

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

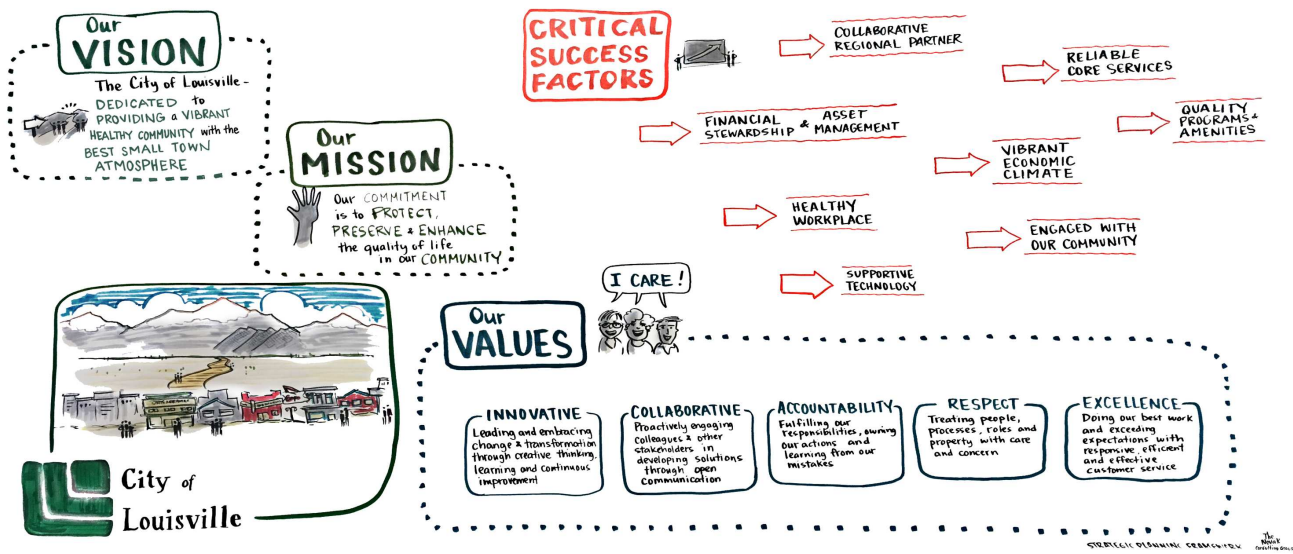
**Innovation** - Leading and embracing change and transformation through creative thinking, diverse perspectives, learning, and continuous improvement.

**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 2023/2024 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 dedicated resources and funding, and help advance the City's vision. Status updates have been added to each Priority Initiative below.

## Financial Stewardship & Asset Management

- Adjust finances, fees and budget in response to Marshall Fire related economic impacts. Respond to economic impacts with necessary budgetary and organizational changes. - **in progress**

## Reliable Core Services

- Complete all repairs to City infrastructure and property damaged by Marshall Fire, including roads, sidewalks, water meters, fire hydrants, traffic signs/signals, playground equipment, fencing and landscaping - **in progress**
- Conduct Marshall Fire post-disaster planning to reduce future risk, identify opportunities for disaster mitigation and preparedness, and increase community resilience in an effort to support long-term recovery - **in progress**
- Pursue funding for Colorado 42 corridor improvements and implement Future 42 plan - **not started**
- Continue installation of transportation infrastructure improvements that foster mobility for all ages and abilities and reduce safety impacts, consistent with the Transportation Master Plan - **in progress**
- Complete and implement Internal De-carbonization Plan for City facilities, fleet and equipment 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 - **in progress**
- Continue work on raw water supply projects such as SWSP Capacity Upgrade, Windy Gap Firming and Water Acquisition and complete preventative maintenance for existing infrastructure - **in progress**

## Vibrant Economic Climate

- Update and continue implementing Economic Vitality Strategic Plan - **in progress**
- Work with the Louisville Revitalization Commission to make lasting investments in the Urban Renewal Areas through URA revenues - **in progress**

## Quality Programs & Amenities

- Implement recommendations from the General Maintenance and Management Plan for City parks on maintenance best practices and asset management for Parks and Streetscapes - **in progress**
- Continue replacement of playground facilities, including Joe Carnival, Enclave, Meadows Parks and revitalization of Sunflower Park and City medians - **in progress**
- Implement recommendations of the 2021 Equity, Diversity & Inclusion (EDI) Task Force and internal EDI blueprint to help employees and residents thrive and improve the health and well-being of the organization and community by closing equity gaps - **in progress**

## Engaged Community

- Continue to share critical information with City staff and the community related to Marshall Fire recovery and rebuilding - **in progress**
- Continue to advance equity, diversity and inclusion measures within the community, as recommended by the 2021 EDI Task Force - **in progress**
- Complete a housing study that provides strategies for improving policies and investments in affordable housing - **not started**
- Conduct the 10-year Comprehensive Plan update, including a robust public engagement process that encourages diverse viewpoints and perspectives, directly engages harder to reach segments of the community, and is fully inclusive of all members of our community - **not started**

## Healthy Workforce

- Continue to grow the Learning and Development program in key areas, including the launch of the City's leadership program and additional training around diversity, inclusion and racial equity - **in progress**
- Continue to improve employee satisfaction for full and part-time staff and develop proactive strategies to attract and retain quality staff, including reviewing compensation, wages, benefits and other strategies - **in progress**

## Supportive Technology

- Continue enhancements to the City's middle mile infrastructure to improve capacity and resilience - **in progress**
- Continue to increase staff awareness of malware and how to identify attacks, mitigate and protect data in an effort to protect the resources and assets of the City and community - **in progress**

## Collaborative Regional Partner

- Continue to work with Federal, State and local partner agencies to ensure the health, safety and well-being of the individuals impacted by Marshall Fire and secure necessary resources - **in progress**
- Leverage regional partnerships to support transportation, economic, housing and human services investments and improvements for City residents - **in progress**
- Engage with the Regional Transportation District and other transportation partners to explore ways to restore and improve transit access in the community. Continue to support and advocate for funding and completion of all RTD FastTracks commitments, including Northwest Rail - **in progress**