic plan.

Success Indicators

- Progress is made toward goals outlined in the strategic plan; staff use the city's values to guide decisions.
- City leadership invests in proactive workforce development.
- Voluntary employee turnover is reduced.
- The city's work environment attracts and retains staff.

Goal #3

3. Resource allocation meets operational needs while advancing strategic priorities.

Success Indicators

- Decision-makers report having the right information to allocate resources effectively.
- Residents feel the value of services meets their needs.
- Budgeting includes prioritization of strategic goals while balancing operational needs.

Strategic Direction	Desired Impact	Goal	Community Aspiration	Success Indicator	Objective
Economic Vitality	Roseville has a diverse & stable business community, offers a wide range of housing types for people at all income levels, & includes multi-modal transportation options.	Create a climate that supports the retention and expansion of Roseville businesses.	Business and Economy A healthy, vibrant mix of businesses, large and small, in all sectors is intentionally cultivated. The city supports small, locally-owned businesses with access to finance and technical assistance tools that enable them to own, maintain and improve owner-occupied properties.	Roseville's overall commercial tax base experiences steady growth. Programs and regulations evolve/adapt to meet the needs of the business community. Small, Woman, Veteran and BIPOC-owned businesses have a recognizable presence.	By the end of 2026, identify a list of stakeholders for no more than 10 key commercial areas and develop a plan to engage with those stakeholders on the challenges that impact continued investment in their businesses and/or property to learn what roles the City could take to support retention and/or expansion in Roseville.
Economic Vitality	Roseville has a diverse & stable business community, offers a wide range of housing types for people at all income levels, & includes multi-modal transportation options.	Housing types and programs are provided in a manner that contributes to the economic success for households at all income levels.	Housing and Development The city encourages a balanced approach to housing development and density to provide a range of housing choices, while preserving existing neighborhoods and communities. The city proactively plans for the housing needs of diverse communities and an aging population.	Housing in Roseville is provided in a manner to meets the life-cycle continuum. Roseville residents feel safe, secure, and stable in their housing. Roseville residents are not cost-burdened by their housing.	By the end of 2026, develop a policy that outlines the use of the City's Local Affordable Housing Aid (housing sales tax) based on forecasted needs of the 2025 Housing Needs Assessment and in accordance with state law.
Economic Vitality	Roseville has a diverse & stable business community, offers a wide range of housing types for people at all income levels, & includes multi-modal transportation options.	Develop and advocate for safe, intentional, multi-modal transportation systems throughout Roseville.	Transportation and Infrastructure Transportation system is modern, safe and convenient for all people regardless of how they travel. There are safe and comfortable places to walk and a well-connected bicycle network that makes it safe and easy for all people to choose to walk, bike or roll, whether it is to get where they need or want to go, for employment, shopping, recreation or exercise.	Roseville residents, workers and visitors have multi modal options to connect to places they want and need (amenities and employment). Roseville advocates and partners with other public agencies towards advancement of multi modal options.	By end of 2026, adopt Bicycle Plan and implementation strategy.
Reliable and Sustainable Infrastructure	Roseville's assets and infrastructure are effectively, efficiently and sustainably planned, managed and funded.	Develop and implement a funding strategy that prioritizes key capital improvements that are planned, regularly assessed and evolve based on city values and changing community needs.	Transportation and Infrastructure There are high quality infrastructure systems that anticipate and adapt to technological, social, demographic and climate changes to support and maintain the health well-being, prosperity of residents, visitors, customers and employees.	All capital assets are catalogued and regularly assessed for condition and expected lifespan. Infrastructure updates and replacement is strategically planned and includes the Community's voice. Capital projects are evaluated and prioritized on values guiding the City of Roseville (Community, Accountability, Integrity, Equity, Safety) Funding strategies are developed and implemented to ensure that Roseville's infrastructure is maintained and updated to a level of service that meets or exceeds the expectations of the community. Residents are satisfied with the quality of the infrastructure. Service interruptions are minimized.	For the 2027 budget process, develop and implement an evaluation tool that assures that capital projects are evaluated against the City's adopted values and aligned with the City's strategic plan.
Reliable and Sustainable Infrastructure	Roseville's assets and infrastructure are effectively, efficiently and sustainably planned, managed and funded.	Implement the civic master plan on time, within budget, and with community input.	Transportation and Infrastructure There are high quality infrastructure systems that anticipate and adapt to technological, social, demographic and climate changes to support and maintain the health well-being, prosperity of residents, visitors, customers and employees.	City's Maintenance and Operations space needs are met within the approved budget and timeline. City's license center/wellness and dance studio needs are met within the approved budget and timeline. Final design was developed with community input.	Provide a comprehensive project implementation budget and schedule by end of 2026 and provide regular updates on progress.
Reliable and Sustainable Infrastructure	Roseville's assets and infrastructure are effectively, efficiently and sustainably planned, managed and funded.	City infrastructure supports the sustainability goals of the city.	Transportation and Infrastructure The city proactively pursues and implements sustainability initiatives such as green energy and green infrastructure and considers sustainability in all policies and actions such as incentives for creating and maintaining green space.	Climate Action Plan is created, completed and implemented. Green alternatives are actively considered in asset replacement.	By 2027, assess and begin transitioning city vehicles and equipment to align with the city's sustainability goals.

Strategic Direction	Desired Impact	Goal	Community Aspiration	Success Indicator	Objective
Parks and Natural Environment	Parks and natural resources are preserved, maintained and enhanced to ensure a broad cross-section of community members actively use and participate in our parks, activities and facilities.	Roseville's Parks system, and recreation programs are thoughtfully planned, sustainably funded, and well-maintained.	<p>City Parks, facilities, and recreational programming</p> <p>All residents have safe and convenient access to culturally relevant and age-appropriate recreational programming and inclusive park facilities.</p> <p>Park programming is intentionally targeted to appeal to diverse communities and resources and programming opportunities are actively promoted in ways that are accessible to all people.</p> <p>Existing park facilities and buildings are maintained, celebrated, promoted, and used as places for all people and communities to gather.</p> <p>Needs for new and expanded park facilities and programming are proactively anticipated and explored.</p>	<p>Roseville's Parks and Recreation System Master Plan evolves to align with the needs of the community and is implemented.</p> <p>The Parks and Recreation System Master Plan continues to be implemented.</p> <p>Residents and non-residents (worker and visitor) across all demographics utilize parks and participate in recreation opportunities.</p> <p>Roseville's parks and programs positively contribute to residents' quality of life.</p>	By the end of 2027, complete a comprehensive update to the Parks and Recreation System Master Plan.
Parks and Natural Environment	Parks and natural resources are preserved, maintained and enhanced to ensure a broad cross-section of community members actively use and participate in our parks, activities and facilities.	Roseville's natural environment is actively protected and restored.	<p>Green space and environmental conservation</p> <p>All residents and businesses have access to high-quality park, green space, trails, and other passive recreation opportunities.</p> <p>There are resources available and promoted for residents and businesses interested in reducing their environmental impact.</p> <p>The city proactively pursues and implements sustainability initiative such as green energy and green infrastructure and considers sustainability in all policies and actions such as incentives for creating and maintaining green spaces.</p>	<p>Roseville's natural spaces positively contribute to residents' quality of life.</p> <p>City programs and regulations supports community members in their efforts to maintain, protect and restore the environment.</p> <p>The Parks and Recreation Natural Resources Master Plan is implemented.</p> <p>Residents and stakeholders are empowered to preserve and restore Roseville's natural resources.</p>	By the end of 2026, 25% of the projects in the Parks and Recreation Natural Resources Master Plan are completed.
Community and Civic Engagement	Roseville's public, across all demographics, feels informed and valued for its feedback and input.	Create an environment for diverse stakeholder participation at all levels of city decision-making.	<p>City Services and Civic Engagement & Welcoming and Inclusive</p> <p>Information on community events, resources and engagement opportunities is shared widely and in multiple languages and is easy for all people to access.</p> <p>Rules, regulations, and guidance are designed to work for all people and businesses of all sizes and scales, and are enforced consistently, creating an even playing field.</p> <p>People are treated equally when interacting with the city regardless of outward appearance, socioeconomic status or ability.</p>	<p>Roseville stakeholders are informed about the city's, mission, vision, values, and strategic plan and how they drive/influence decisions.</p> <p>Residents understand how their input will be used and the level of impact it has on decision making in advance of participating.</p> <p>Engagements include an intentional plan for historically underrepresented populations to participate.</p> <p>Create an environment that fosters a sense of civility in public engagement.</p>	By December 2026, develop and implement a city-wide engagement framework that includes baseline measures of stakeholder participation, clear communication of how public input informs decisions, and intentional strategies to engage historically underrepresented populations.
Community and Civic Engagement	Roseville's public, across all demographics, feels informed and valued for its feedback and input.	Utilize Roseville's commissions to provide accessible pathways for residents of all backgrounds to shape city decisions and become better informed residents	<p>City Services and Civic Engagement & Welcoming and Inclusive</p> <p>Roseville facilitates dialogue, active engagement and connections among Roseville businesses, residents, local government and non-profit partners through community events, activities and communication systems. The city works to ensure the active engagement of historically underrepresented populations.</p> <p>Information on community events, resources, and engagement opportunities is shared widely and in multiple languages and is easy for all people to access.</p>	<p>Residents are aware of and understand the opportunities for participation on city commissions.</p> <p>There is growth in commission appointments from underrepresented groups</p> <p>Commissioners understand their role and feel that they have an impact in city decision-making processes.</p> <p>Commissioners are well-informed on issues related to their commission scope.</p>	By June 2026, increase outreach efforts to promote commission opportunities by developing and distributing multilingual informational materials and hosting engagement sessions targeted at underrepresented communities, resulting in a X% increase in applications from underrepresented groups.

Strategic Direction	Desired Impact	Goal	Community Aspiration	Success Indicator	Objective
Responsive Services and Safety	Community members with a variety of needs feel confident that city services are responsive to ongoing needs & keep everyone safe, secure & positively impact their quality of life.	Take proactive steps to create a safer community through prevention, planning, and early intervention.	<p>Safety and Security</p> <p>People of all ages and backgrounds feel safe and secure in their daily activities and police, fire and other emergency responders are trusted partners in the community.</p> <p>Roseville recognizes and proactively addresses physical and social issues like poorly maintained neighborhoods, concentrations of crime, houselessness, panhandling and other issues.</p>	<p>Real-time data and information are utilized to improve operations, response, and customer service.</p> <p>Increased public safety involvement in community activities and outreach efforts.</p> <p>Policies and procedures ensure the protection of the community.</p>	By December 2026, Public Safety will develop sustainable partnerships to increase safety, awareness, and resilience in the community through proactive outreach.
Responsive Services and Safety	Community members with a variety of needs feel confident that city services are responsive to ongoing needs & keep everyone safe, secure & positively impact their quality of life.	Develop and implement a prioritized multi-year resource allocation strategy and structure to ensure people, resources, training and technology are in place to respond to the needs of the community.	<p>Safety and Security</p> <p>People of all ages and backgrounds feel safe and secure in their daily activities and police, fire and other emergency responders are trusted partners in the community.</p> <p>Roseville recognizes and proactively addresses physical and social issues like poorly maintained neighborhoods, concentrations of crime, houselessness, panhandling and other issues.</p>	<p>Grants, partnerships, and other funding sources contribute to improved resources and technology.</p> <p>Community members report feeling safe and secure.</p> <p>Improved public safety response times.</p>	By July 1, 2027, public safety will reduce instances of delayed and inappropriate unit response by more than 50% by increasing the number of on-duty personnel coupled with implementing a revised emergency response deployment model.
Responsive Services and Safety	Community members with a variety of needs feel confident that city services are responsive to ongoing needs & keep everyone safe, secure & positively impact their quality of life.	Strengthen trust through transparency, accessibility, and engagement.	<p>Safety and Security</p> <p>People of all ages and backgrounds feel safe and secure in their daily activities and police, fire and other emergency responders are trusted partners in the community.</p> <p>Roseville recognizes and proactively addresses physical and social issues like poorly maintained neighborhoods, concentrations of crime, houselessness, panhandling and other issues.</p> <p>Roseville police and fire maintain good communication and a collaborative relationship with Roseville businesses. Roseville businesses are confident that police will provide meaningful follow-up to reported incidents and they will receive a prompt, professional response when they contact public safety for urgent or non-urgent matters.</p>	<p>Increased involvement in city activities and outreach efforts.</p> <p>Trust is fostered through open discussions with city public safety officials and community.</p> <p>Policies and procedures maximize transparency, accessibility and engagement.</p> <p>Historically underrepresented communities feel an increased sense of trust which leads to an increase in calls for service.</p>	By July 1, 2026, the fire department will perform an internal and external review and audit of all policies and procedures to assess effective operations, hiring and promotional practices, and to ensure alignment with best practices in emergency response.
City Operations	The City of Roseville's workforce & public officials are capable, nimble, & forward thinking in achieving its strategic priorities.	Technology, resources and processes are used to improve operations.	<p>City Services and Civic Engagement</p> <p>The city is effective in delivering essential services- such as emergency response, public works and community programming.</p>	<p>City services demonstrate alignment with strategic priorities and adapt as priorities evolve.</p> <p>Residents report satisfaction with the quality and responsiveness of City services.</p> <p>Workforce and public officials report increased efficiency and capacity to deliver high-quality services.</p>	By December 2026, complete a citywide assessment to identify opportunities for technology, resources, and process improvements across all departments, and integrate the highest-priority improvements into the annual budget planning process to enhance efficiency, service delivery, and alignment with strategic goals
City Operations	The City of Roseville's workforce & public officials are capable, nimble, & forward thinking in achieving its strategic priorities.	The city attracts and retains a diverse group of employees who support the mission, vision, and values of the strategic plan.	<p>City Services and Civic Engagement</p> <p>The city is effective in delivering essential services- such as emergency response, public works and community programming.</p>	<p>Progress is made toward goals outlined in the strategic plan; staff use the city's values to guide decisions.</p> <p>City leadership invests in proactive workforce development.</p> <p>Voluntary employee turnover is reduced.</p> <p>The city's work environment attracts and retains staff.</p>	By March 2026, update all city job postings to include language that reflects the city's mission, vision, and values, and pilot at least one new outreach method to attract a more diverse applicant pool.
City Operations	The City of Roseville's workforce & public officials are capable, nimble, & forward thinking in achieving its strategic priorities.	Resource allocation meets operational needs while advancing strategic priorities.	<p>City Services and Civic Engagement</p> <p>The city is effective in delivering essential services- such as emergency response, public works and community programming.</p>	<p>Decision-makers report having the right information to allocate resources effectively.</p> <p>Residents feel the value of services meets their needs.</p> <p>Budgeting includes prioritization of strategic goals while balancing operational needs.</p>	By March 2027, incorporate a strategic priorities section into all departmental budget requests, ensuring each proposal identifies alignment with at least one strategic goal and includes a summary of operational impacts.

Strategic Plan Rollout Next Steps - Objectives



Identify Core Team



Develop Orientation Materials



Orientation Sessions



Objectives Drafted



Council Review & Adoption

