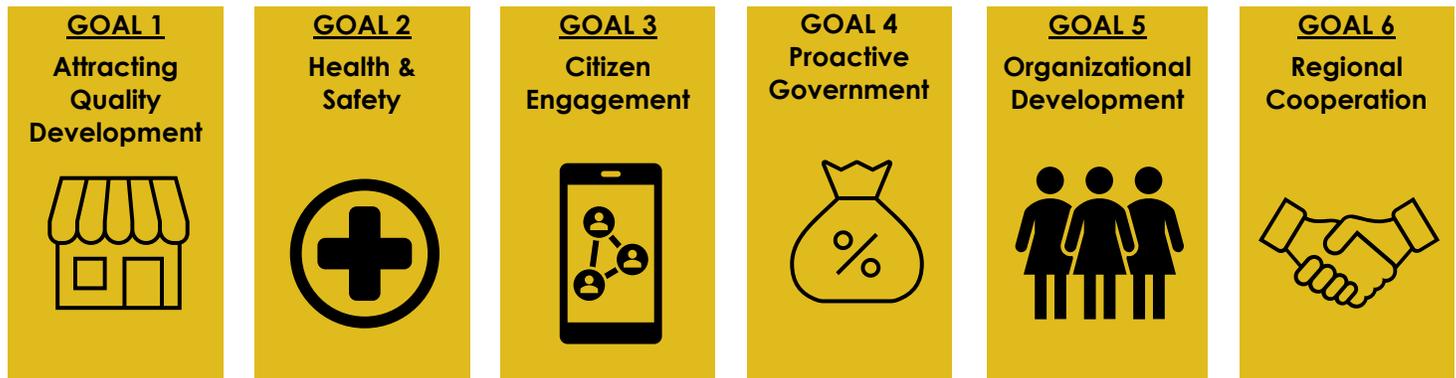


To the Honorable Mayor, Members of the City Council and Residents:

Home to 23,200 residents, Corinth is a growing community on Interstate 35E with easy, convenient access to Dallas, Dallas-Fort Worth International Airport and other major destinations within the Metroplex. With remarkable demographics and a bright future, Corinth is a dynamic community for business, living, and leisure. In 2018, residents, city officials, business owners, and staff crafted goals and objectives to achieve the vision for the community through a Strategic Plan. This plan signals to the DFW region that Corinth is innovative, forward-thinking, ready for business, and is a high quality of life community.

The plan outlined goals and objectives to achieve the vision of the city council and the residents. It also addresses the future trends and existing constraints that the City will need to manage, as well as the assets and opportunities that can help achieve the vision. The City focused on three key strategies: Land Development, Infrastructure Development, and Economic Development and identified six goals as high importance for the City:



All identified strategies and actions are essential for the City to achieve its vision of becoming a community that is conveniently located, delivers outstanding services, engages its residents, and provides the right mix of high-quality retail, restaurant, and entertainment by the year 2030. The plan covers the first five-years through 2024 as the City's Strategic Plan should be re-evaluated every five years to make sure it is still relevant to the new realities. The Strategic Plan incorporates departmental strategic plans for Fire, Police, Communication, and Technology Services.

The City Council conducts a Strategic Work Session in May of each year. From the meeting, the Council determines the priorities for budget. The budget provides funding to continue progress towards achieving those priorities, either with bond proceeds or operating appropriations. The Council's top priorities for FY2023 are as follows: Economic Development, Tax Increment Reinvestment Zone, Transit-Oriented Development, Broadband, Opportunities to close pay gaps, and Legislative Process

We are appreciative of the resources provided by the City Council and are committed to advance the priorities identified in the strategies and actions that follow. With the help of the Council, the various City Boards and Commissions we will continue to make huge strides in *Embracing the Future – Corinth 2030*.

Scott Campbell
City Manager

Mission
Statement

To deliver services that exceed residents' expectations, effectively communicates the vision and practices designed to enhance their quality of life.

Vision
Statement

Corinth is conveniently located; enjoys a sense of community characterized by its quality development and gathering places; encourages a high level of resident engagement; maintains positive relations with other governmental bodies and organizations in the region; and practices a governing style that anticipates the future with effective government practices.

Core Values

Integrity: We believe in an honest and transparent government. We are dedicated to the highest ideals of integrity, fairness, and openness in partnering with our citizens and employees.

Customer Focus: We believe in ensuring the timely, cost-effective, professional, and courteous delivery of services and striving for continuous improvement.

Commitment to Excellence & Quality: We believe for an organization and city to be great it must be committed to excellence and quality regarding organizational development and quality community, residential & commercial development.

Teamwork: We believe in working together to accomplish common goals by actively seeking feedback from citizens and employees to identify and implement change. We also believe in maintaining on-going communication with City Council, Boards, and Commissions.

Leadership: We believe in visionary, inspiring, passionate, focused, decisive, courageous, and supportive leadership. We believe leaders have impeccable integrity, determination, trust, and collaborate effectively to create an environment where commitment to excellence can thrive.

Innovation: We believe in pushing the boundaries to find new and creative ways to progress and serve our community.



ATTRACTING QUALITY DEVELOPMENT

Enhance the quality of life for Residents by attracting new residents and businesses to Corinth

Encouraging development along the I-35E Corridor is one of the key goals for FY 22/23 including Realty Capital, Wolverine Interests, mixed-use developments, and the Commons at Agora. Coordinated planning efforts with developers and property owners will continue for the development and expansion of vacant/under-utilized properties within the City of Corinth. Other initiatives include administering and managing TIRZ 2 and 3, building upon the Business Retention and Expansion function, and marketing the Agora at Corinth.

STRATEGY 1.1

Create a Tax Increment Reinvestment Zone (TIRZ) and use its bonding capacity to invest in infrastructure projects to use as an incentive to promote private investment in a high-quality built environment.

<u>Objectives</u>	<u>Due</u>	<u>Owner</u>	<u>Status</u>	<u>Priority</u>
1.1.1 City Council to decide the boundaries of the district	12/31/19	EDC	Complete	High
1.1.2 City Manager to Hire a consultant to develop the financing plan for this district	12/31/19	EDC	Complete	High
1.1.3 City Manager to direct City staff to hire a consultant to develop the project plan for this district.	12/31/19	EDC	Complete	High
1.1.4 City staff to follow the steps shown in the “How To – TIRZ creation timeline” flowchart (provided by the City Attorney) to establish the TIRZ	12/31/19	EDC	Complete	High
1.1.5 City Manager and/or City Staff to work with City Attorney, Economic Development Corporation, and City Council to sell TIRZ bonds if and when needed.	Ongoing	EDC	Ongoing	Normal
1.1.6 Identify locations and funding for conceptual design and construction of a public square/plaza and/or large public gathering places for City events and fairs	09/30/24	Planning Engineering Finance	Complete	High

STRATEGY 1.2

Reorganize the Economic Development Department and associated negotiation and incentivize development functions similar to the other cities in the DFW metroplex and according to the best practices so that the developers know what to expect and provide clarity to those looking to invest in the City.

	<u>Action</u>	<u>Due</u>	<u>Owner</u>	<u>Status</u>	<u>Priority</u>
1.2.1	Restructure the economic development function to report to CMO to facilitate efficient communication with other key functions – planning, economic development, and permitting.	12/31/19	EDC	Complete	Normal
1.2.2	Create and publish a development guide that outlines all development related processes of the City in an easy to read, graphic layout.	12/31/21	Planning	Complete	Normal
1.2.3	Enhance the existing economic development website and advertising materials to signify the city's interest in attracting quality developments when a site selector/developer is conducting research.	09/30/23	EDC	Complete	High

STRATEGY 1.3

Develop a Retention Program to keep the businesses that are already in Corinth.

	<u>Action</u>	<u>Due</u>	<u>Owner</u>	<u>Status</u>	<u>Priority</u>
1.3.1	Create a comparative summary of the top five retention programs in the State of Texas by asking the Texas Economic Development Council for Recommendations	10/31/19	EDC	Complete	Normal
1.3.3	Develop a data spreadsheet for all existing businesses to include business name, ownership, location, taxable value, property size, lease information, if rented, list of business needs, information regarding contact by city staff	09/30/20	EDC	Complete	Normal
1.3.3	Set up a quarterly schedule for economic development staff to visit with each business in the city at least once.	12/31/23	EDC	Complete	Normal
1.3.4	Economic Development staff to set up a regular schedule of events, such as networking events, meet and greet with Board and Council members, and developer roundtables to engage and serve the existing businesses in the City.	12/31/23	EDC	In Progress	Normal

STRATEGY 1.4

Identify the types of developments that Corinth's market can support and also identify the gaps, if any for the types of developments the City wants to attract.

	<u>Action</u>	<u>Due</u>	<u>Owner</u>	<u>Status</u>	<u>Priority</u>
1.4.1	Conduct a target industry study	10/1/22	EDC	Complete	Normal
1.4.2	Establish quality broker/developer or roundtables or focus groups	09/30/23	EDC	In Progress	Normal

STRATEGY 1.5

Develop a strategic approach to attracting new businesses and developments to the city through a well-defined Business Development Program.

	<u>Action</u>	<u>Due</u>	<u>Owner</u>	<u>Status</u>	<u>Priority</u>
1.5.1	Clarify the City's economic development policies in the form of a development incentive guide to inform the public and developers of the process and the development metrics needed to qualify for each available incentive.	04/1/20	EDC	Complete	High
1.5.2	Develop specific incentive packages for the industries identified through the Target industry Study or through working with brokers and publish these on the redesigned website in easy to find and understandable language as a graphic representation.	10/1/22	EDC	Complete	Normal
1.5.3	Identify the conferences where the identified target industries would be present for City Staff to attend.	Ongoing	EDC	Complete	Normal
1.5.4	Must schedule a minimum of five meetings with prospective target industries prior to the beginning of the conference to ensure that the City receives a return on its investments.	09/30/23	EDC	Complete	Low
1.5.5	Consider having a booth to advertise the City at strategic conferences.	09/30/23	EDC	Complete	Low

STRATEGY 1.6

Support projects and programs that show prospective businesses and residents that Corinth is a regional leader in this part of the DFW Metroplex

	<u>Action</u>	<u>Due</u>	<u>Owner</u>	<u>Status</u>	<u>Priority</u>
1.6.1	Taking a leadership role in creating a regional development task force	03/31/20	EDC	Complete	High
1.6.2	Enhancing the City's website to market Corinth's regional co-operation and activities to prospective businesses and residents	04/30/20	EDC	Complete	Normal
1.6.3	Identify new and enhance existing ways of regional cooperation through innovative methods.	12/31/23	EDC	In Progress	Normal



Being safe in our home and in our community to enjoy a sustainable environment, a healthy life, and by providing safe and cost-effective improvements to streets and critical infrastructure.

The focus for FY22/23 was to update the City of Corinth’s Emergency Response Plan that outlines the roles, responsibilities, and protocols that will guide the city in promptly serving the community during an emergency or crisis.

STRATEGY 2.1

Update the City's Thoroughfare Plan and mobility policies in Chapter 3 of the 2010 Comprehensive Plan to align with the updated land use plan.

<u>Action</u>	<u>Due</u>	<u>Owner</u>	<u>Status</u>	<u>Priority</u>
2.1.1 As a part of a complete comprehensive plan (existing Chapter 3) update, or as a standalone citywide mobility plan	06/30/20	Planning	Complete	Normal
2.1.2 Budgeting the respective amount for this project in the budget and/or divide the funding between two budget years.	09/30/21	Planning	Complete	Normal

STRATEGY 2.2

Analyze and update the infrastructure assessment in Chapter 7 of the 2010 Comprehensive Plan, the water/wastewater improvement plan adopted with ordinance 17-03-02-02 in March 2017 to align with the updated land use plan.

<u>Action</u>	<u>Due</u>	<u>Owner</u>	<u>Status</u>	<u>Priority</u>
2.2.1 As a part of a complete comprehensive plan update, as a standalone water and sewer master plan and stormwater drainage management plan.	12/31/21	Public Works	Complete	Normal
2.2.2 Basic review of existing infrastructure plans for economic and land development projects that the City will be pursuing in the short-term	Ongoing	Planning	In Progress	Normal
2.2.3 Budgeting the respective amount for this project as part of the land use plan update or once the rate of development in the City has increased to a level that requires a complete update of impact fees.	09/30/21	Planning	Complete	Normal

STRATEGY 2.3

The Corinth Police Department will be required to develop programs and practices to confront a growing population, increased motor vehicle traffic, and burgeoning drug abuse and mental health issues.

	<u>Action</u>	<u>Due</u>	<u>Owner</u>	<u>Status</u>	<u>Priority</u>
2.3.1	Participate in the national discussion concerning the improvement of law enforcement and criminal justice.	Ongoing	Police	In Progress	Normal
2.3.2	Improve police services to the area's mentally ill citizens	Ongoing	Police	In Progress	Normal
2.3.4	Consider returning specialized units to operational status when resources permit.	Ongoing	Police	In Progress	Normal

STRATEGY 2.4

Develop the City of Corinth's Crisis Communications Plan that outlines the roles, responsibilities, and protocols that will guide the City in promptly sharing information with the City's audiences during an emergency or crisis.

	<u>Action</u>	<u>Due</u>	<u>Owner</u>	<u>Status</u>	<u>Priority</u>
2.4.1	Develop the City of Corinth's Crisis Communications Plan that outlines the roles, responsibilities, and protocols that will guide the city in promptly sharing information with the City's audiences during an emergency or crisis.	12/31/22	Finance	Complete	High
2.4.2	Establish an Emergency Response Team that meets quarterly to ensure no discretion in operations due to an emergency.	12/31/22	Admin	Complete	High
2.4.3	Establish agreements for fuel, sleeping accommodations, and warming centers in the event of an emergency.	12/31/22	Finance	Complete	High
2.4.4	Purchase generators for all city critical infrastructure.	09/30/22	Admin	Complete	High
2.4.5	Establish a centralized call center to be implemented during crisis.	12/31/22	Finance	Complete	High



Create an engagement program for city hall and residents to conduct regular community conversations.

The latest Communication Plan was adopted by the City Council in January 2022. It was created to enhance transparency and communication methods with residents. As communications technology and platforms for citizen engagement continue to advance, the Plan is expected to change to meet the emerging needs. The Plan as it is adopted today is a snapshot of the City’s current communication goals and objectives to achieve the goals to better serve, inform, and engage the residents of Corinth.

The Plan outlines an overall communications philosophy, structure, audience and platforms. Through consistent and engaged communication, Corinth has the ability to grow informed participation and enhance community pride. The Communications Plan provides a framework for communication methods and Recommendations that are unique to Corinth.

STRATEGY 3.1

Invest in assisting Corinth's citizens to understand the City processes, participate in these processes, and help the City staff with identifying solutions for any issues that arise in their neighborhoods.

<u>Action</u>	<u>Due</u>	<u>Owner</u>	<u>Status</u>	<u>Priority</u>
3.1.1 Work with the established neighborhood associations, informal neighborhood groups and stakeholders identified by City staff and consultants that are hired to work on the City's long-range plans and studies.	09/30/22	Planning	Complete	Normal
3.1.2 Hiring a planner or designate a staff member to establish a formal neighborhood planning program in the City and serve as a liaison.	09/30/22	Planning	In Progress	Low
3.1.3 Identifying neighborhoods and helping them establish neighborhood associations and gain 501 c3 status.	09/30/22	Planning	In Progress	Low

STRATEGY 3.2

Invest in building human infrastructure that supports citizen input, engagement, outreach and volunteering.

	<u>Action</u>	<u>Due</u>	<u>Owner</u>	<u>Status</u>	<u>Priority</u>
3.2.1	Develop a communication plan that centers around Council members, EDC members, and City Management connection with residents through events like "Coffee with the Mayor" and family-oriented community events.	01/31/19	Finance	Complete	Normal
3.2.2	Create a neighborhood academy to connect closely with residents and HOA	03/31/19	Finance	Complete	Normal
3.2.3	Assisting established HOAs with working on developing neighborhood events/get together programs for their members/neighborhoods.	09/30/22	Finance	Complete	Normal
3.2.4	Considering employing a vista volunteer for community outreach in the Lake Cities area to address engagement and social needs.	09/30/22	Finance	Discontinue	Low

STRATEGY 3.3

Support projects and programs that show prospective businesses and residents that Corinth is a welcoming City with a commitment to open communication and diversity

	<u>Action</u>	<u>Due</u>	<u>Owner</u>	<u>Status</u>	<u>Priority</u>
3.3.1	Enhance the City's website to develop innovative ways to disseminate information to citizens.	08/31/19	Finance	Complete	Normal
3.3.2	Develop a phone bank and let residents know how to sign up for phone calls and text blasts.	09/30/21	Finance	Complete	Normal
3.3.3	Reach out to UTA and UNT Public Administration Program for student volunteers to assist with specific projects, such as canvassing National Night Out events to let attendees know how to sign up for text blasts, or similar projects.	09/30/21	Finance	Complete	Normal
3.3.4	Hire an event coordinator on the city staff to increase community events, such as movie nights, music festivals, city picnics, etc.	12/30/23	Finance	Complete	Normal
3.3.5	Support developing new and enhancing existing ways of open governance and citizen engagement through innovative methods.	Ongoing	Finance	Ongoing	Normal

STRATEGY 3.4

The Corinth and Shady Shores communities enjoy earned reputations for being very safe places. The Police Department will continue working in collaboration with our residents in attaining this positive picture and increasing engagement.

	<u>Action</u>	<u>Due</u>	<u>Owner</u>	<u>Status</u>	<u>Priority</u>
3.4.1	Seek to identify and implement additional crime prevention and public information opportunities	Ongoing	Police	In progress	Normal

STRATEGY 3.5

Develop and maximize tools that allow for more comprehensive storytelling and explain the "why" of City decisions.

	<u>Action</u>	<u>Due</u>	<u>Owner</u>	<u>Status</u>	<u>Priority</u>
3.5.1	Maximize MyCorinth platform to leverage current tools to our advantage.	Ongoing	Finance	Ongoing	Normal
3.5.2	Capitalize on Community Ambassador involvement to cultivate community engagement even further.	09/30/22	Finance	Complete	Normal
3.5.3	Strengthen internal connections with training on workvivo to increase utilization and effectiveness.	09/30/22	Finance	Complete	Normal
3.5.4	Implement Data-Driven Storytelling surrounding strategic planning and projects.	Ongoing	Finance	Ongoing	Normal
3.5.5	Create independent strategic plans/campaigns to dive deep into education	Ongoing	Finance	Ongoing	Normal

STRATEGY 3.6

Build a culture of shared responsibility in the organization for communication to residents.

	<u>Action</u>	<u>Due</u>	<u>Owner</u>	<u>Status</u>	<u>Priority</u>
3.7.1	Define internal roles and responsibilities for communication collaboration.	01/31/23	Finance	Complete	Normal
3.7.2	Clarify responsibility and involvement with communications during the onboarding process.	01/31/23	Finance	Complete	Normal
3.7.3	Develop a long-term communications staffing plan.	05/31/23	Finance	Complete	Normal
3.7.4	Formalize the process of requesting communication support and reporting back.	12/31/23	Finance	In Progress	Normal
3.7.5	Develop a crisis communications plan/checklist.	1/31/23	Finance	Complete	Normal
3.7.7	Arm front-line staff with consistent messaging and talking point.	Ongoing	Finance	Ongoing	Normal

STRATEGY 3.7

Further segment and target residents.

	<u>Action</u>	<u>Due</u>	<u>Owner</u>	<u>Status</u>	<u>Priority</u>
3.8.1	Maximize Nixle platform through targeted segmentation and grouping.	Ongoing	Finance	Ongoing	Normal
3.8.2	Utilize targeted groups to tailor messaging to each audience.	09/30/23	Finance	Ongoing	Normal

STRATEGY 3.8

Create more opportunities for connections among staff.

	<u>Action</u>	<u>Due</u>	<u>Owner</u>	<u>Status</u>	<u>Priority</u>
3.9.1	Create opportunity for Live Q&A with City Manager.	09/30/23	Finance	In Progress	Normal
3.9.2	Welcome new employees through comprehensive onboarding.	Ongoing	HR	Complete	Normal
3.9.3	Launch an employee recognition campaign to increase morale among staff.	09/30/23	HR	In Progress	Normal

STRATEGY 3.9

Frame new growth and development as a catalyst to realize residents' vision of Corinth's future.

	<u>Action</u>	<u>Due</u>	<u>Owner</u>	<u>Status</u>	<u>Priority</u>
3.10.1	Create a formalized process for promotion of development projects.	09/30/23	Finance	Ongoing	Normal
3.10.2	Create Project hot sheets for distribution and promotion.	12/31/22	Finance	On Hold	Normal
3.10.3	Provide BOD/EDC toolkits.	06/30/23	Finance	On Hold	Normal
3.10.4	If the project will require community engagement, build a robust page of MYCORINTH.	Ongoing	Finance	Ongoing	Normal



Focus on improving the organization’s capability through the alignment of strategy, structure, people, and management process

Proactive management is a vital part of risk management that organizations need to practice to achieve success.

STRATEGY 4.1

Evaluate existing Planned Development (PD) zoned properties in the City and consider codifying all PDs into the development code.

<u>Action</u>	<u>Due</u>	<u>Owner</u>	<u>Status</u>	<u>Priority</u>
4.1.1 A complete development regulation (zoning & subdivision Ordinance) update. Analyze and rewrite/clarify the regulations that the existing PDs were created to accommodate.	9/30/21	Planning	In Progress	Normal
4.1.2 Budgeting the respective amount for this project in the budget and/or divide the funding between two budget years.	9/30/21	Planning	In Progress	Low

STRATEGY 4.2

Ensure that all rezoning and land development requests are decided based on the city's future land use plan and development regulations.

<u>Action</u>	<u>Due</u>	<u>Owner</u>	<u>Status</u>	<u>Priority</u>
4.2.1 Staff reports to the city Council and City Boards and Commissions that recommend action based on City's adopted plans and regulations.	12/31/23	Admin	Complete	Normal
4.2.2 Annual City Boards and Commissions and City Council Training on Development related issues to ensure that at least 85% of City Council's and City's Boards and Commissions' actions follow City's adopted plans and regulations.	Ongoing	Admin	In Progress	Normal

STRATEGY 4.3

Update the City's Comprehensive Plan to determine the appropriate uses, types, of developments, densities, and locations in the city.

	<u>Action</u>	<u>Due</u>	<u>Owner</u>	<u>Status</u>	<u>Priority</u>
4.3.1	Complete comprehensive plan update that includes land use, parks & trails, infrastructure assessment, mobility, livability chapters/elements or as a standalone future land use plan.	6/30/20	Planning	Complete	Normal
4.3.2	Budgeting the respective amount for this project in the budget and/or divide the funding between two budget years.	9/30/20	Planning	Complete	Normal

STRATEGY 4.4

Update the City's development regulations (zoning & Subdivision Ordinances, impact fees) to align with the updated land use plan and provide higher flexibility in regulations than is allowed in the traditional ordinances.

	<u>Action</u>	<u>Due</u>	<u>Owner</u>	<u>Status</u>	<u>Priority</u>
4.4.1	Part of a complete regulation (zoning & subdivision/UDC update, or as a diagnostic analysis (both zoning & subdivision ordinances) with amendment recommendations for staff to accomplish in house.	6/30/21	Planning	Ongoing	Normal
4.4.2	Budgeting the respective amount for this project following the land use plan update	9/30/20	Planning	Ongoing	Normal

STRATEGY 4.5

Develop a Capital Improvement Program (CIP) to fund the infrastructure and mobility projects, parks, and open space projects, and create funding for economic development incentives to support private development incentives to support private development with public infrastructure.

	<u>Action</u>	<u>Due</u>	<u>Owner</u>	<u>Status</u>	<u>Priority</u>
4.5.1	As part of a complete comprehensive plan (land use, parks and trails, infrastructure assessment, mobility, livability) update in the implementation section; or as a standalone CIP by contracting with a consultant to create a strategy & project identification (City staff handling the public engagement and citizen approval); or by contracting with a consultant to create a strategy, project identification, public engagement and citizen approval	12/31/21	Public Works	Complete	Normal
4.5.2	Budgeting the respective amount for this project as part of or immediately following the various plan updates.	12/31/22	Finance	Complete	Normal

STRATEGY 4.6

The Corinth Police Department uses information technology and other equipment related advances to aid its officers in working with increased efficiency, effectiveness, and safety. The Department will pursue updated technology and equipment within the constraints of sound financial practices.

	<u>Action</u>	<u>Due</u>	<u>Owner</u>	<u>Status</u>	<u>Priority</u>
4.6.1	Research technology that will increase the safety, efficiency, and effectiveness of our personnel	01/31/24	Police	Ongoing	Normal
4.6.2	Obtain basic protective equipment for officers facing crowd control or civil disturbance response duties.	08/31/22	Police	Complete	Normal
4.6.3	Maintain a police vehicle fleet that contributes to the safety, efficiency, and effectiveness of our employees	Ongoing	Police	In progress	Normal
4.6.4	Participate in planning to replace countywide communication and records management technology	1/30/24	Police	Complete	Normal

STRATEGY 4.7

The Lake Cities Fire Department is proactive organization serving the Lake Cities Area. The department seeks to continue evaluating new systems and processes to increase efficiency and effectiveness within the department to service the needs of the expanding communities.

	<u>Action</u>	<u>Due</u>	<u>Owner</u>	<u>Status</u>	<u>Priority</u>
4.7.1	Achieve the Fire Services Best Practices program. The program provides a pathway for a fire department to push its level of service to a status of excellence that is validated by independent experts. This designation will demonstrate to customers of the Lake Cities Fire Department that their fire department is among the very best in the Texas fire service.	9/30/22	Fire	Complete	Normal
4.7.2	Review the Lake Cities needs to determine if a third ambulance is needed to better serve the residents.	9/30/24	Fire	In Progress	Normal
4.7.3	With the growth projections in Corinth and the Lake Cities, the fire department is to receive a 100' Platform Ladder Truck.	5/30/24	Fire	In Progress	Normal
4.7.4	A growing demographic in the lake cities is the over 65 age group. It is important to educate on fire prevention programs. The Department seek to fully implement fire prevention programs for the seniors in the Lake Cities Area.	09/30/24	Fire	In Progress	Normal
4.7.5	The Citizens Public Safety Academy, or CPSA, is a 12-week program designed to open the lines of communication between Corinth Police Department, the Lake Cities Fire Department and the community. It is the sincere desire to develop a style of public safety that reflects a collaborative effort between community and police and fire departments. This process requires an informed citizenry, and it is the goal of the CPSA to increase understanding through education and reimplement the program.	Ongoing	Fire	In Progress	Normal
4.7.6	Review needs to determine relocation of Fire House no. 2.	9/30/24	Fire	In Progress	Normal

STRATEGY 4.8

Support the City's plan and provides greater detail of leveraging technology in city government. Specific objectives are to Align the technology strategic plan with the City's plan; Enable the Technology Services department to be proactive versus reactive; Engage City leadership in developing the plan; Identify opportunity of technology investments over the course of the plan; Create a plan to guide operational activities of the Technology Services department.

	<u>Action</u>	<u>Due</u>	<u>Owner</u>	<u>Status</u>	<u>Priority</u>
4.8.1	Revive governance practices – Corinth has a Technology Steering Committee which exercises governance over the technology investment for the city. This committee should reengage with technology activities to align the organization, management, and technology staff with the goals of the city.	01/31/22	Tech	Complete	Normal
4.8.2	Adopt standard IT service delivery framework – The Information Technology Infrastructure Library (ITIL) documents best-practice in IT service delivery for organizations of all sizes. Corinth can benefit from judiciously choosing a few standard practices to implement with technology staff.	12/31/22	Tech	Complete	Normal
4.8.3	Create IT internal service fund – Technology Services is currently a division of the General Fund. Creating an internal service fund to track goods or services shifted between departments on a cost reimbursement basis will improve management of the total cost of technology investments across the city. The fund will also aid in planning long term capital investments and replacement without significant variances in annual budgets.	12/31/22	Tech	Discontinue	Low
4.8.4	Align IT staff with efforts for success – Public Safety departments experience rapid expansion of technology in the department operations in recent years. IT staff were collocated and integral in the transition. This is a model of success for rapid technology deployment for other departments.	12/31/22	Tech	Complete	Normal



ORGANIZATIONAL DEVELOPMENT

Providing a city government that works effectively and collaboratively - that is equitable, transparent, ethical, and innovative.

The City has outstanding employees. The goal of the organization is to reduce turnover by fostering a positive work atmosphere to promote engagement, showing appreciation to employees, providing competitive pay and benefits and a healthy work-life balance. Work will continue with supervisory training, staff development, and alignment of the values and organizational culture with an integrative and developmental focus with an emphasis to improve internal communication and coordination.

STRATEGY 5.1

The Corinth Police Department will seek out the very best applicants and prepare them to excel as City employees. We also will emphasize the continued development of our tenured employees. We recognize that in the recruitment, hiring, training, and assignment of employees their earned reputation for competence and integrity as positive role models in the community is vital.

	<u>Action</u>	<u>Due</u>	<u>Owner</u>	<u>Status</u>	<u>Priority</u>
5.1.1	Protect our employees' mental and emotional health.	Ongoing	Police	In Progress	High
5.1.2	Boost patrol staffing as the city continues to grow in both population and police calls for service.	Ongoing	Police	In Progress	Normal
5.1.3	Annually conduct a staffing study in each division of the Department to identify needs for sworn and civilian employees.	Ongoing	Police	In Progress	Normal
5.1.4	Continuously review and revise, as appropriate, the selection criteria for both sworn and non-sworn employees.	Ongoing	Police	In Progress	Normal
5.1.5	Continuously review and update the Department's police officer recruitment process	7/31/24	Police	In Progress	High
5.1.6	As a part of the succession planning process, prepare the Department's next generations of leaders for additional responsibilities	12/31/24	Police	In Progress	High
5.1.7	Increase the use of volunteers in the Department's operations	12/31/24	Police	In Progress	Normal
5.1.8	Continue to assess the Department's training needs and work to meet those needs in a timely manner	Ongoing	Police	In Progress	Normal
5.1.9	Achieve TCOLE training provider status.	9/31/21	Police	Complete	Normal

STRATEGY 5.2

Reporting chains of command are important to the success of any contemporary organization. Revisions to the Police Department structure will be made as necessary.

	<u>Action</u>	<u>Due</u>	<u>Owner</u>	<u>Status</u>	<u>Priority</u>
5.2.1	Conduct an annual review of the Police Department's organization chart to assure maximum effectiveness and accountability.	1/31/25	Police	In Progress	Normal
5.2.2	Conduct a periodic review of the Department's beat/sector structure and make revisions as indicated	1/31/25	Police	In Progress	Normal

STRATEGY 5.3

Continue Development of Fire staff. Which includes succession planning, training, safety and mental resilience.

	<u>Action</u>	<u>Due</u>	<u>Owner</u>	<u>Status</u>	<u>Priority</u>
5.3.1	Revamp wellness initiatives to include diet, mental resilience, and PTS prevention.	On going	Fire	In Progress	Normal
5.3.2	Implement training to ensure succession planning for fire personnel and command staff.	On going	Fire	In Progress	High
5.3.3	Increase fire department focus on mental and physical wellness.	On going	Fire	In Progress	High
5.3.4	Increase staffing levels for the fire department by adding three firefighter/paramedics.	9/30/25	Fire	In Progress	Normal
5.3.5	Implement Battalion Chief role to assist in the day-to-day operations and reduce the span of control to facilitate work completion.	6/1/23	Fire	Completed	High
5.3.6	Implement task books to train members to the next level	10/1/24	Fire	In Progress	Normal

REGIONAL COOPERATION



Reduce service costs for residents through cost sharing projects with common benefits with regional cities.

The City is committed in establishing and maintaining Intergovernmental relations with regional communities and organizations, especially in the Lake Cities communities.

STRATEGY 6.1

Partner with neighboring cities and regional entities to invest in building infrastructure that supports regional growth and development.

<u>Action</u>	<u>Due</u>	<u>Owner</u>	<u>Status</u>	<u>Priority</u>
6.1.1 Investing in long-range land use and infrastructure plan updates to identify regional infrastructure needed to achieve Corinth's vision for 2030	12/31/22	Engineering Planning	In Progress	Normal
6.1.2 Taking a leadership role in creating a regional development task force.	12/31/24	Admin	In Progress	Low
6.1.3 Partnering with UNT or UTA to identify and apply for grants to design and/or build the identified infrastructure.	Ongoing	Admin Finance	In Progress	High

STRATEGY 6.2

Invest in updating the citywide land use and infrastructure plans and identify projects that would require regional cooperation.

<u>Action</u>	<u>Due</u>	<u>Owner</u>	<u>Status</u>	<u>Priority</u>
6.2.1 Identifying and prioritizing infrastructure projects that would require regional cooperation	9/30/22	Public Works	Complete	Normal
6.2.2 Working with neighboring cities and regional entities like North Central Texas Council of Governments, and Texas Department of Transportation to fund these projects.	Ongoing	Public Works	In Progress	High

STRATEGY 6.3

Continue and expand working police service relationship with the neighboring cities.

<u>Action</u>	<u>Due</u>	<u>Owner</u>	<u>Status</u>	<u>Priority</u>
6.3.1 Work on the renewal of the agreement to provide police services to the Town of Shady Shores.	9/30/22	Police	Complete	High
6.3.2 Cooperate & collaborate with area law enforcement agencies.	Ongoing	Police	In Progress	High

