



2025 City Council Focus Goals

Conservation Efforts

- Promote conservation practices through education and incentives
- Be a leader in regional activities related to water resource management
- Complete evaluation of water reuse projects and consider enhancements
- Strive to control our own destiny related to water supply
- Address impacts of the White Bear Lake Court Order

Economic Development

- Work toward development of the Egg Lake property on Hwy 61
- Continue working on programs to encourage new businesses and expansions
- Strengthen partnerships with Washington County, HBA, and marketing entities
- Seek infrastructure improvements to promote economic development

Community Development

- Prepare and complete 165th Street area study
- Complete studies on residential development standards and revise ordinances
- Adopt revisions to the solar farms ordinance
- Complete evaluation of shoreland regulations and adopt new standards
- Prepare Local Affordable Housing Aid program

Infrastructure

- Reconstruct streets in Beaver Ponds and in Eastern Hugo
- Complete design of local bridges and make application for bridge bonding funds
- Complete ongoing ditch maintenance plan with RCWD
- Prepare paving plan for 165th Street & Elmcrest Ave
- Prepare for right-of-way and railroad impacts for 2026 street project

Parks Projects

- Replace the playground and make improvements to Oneka Lake Park
- Prepare construction plans for trails in Clearwater Creek Preserve
- Participate in planning for Hardwood Creek and Glacial Hills Regional Trails
- Develop ongoing recreation programming strategy

Public Safety

- Create Fire Department truck committee to recommend future fleet needs
- Determine the future of the Fire Marshal position
- Conduct regular evaluations of emergency services
- Continue Fire Department recruitment efforts
- Evaluate staffing needs of the Washington County Sheriff's Department

Administration

- Conduct complete employee benefits analysis
- Complete minor improvements to City facilities as recommended
- Update personnel and related HR policies
- Evaluate staffing needs and organizational structure at City Hall
- Begin process to review City's fiscal policies



2025 Ongoing Priorities

Maintain Quality Staff

- Continue to provide training and education opportunities
- Continue firefighter recruitment and retention
- Continue internship program
- Recruit qualified citizens for commissions
- Provide adequate resources and technology
- Monitor development activity and adjust staffing levels

Work Collaboratively with Commissioners

- Hold joint workshops with each Commission/Board
- Continue training new Commissioners and Council Members
- Continue to promote leadership within the Commissions/Boards

Build a Diverse and Stable Tax Base

- Develop long-term strategies for industrial development
- Proceed with street reconstruction program
- Share services with neighboring communities
- Manage growth responsibly

Continue Community Outreach Efforts

- Provide transparency by keeping up-to-date postings in newsletters, website, and cable bulletin board
- Maintain relationships with HBA, Senior's Club, Lions Club, American Legion, Food Shelf, YRN, recreational and other civic organizations
- Continue annual citywide bus tour
- Expand social networking where possible
- Continue open meetings with residents

Maintain Legislative Relationships

- Keep apprised of legislative issues that impact budgeting
- Remain involved in LMC and Metro Cities activities
- Work with Greater MSP and other regional entities

Build and Maintain Regional Partnerships

- Continue discussions with school districts, counties, watershed districts, neighboring municipalities and other local and state agencies on regional issues
- Review police protection services annually