



City of Clive: Strategic Plan

VISION 2035

CLIVE 2035
a *BEAUTIFUL and SAFE* City with *GREAT RESIDENTIAL NEIGHBORHOODS* through Buildout.

CLIVE 2035
provides *EXCEPTIONAL FAMILY LIVING* and *OPPORTUNITIES FOR PERSONAL WELLNESS*.

CLIVE 2035
has the *DISTINCTIVE CLIVE GREENBELT*, and a *REVITALIZED 86th STREET CORRIDOR/NEIGHBORHOOD*.

We take *PRIDE IN CLIVE!*

GOALS 2026

Financially Sound City Providing Services Valued by the Community

Great Place to Live: Premier Location for Families

Resilient City Facilities and Infrastructure

Distinctive Clive Greenbelt

Our Mission

OUR MISSION is to provide
HIGH QUALITY, CUSTOMER VALUED MUNICIPAL SERVICES in a
FINANCIALLY RESPONSIBLE MANNER
through a **DEDICATED WORKFORCE**
resulting in **SATISFIED CUSTOMERS**
and a **SUSTAINABLE CLIVE COMMUNITY**
COST-EFFECTIVE DELIVERY

FORWARD THINKING



CONTINUOUS IMPROVEMENT

Core Beliefs

CLIVE TEAM

We S erve

We are P roductive

We act with I ntegrity

We take R esponsibility

We are I nnovative

We practice T eamwork

POLICY AGENDA 2020 – 2021

Top Priority

Linnan Park – Short Term Plan and Actions
86th Neighborhoods Revitalization and Tactical Plan
City Budget and Tax Rate
City Partnerships for Brain Health
University Avenue Corridor Plan
(with City of West Des Moines)
Community Broadband/Fiber
Hickman Road/I-35 Interchange
Project and Future Area Development

High Priority

Greenbelt Landing Project
City Community Engagement and Communications
Plan Enhancements
Emerald Isle Development
Long-Range Financial Model and Plan:
COVID-19 Update
Public Safety Services Collaboration
With the City of Windsor Heights
Indian Hills Woods Improvements
Comprehensive Water Resources Master Plan

MANAGEMENT AGENDA 2020 – 2021

Top Priority

Fire/EMS Collaboration with the City of Urbandale
Implementation
Westcom Strategic Plan:
Development and Implementation
Police 4/10 Deployment and Staffing
North Walnut Creek Flood Mitigation
New Clive Public Safety Center Project
MetroNet: Research and Direction

High Priority

Regional Water Governance
Horizon Center Development
Right-of-Way Management Policy
Sustainable Goat Program
City Information and Cyber Security
Incident Response Plan
Invasive Plants and Vegetation Management Plan
City Management Succession Program and Process:
Public Works
Police Fairness and Accountability

MANAGEMENT IN PROGRESS 2020 – 2021

Assistant City Manager Professional Development and Coaching	2021 Bond Sale:
Electronic Utility Bills: Marketing	CIP; New Clive Public Safety Center
Administrative Support for FEMA COVID-19 Public Assistance Program	Post Disaster Management System
Police Lieutenant, Sergeants and Detective: Training	Hospital Supplied Drugs: Investigation
Dynamic Host Configuration Protocol Services	Disaster Recovery/Business Continuity of Operations Framework: Document
Police Officer Training on Racial Bias, Bias-Based Policing and De-Escalation; Annual Training	Fire Surplus Assets Cleanout
Drug Lock Replacements	City Employee Orientation/Onboarding Program: Development
Tier 2 Reporting with Pre-Plan	Leisure Services Digital Files: Organization
Police Officers: Hiring and Training	Union Member Health Insurance Benefits Education
Fire Code: Adoption (City Council)	Public Works Digital Radios: Upgrades (20 Mobile & 1 Base)
Metro Active Threat Protocols: Tabletop; Exercise	City Led Community Volunteer Program
Office 2019 Suite Upgrade	Smoke Detectors Check: Post COVID-19
Police Department Accreditation: Completion (CALEA)	City Wi-Fi Network Improvements
City Training Program: 2021	Secondary Data Center Location
Thermal Imaging Cameras Replacement	Redundant/Back-up Internet Service Provider
2 nd Out Ambulance – Cot Loading System	Citywide Process Improvements: Departmental Reports
Apparatus Exhaust Removal System	Leisure Services Program and Rental Software: Review
Computer Replacements: Fire; Police	Security Scanning Service - DHS
Voice Communications Systems: Direction	Community Health and Wellness Initiative
Lucy System/Asset Management Implementation: Parks; Fleet Management	Development Facilitation:
Financial Audit FY 19-20	Berkshire North; Shadow Creek – South; Shadow Creek – North
Annual Capital Improvement Plan 2021: Update	Recreation Virtual Programming
City Legislative Agenda 2021	Clive Festival Website
Cloud-Based Backup System: Implementation	School Gym Usage – COVID Impact
Administrative Services Reorganization – Phase 2	Library Curbside Material Checkout
Fire Pre-Plans Paperless	Leisure Services Report to the Community: Development
Fire 360 Degree Feedback	iMap Server: Update
File Server Migration	Art Along the Trail Program
City Employee Deferred Compensation Plan Modifications	Rental Cancellation Policy: Review
Accounts Payable and Budget Workflow	Leisure Service on City Website “How to” Manual
City Employee Compensation Adjustments	Clive Festival 2021
City Employee and Retiree Benefits Enrollment Paperless	Existing Businesses Visitation and Reports
Budget FY 22 Development	Housing Assessment Phase 2 (Western)
OWS Computerized Activation and Monitoring/Westcom	Library App: Upgrade
Breach Reporting Plan and Incident Response Team: Implementation	Additional Public Art
Nitrous Oxide as a Non-Opioid Alternative	Library Strategic Plan: Completion
Future Pandemics Planning and Supplies	City Emerald Ash Borer Program: Implementation
Fire Department Strategic Plan: Completion	Flood Prone Property Buyout Program – Phase 2 Demo
Adobe Audits	ACALRA Water System Control Software
Formal Safety Training Program: Development	Alices Road ROW Acquisition
HR Software Solution Research	Closing/Demolition (3)
	Stormwater Management Manual: Update
	Small Wireless Facilities Policies: Revision (City Council)

MANAGEMENT IN PROGRESS 2020 – 2021 (continued)

ROW Policies for Private Infrastructure ROW Tree Maintenance Program: Development City-Owned BMP Facilities Inspection New Clive Public Safety Center Art: Commission Clark Street Pilot Green Infrastructure Evaluation Report 2019 REAP Grant: Property Acquisition in Shadow Creek	Park and Trail Asset Management: Development Traffic Signal Software Conversion Sign GPS Data Collection Walnut Creek Watershed – Model Stream Buffer Protection Ordinance (City Council) Annual Water Quality Monitoring Report
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MAJOR PROJECTS 2020 – 2021

Neighborhood Park Signs Replacement Playground Mulch: Replacement Campbell Park Softball Field Fence Replacement Soccer Goal Update: Country Club Glen Park; Wildwood Park Campbell Park: Volleyball Courts Sand Replacement; Canopy Installation Maintenance Facility Garage Door: Replacement Tennis Courts: Update – Campbell Park; Walnut Ridge Park Trail Counters: Installation (Council Budget FY '22) Country Club Glen Park Natural Area Restorations Canary Park Detention Drainage Improvements Aquatic Center Minor Enhancements: Shade NW 142 nd Street Lighting Project Westgate Parkway Bridge Project: Construction Berkshire and Boston Street Light LED Relamp 2020 Residential HMA Rehabilitation Projects Annual Sidewalk Repair Projects: 2020; 2021 Oxbow Reconstruction Project (Swanson Boulevard) Pedestrian Signal Improvements (10) Walk/Don't Walk Countdown Signals: Installation Landscape Plan Projects: 156 th and Boston; Berkshire and Boston 2021 Annual Sewer Lining Projects City Hall Access Ladder Meredith Drive ROW Acquisition	Hickman Road Adaptive Traffic Signals System Hickman Road New Traffic Management Software: Implementation NW 86 th Street Railroad Crossing Paving Rehab Clark Street Project: Phase 1 Public Works/MWA Recycling Pad Site Meredith Drive/Warrior Lane Paving Project Buffalo Road Water System Replacement 2021 Annual Arterial PCC Patching Projects Annual Residential PCC Patching Projects: 2020; 2021 Clark Street – Phase 2 (105 th to 109 th): Design; Construction 128 th and Hickman Intersection Improvements Berkshire and Hickman Traffic Signal 2021 Water Main Replacement Project – Rio Valley Area Alice's Road Property Acquisition Meredith Drive and Alices Road Intersection Project: Design (6/21); Reconstruction Harbach Boulevard Reconstruction Project: Preliminary Design; ROW Acquisition Meredith Wetlands Site: Tree Planting Greenbelt Trail Rehab: Planning and Design Northern Neighborhoods Trail Extension – Phase 3 2020 Streambank Stabilization Project: Little Walnut Creek at Westgate Bridge 2021 Annual Greenbelt Trail Program
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