



Watertown City Council
Work Session

Mayor Steve Washburn
Lindsay Guetzkow
Adam Pawelk
Michael Walters
Dan Schuette

2/22/2022 - Minutes

1. Call To Order And Roll Call

Mayor Steve Washburn called the Watertown City Council work session to order at 5:30 p.m. on Tuesday February 22, 2022, in the council chambers of City Hall.

Council Members Present: Washburn, Mike Walters, Dan Schuette, Adam Pawelk, and Lindsay Guetzkow.

Staff Present: City Administrator Jake Foster, Public Services Superintendent Mike Dressel, and Administrative Services Director Lynn Tschudi.

2. New Business

2.1. 2022-2025 Strategic Plan

City Administrator Jake Foster explained that with the start of 2022, staff and City Council began the process for setting the strategic direction of the City of Watertown for the next three (3) years. Staff and City Council began the strategic planning process in early January with an examination of the operating environment, followed by the collection of stakeholder feedback, and completing a SWOT (Strengths, Weaknesses, Opportunities, and Threats) analysis. Senior Staff Members and City Council Members held a half day workshop on January 22, 2022, to work on developing strategic priorities. In addition to reaffirming the City's vision, mission, and values, staff and Council developed a set of priorities, key outcomes, and performance targets at the strategic planning session. Staff then met in early February to identify a set of strategic initiatives and develop detailed action plans based on the strategic priorities set at the strategic planning session.

Foster shared the vision and mission for the City of Watertown:

OUR VISION The City of Watertown is a tight-knit growing community that is welcoming, business

friendly, and supportive with a thriving economy that enables neighbors, friends, and family to meet, socialize, and enjoy a high quality of life.

OUR MISSION The mission of the City of Watertown is to provide high quality public services that address community needs through strategic planning, sound fiscal management, and innovative thinking while preserving our proud history.

He also reviewed a list of valued important to the City Council:

OUR VALUES

Excellence and Quality in the Delivery of Services

Fiscal Responsibility

Ethics and Integrity

Fairness and Engagement

Communication

Professionalism

Visionary Leadership and Planning

Small Town Atmosphere

After the workshop in January, strategic priorities were identified by council and staff.

The three Strategic Priorities are: staff development and retention, external economics, and development.

Foster said staff met with the consultant to develop action plans and deadlines for each priority. He gave an example of cross training employees to plan for future retirements. Foster continued to walk council through the report.

Mayor Washburn said he would like to see an update on the personnel action items at least twice during the year.

Council discussed the impact of inflationary prices and how they will impact City projects.

Foster said the third priority is development. He listed specific goals for the next three years. Pawelk said he likes this priority because it is tangible. Washburn agreed.

3. Adjournment

Washburn adjourned the work session at 6:18 pm.

309 Lewis Avenue South; P.O. Box 279, Watertown, MN 55388

Washburn, Mayor

ATTEST: _____

Lynn Tschudi, Admin. Services Director

Steve