

## Agenda

- 1. What is a strategic plan and how was it developed?
- 2. How is the plan organized?
- 3. Task Committee Proposal: How does the Commission wish to monitor progress on the District's *strategic direction*, within the context of the CED review process?

## What is a Strategic Plan?

- 1. Focuses on a future state not yet realized
- 2. Projects relate to adaptation, "how do we adjust to achieve our outcomes/mission <u>over time</u>?"
- 3. Identifies needs that will support and strengthen foundational work
- 4. Is experimental and iterative

## **Strategic Planning Journey**

Date	Who	Activity
2012	Employees	Mission, vision, themes
2015	Employees	Roundtables
2016	E-Team	Pillars
2018	Commission	Outcomes
2019	Commission	Ideals

# **Commission Prioritizing**



## The Districts Strategic Direction

### **OUR MISSION:**

To protect public health and the environment.

### **OUR VISION:**

Enriching life through clean water and resource recovery.

### **OUR IDEALS:**

Equitable, reliable and cooperative.

**ENVIRONMENT** 



COMMUNITY



**EMPLOYEES** 



**KEY RESULTS AREAS** 

**EFFECTIVENESS** 



**INFRASTRUCTURE** 



We see opportunities in wastewater to recover valuable resources.

**Goal**: Increase recovery of resources while meeting permit requirements.

We see solutions in the community to engage others in meeting future challenges.

**Goal**: Improve partnerships to build and increase public support.

We see success in a healthy, resilient workforce to promote a culture of positive engagement.

Goal: Improve the employee experience.

We see greater success in the use of best business practices.

**Goal**: Adopt best business practices to increase district efficiency and effectiveness.

We see value in sustainable infrastructure to support a vibrant regional community.

**Goal**: Achieve expected community level of services at the lowest total cost of ownership.

# The flow of an idea to action

OUR MISSION: To protect public health and the environment

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INFLUENCING (Learning)

STRATEGIES (Developing)

**PRIORITIES (Implementing)** 

### FOUNDATIONAL WORK

Budget, Accounting and Procurement

**Business Services** 

Capital Improvement Planning

Collection System Monitoring and Maintenance

**Community Outreach** 

**Connection Charges** 

**Engineering Services** 

**Human Resources** 

Information Technology

**Laboratory Services** 

Metrogro

Plant Operations and Maintenance

**Pollution Prevention** 

Safety

**Service Charges** 

Strategic Planning & Policymaking

# Struvite: A Case Study



## Strategic **Pillars with Projects**

OUR MISSION:
To protect public health and the environment.

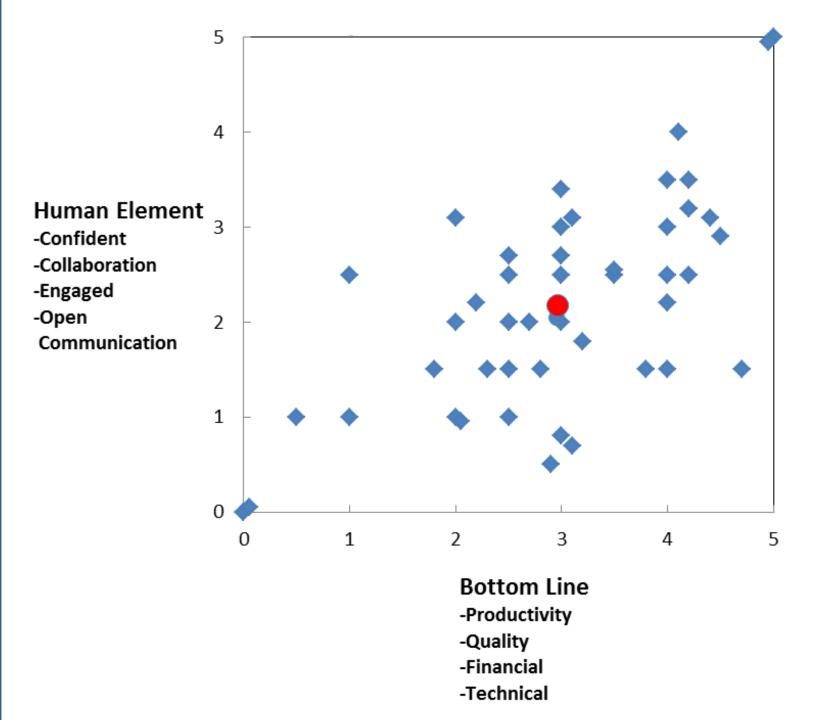
OUR VISION:
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ENVIRONMENT	COMMUNITY	EMPLOYEES	EFFECTIVENESS	INFRASTRUCTURE	
KEY RESULTS AREAS					
We see opportunities in wastewater to recover valuable resources.	We see solutions in the community to engage others in meeting future challenges.	We see success in a healthy, resilient workforce to promote a culture of positive engagement.	We see greater success in the use of best business practices.	We see value in sustainable infrastructure to support a vibrant regional community.	
Goal: Increase recovery of resources while meeting permit requirements.	Goal: Improve partnerships to build and increase public support.	Goal: Improve the employee experience.	Goal: Adopt best business practices to increase district efficiency and effectiveness.	Goal: Achieve expected community level of services at the lowest total cost of ownership.	
		INFLUENCING FACTORS (learning)			
Contaminants of Emerging Concern Water Reuse Nutrient Life Cycle	Strengthening Sewer Use Ordinance Improvements to User Charges and Billing Environmental Justice Expanded Industrial Pretreatment Program Equity Fats, Oils and Grease	Demand for Skilled Labor and STEM Jobs Competitive Pay and Benefits ELC Report on Morale Leadership Development	Land Use Patterns Asset Investment Planning	Lagoon Property Management Agricultural Property Management Campus Space Planning	
		STRATEGIES (developing)			
Energy Master Plan Badger Mill Creek Phosphorus Compliance Biosolids Management	Overall Communication Efforts around Vision One Water Inflow and Infiltration Reduction	Campus Security Employee Leadership Committee and Executive Team Roadmap Workload Management	Reliability-Centered Maintenance Strategic Financial Planning	Network Resiliency and Security Collection System Facilities Plan Operational Continuity	
PRIORITIES (implementing)					
Yahara WINS Chloride Reduction	Community Engagement	Inclusion and Diversity Internal Communication	Procurement Code Revision Records Management Program Asset Management Program	Liquid Processing Facility Improvements Interceptor and Pumping Station Improvements Force Main Inspections Computerized System Maintenance Management and Financial Systems Locating Program	

## Where do projects come from?

- Regulatory drivers
- CED/Executive Team
  - Achieve commission outcomes policies
  - Adaptations necessary to fulfill our mission over time and move us closer toward our vision
- Employees
  - Build organizational capacity

# Survey Results – Blue Dot Chart



# Task Committee Proposal and Discussion

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