

EL DORADO

KANSAS

STRATEGIC PLAN 2021



FISCAL STEWARDSHIP

The City of El Dorado will manage taxpayer resources in a prudent manner by acting as a responsible steward of public resources.

1. Develop a balanced operating budget that maintains funding levels without requiring an increase to the mill levy.
2. Forecast the financial condition of the City over a five-year period to provide service delivery at acceptable levels while anticipating upcoming changes to finances.
3. Develop a debt management plan that allows for the prudent issuance of municipal debt to meet the infrastructure needs of the community without requiring the need for an increase to the mill levy.
4. Adopt and implement a multi-year Capital Improvement Plan that provides for the replacement of existing public infrastructure while also providing a mechanism for growth opportunities.
5. Adopt a Fleet Replacement Plan that provides for the practical replacement of the municipal fleet in a manner that reduces maintenance expenses and avoids disruptions in service delivery.

**“Enhancing Quality
of Life by Embracing
Service Excellence.”**





CITY OF EL DORADO 2021

ECONOMIC DEVELOPMENT

The City actively works to create an environment that facilitates capital investment, produces jobs, and increases the tax base of the community.

1. Facilitate the proactive recruitment of industrial development opportunities that leverage El Dorado's physical and intangible assets.
2. Market El Dorado's industrial and business parks as prime sites for development opportunities.
3. Actively collaborate with downtown stakeholders to facilitate revitalization efforts in downtown El Dorado.
4. Create an environment that nurtures and supports entrepreneurs that seek to establish new business ventures in the community.
5. Facilitate workforce development opportunities with regional stakeholders to provide workers with the skills needed for a constantly changing, competitive economy.
6. Collaborate with area developers and builders to facilitate the development of housing opportunities that meet the needs of the community.

QUALITY OF LIFE

The City of El Dorado desires to create a place where people choose to live and visit.

1. Coordinate recreation opportunities at El Dorado Lake that attract visitors and enhance the quality of life for residents.
2. Develop recreation opportunities beyond traditional sports to provide citizens with enhanced ways to socialize and exercise.
3. Strengthen existing offerings in traditional sports to provide the best experience for participants while creating an environment that fosters learning and development and creates fun experiences.
4. Market El Dorado and its many events and experiences to residents and visitors.
5. Develop fun and engaging events and activities that provide people with something to do after work and school.
6. Facilitate the reduction of blight in El Dorado by proactively identifying and addressing vacant and abandoned housing and blighted properties.



STRATEGIC PLAN PRIORITIES

MUNICIPAL WORKFORCE

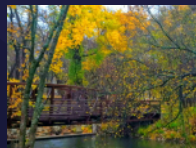
The City of El Dorado desires to create a municipal organization that attracts and retains talented and creative individuals dedicated to serving the citizens of El Dorado.

1. Nurture an organizational culture that attracts and retains talented individuals who wish to serve in municipal government and who exemplify the culture and values of the organization.
2. Create and maintain a compensation structure that attracts and retains talented individuals, incentivizes performance, and maintains regional competitiveness.
3. Facilitate the development of knowledge, skills, and abilities of all individuals within the organization to enable the organization to meet the service delivery expectations of the community.
4. Develop the leadership capacity within the organization to promote a culture of excellence through supervision, coaching and mentoring, and accountability.

MUNICIPAL OPERATIONS

The City embraces service delivery excellence and seeks to facilitate innovation of services and continuous improvement for the betterment of the community.

1. Create an organizational culture that strives for customer service excellence through practical implementation of the City's core values and behavioral norms.
2. Seek continuous improvement within the organization to reduce costs, increase efficiencies, and make municipal programs more effective for citizens.
3. Facilitate citizen-centric thinking by actively engaging citizens to determine ways to serve the public in a manner and at a cost desired by the community.
4. Promote a culture of innovation where employees may experiment and develop new ways of providing municipal services for the benefit of the public.



INFRASTRUCTURE

The City invests in its public infrastructure to ensure that the community has the most basic resources necessary to thrive and prosper.

1. Adopt and implement a multi-year Capital Improvement Plan that provides for the replacement of existing public infrastructure while also providing a mechanism for growth opportunities.
2. Continuously evaluate public facilities to ensure that such facilities receive proper investment for maintenance, and facilitate the planning of new or renovation of such facilities when needed to maintain service delivery.
3. Develop a long-term finance plan to prudently manage and pay off debt obligations associated with water storage capacity at El Dorado Lake.
4. Evaluate funding options for continued investment in critical public infrastructure.
5. Continuously invest in public safety initiatives, equipment, and technology to provide the El Dorado Police and Fire Departments with the resources needed to preserve order and protect life and property.



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