

## FROM THE CITY ADMINISTRATOR

For the past couple Common Council meetings, conversations and actions focused internally toward our City organization. Much of this In a Nutshell edition is devoted to a couple important plans that have been in the works for several years, and have now been adopted by the Common Council.

At the September 5 Common Council meeting, staff presented a plan entitled, “Building Capacity and Resilience in our City Organization.” Although this Plan does not immediately (or at all) affect most City employees, I wanted to share the direction we are headed with a shuffling of management responsibilities, as well as adding additional staffing to a few of the many service stress points in our organization.

The goal to create the “Plan” [\[Link\]](#) was spelled out in our 2023-2027 Strategic Action Plan (SAP) [\[Link to Strategic Plan\]](#) with the following statements:

1. Implement a reorganization plan that optimizes alignment, capacity-building, and business resilience;
2. Centralize and streamline City and Utility (department) finance and accounting functions.

And actually, all of our SAPs dating back to 2017 have contained similar goals to look at the organization and to align ourselves a bit differently to keep up with the growing workload. The Plan is not about economizing, accomplishing more with less, etc... we’ve been in that mode for a while now. However, it does represent a sizable investment in additional resources to the City team, and the community.

The Plan [\[Link\]](#) itself is difficult to summarize, but please take some time to walk through the document and let your Department leadership know any questions you have. As mentioned above, the Plan does not affect the daily work of the vast majority of staff, but it does impact and help the City improve as an organization on the whole. We wanted to provide it to everyone to continue sharing a common operating and financial picture of the City.

Most importantly, the Plan does not attempt to address workloads and staffing issues everywhere in the organization. We understand all departments and teams are really busy with the growth of the City and lack of staffing resources. The Plan represents the beginning of more detailed analyses to determine where other staffing resources are required, and how they could be situated in the best places to make the highest impact.

The final outcome for now is that Common Council adopted a new Conceptual City Organizational Chart, which you can find on Plan’s Appendix C. [\[Link\]](#) Staff and the Common Council will continue working together toward implementing the Plan’s initial staffing solutions and changes in management reporting.

With Gratitude,  
Andrew J. Vickers, City Administrator

## ACTIONS TAKEN

### Municipal Ordinance Chapter 2 Revisions

At the September 19 meeting, the Common Council adopted revisions to our existing Municipal Ordinance, Chapter 2, Government and Administration.

These revisions were not only required to allow the City to implement the above “Building Capacity and Resilience in our City Organization,” but also to better define some roles among the branches of City government, and the Mayor, City Administrator, and Common Councilmembers.

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Many of the revisions to Chapter 2 involved housekeeping and general updating as it’s been a long time since our last comprehensive update.

The main goal of the Chapter 2 revisions, though, was to provide resilience for our organization. By better defining the roles of officers, appointed officials, and Elected Officials in the City, this should be a way to ensure that as City staff, Mayors, and Councilmembers change over time, our organizational structure and governance system remains strong.

[\[Link to Chapter 2 Revisions\]](#)

# ACTIONS, CONT.

## What is a TID?

Each year, Assistant Administrator/Comptroller Max Gagin, provides the Common Council and public a comprehensive presentation regarding the City's Tax Incremental Districts, or TIDs.

Establishing a TID is one of the few economic development tools we have available, as a Wisconsin municipality, to help spur growth and development in the community. Like everything else, the City use of TIDs is heavily regulated by Wisconsin State Statutes.

What? What's a TID you say? Of course, Max answers that in the presentation in the September 5 Common Council Meeting [\[Link\]](#), but the Wisconsin Department of Revenue's website is another great resource for understanding the basics of Tax Incremental Finance. [\[Link for more information.\]](#)

The City currently has 10 active TIDs in various parts of the City. The largest TIDs by land area include:

- the Lakefront (TID 13)
- Drexel Town Square (TID 11)
- 27th Street corridor (TID 7)
- Oakview Business Park (TID 8)

All of the City's TIDs are doing well financially and are experiencing growth in new property value and tax base for the City as they were intended.

Why does City leadership place such an emphasis on growing our tax base? You can find an article on that topic in the Autumn 2022 issue of the *Oak Creek Current* magazine. [\[Link\]](#)

## 2024 Operating and Capital Improvement Budget

At the October 3 meeting, staff gave the Common Council a comprehensive overview [\[Link\]](#) of the proposed **2024 Operating and Capital Improvement Plan Budget**. [\[Link to Letter of Transmittal\]](#)

The staff, Mayor, and Common Council then had a half-day "budget workshop" on Friday, October 6.

The 2024 budget cycle will wrap up with a public hearing and Budget Adoption at the Tuesday, November 21 Common Council meeting.

## What's Going There?

Dirt is moving on a few development sites you may be asked about:

- From I-94, just south of Puetz Road, you can see earthwork being completed; that's the heyday development. [\[Link\]](#) Heyday Oak Creek will consist of 22 single-story residential buildings arranged in 4-unit, 6-unit, and 8-unit configurations, each with an attached garage per unit. The Plan Commission approved site and building plans for this development in their April 25 meeting. [\[Link\]](#)



- The lot south of Woodman's grocery store on W. Forest Hill Avenue will be The Learning Experience Academy of Early Education [\[Link\]](#) The Learning Experience offers child care to children six weeks to five years. The facility will serve the community in a 10,000 square foot, single-story building and a 5,000 square foot fenced outdoor play area. A second lot on this parcel will remain vacant at this time. The Plan Commission approved site and building plans for this facility in their January 10 meeting. [\[Link\]](#)

