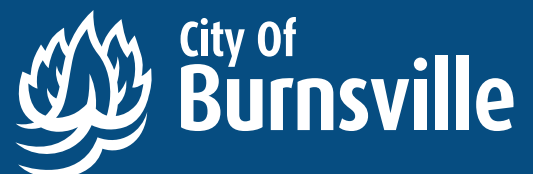


2024 | Q1

STRATEGIC PRIORITY MONITORING

Quarterly Report





STRATEGIC PRIORITIES

Our strategic priorities are our commitments to the community. Affirmed by the Council, these are the six lenses we use to do our work. They guide our behavior - helping us deliver the right results to the community and measure our success:



SAFETY

Burnsville is committed to the safety and wellbeing of our community and staff



COMMUNITY ENGAGEMENT

Burnsville is committed to meaningful relationships and experiences that meet the variety of needs in our community



ORGANIZATIONAL CULTURE

Burnsville is committed to creating great experiences for our employees so they do the same for our community



COMMUNITY VIBRANCY

Burnsville is committed to creating energy that brings our community to life for years to come



INFRASTRUCTURE

Burnsville is committed to responsible stewardship of assets to allow our community to thrive



SUSTAINABILITY

Burnsville is committed to innovation that supports environmental, human and financial vitality for our community and future generations

QUARTERLY SUMMARY

SAFETY

Provide risk-reduction programs to promote community safety and health.

Q1 ☐ ☐ ☐

Ensure reliable response to community emergencies.

Q1 ☐ ☐ ☐

Find innovative ways to be on the leading edge of wellbeing.

Q1 ☐ ☐ ☐

COMMUNITY ENGAGEMENT

Implement a participatory budgeting pilot program to directly involve the community in the budgeting of their tax dollars.

Q1 ☐ ☐ ☐

Be curious about needs through our community survey, and overcommunicate the results.

Q1 ☐ ☐ ☐

Assess our communication and community engagement functions to best reach and connect the community.

Q1 ☐ ☐ ☐

ORGANIZATIONAL CULTURE

Build culture through our managers.

Q1 ☐ ☐ ☐

Position people and teams to use their strengths every day.

Q1 ☐ ☐ ☐

Implement standard operating procedures across our operations.

Q1 ☐ ☐ ☐

COMMUNITY VIBRANCY

Support Economic Development in Burnsville.

Q1 ☐ ☐ ☐

Support investments in housing.

Q1 ☐ ☐ ☐

Understand our reputation among our neighbors and around the community.

Q1 ☐ ☐ ☐

INFRASTRUCTURE

Reimage community experiences as we bring the Police City Hall project to life.

Q1 ☐ ☐ ☐

Complete capital improvement studies to understand what we have and the condition it is in.

Q1 ☐ ☐ ☐

Assess vulnerabilities and plan to mitigate risk across our infrastructure.

Q1 ☐ ☐ ☐

SUSTAINABILITY

Promote and protect the city's natural resources.

Q1 ☐ ☐ ☐

Assess, improve, and manage how we do our work through process improvement.

Q1 ☐ ☐ ☐

Maintain and enhance our budget process.

Q1 ☐ ☐ ☐

SAFETY

ACTIONS

Provide risk-reduction programs to promote community safety and health.

Status

Q1



Ensure reliable response to community emergencies.

Status

Q1



Find innovative ways to be on the leading edge of wellbeing.

Status

Q1



OPPORTUNITIES

The Behavioral Health and Community Risk Reduction teams are hosting a monthly outreach series focused on community safety.

Duke arrived, trained, and deployed in BHU responding to crisis calls.

Human resources will be bringing potential wellbeing enhancements, informed by the wellbeing taskforce, to leadership team and city council ahead of the 2025 budget.

CHALLENGES

Staffing challenges may limit amount of time spent on education and risk-reduction.

Call for service across public safety teams are more complex, straining public safety responders and resources.

The tragedy of February 18 continues to have a deep and lasting impact on staff, especially our teams in police and fire, their families, and our fallen families. It will take time to ensure our staff are well cared for as we grieve and heal.

KEY

Complete

On Track

Moving

Behind

Off Track

COMMUNITY ENGAGEMENT

ACTIONS

Implement a participatory budgeting pilot program to directly involve the community in the budgeting of their tax dollars.

Status

Q1

☐☐☐

Be curious about needs through our community survey, and overcommunicate the results.

Status

Q1

☐☐☐

Assess our communication and community engagement functions to best reach and connect the community.

Status

Q1

☐☐☐

OPPORTUNITIES

Project team is preparing for a discussion with city council about a pilot program focused on neighborhoods.

Staff is working with Cobalt Community Research to create the 2024 survey.

A contract for the assessment has been approved and the project is expected to begin shortly.

CHALLENGES

We are assessing the best way to establish neighborhoods across the community including the need to gather community input as the project moves forward.

Staff must determine if any questions from 2021 need to be adjusted while also trying to retain as much of the 2021 survey as possible in order to benchmark results.

We will determine what background information the consultant needs and provide those documents in a timely manner.

KEY

Complete

On Track

Moving

Behind

Off Track

ORGANIZATIONAL CULTURE



ACTIONS

Build culture through our managers.

Status

Q1



Position people and teams to use their strengths every day.

Status

Q1



Implement standard operating procedures across our operations.

Status

Q1



OPPORTUNITIES

The city manager introduced Manager Connect, practical manager resources and encouragement to thrive as a coach.

Invested in strengths with the introduction of one-on-one strengths coaching for all employees

Teams in organizational development and human resources are testing a pilot program for standard operating procedures.

CHALLENGES

We are planning for the implementation of customized boss to coach development cohorts for managers to begin this summer.

We continue to build our bench of certified strengths coaches to support the OD team in coaching managers and employees.

Standards operating procedures are needed across the organization as part of our corrective action plan.

KEY

Complete

On Track

Moving

Behind

Off Track

COMMUNITY VIBRANCY

ACTIONS

Support Economic Development in Burnsville.

Status

Q1



Support investments in housing.

Status

Q1



Understand our reputation among our neighbors and around the community.

Status

Q1



OPPORTUNITIES

Council was updated on the economic development strategic framework as work continues to finalize the project.

Our community is participating in home loans and grant programs to make home improvements.

Staff is working with a consultant to create a strategy for assessing reputation through existing strategies as well as new tactics.

CHALLENGES

Several redevelopment projects are moving through the application process, with some projects on hold.

Our team is working to understand the current guidelines for local affordable housing aid to inform a conversation with the city council later this summer.

New tactics must be easy for staff to implement alongside other engagement efforts.

KEY

Complete

On Track

Moving

Behind

Off Track

INFRASTRUCTURE



ACTIONS

Reimage community experiences as we bring the Police City Hall project to life.

Status

Q1



Complete capital improvement studies to understand what we have and the condition it is in.

Status

Q1



Assess vulnerabilities and plan to mitigate risk across our infrastructure.

Status

Q1



OPPORTUNITIES

Police city hall project team is moving to the design phase engagement with stakeholders including city council, staff and the community.

Presentation of these studies to the community and city council will begin in May and continue over the next two years.

Construction season is arriving and staff time is focused primarily on preparing for construction to start.

CHALLENGES

Our teams are challenged with the space they need to serve the community.

Informed by the great work of our team to date, we're adding four new studies this year.

Progress is being made with regards to sanitary sewer horizontal infrastructure planning, pavement planning, and water treatment condition assessment.

KEY

Complete

On Track

Moving

Behind

Off Track

SUSTAINABILITY

ACTIONS

Promote and protect the city's natural resources. Status Q1	Assess, improve, and manage how we do our work through process improvement. Status Q1	Maintain and enhance our budget process. Status Q1
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OPPORTUNITIES

The lack of winter this past season impacted projects and caused one to be delayed to winter 2024/2025.	Completed process improvement for organization-wide project management in engineering, parks, and public works.	The 2025 budget process began with the Financial Management Plan presentation and CIP Kickoff. We are working towards a departmental driven/informed CIP and budget process.
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CHALLENGES

Due to the lack of winter staff time was not consumed by plowing and many tasks were accomplished.	We have additional process improvement projects to complete across the organization including right of way.	As capital studies are completed we will incorporate the data into the CIP. Capital needs will need to be balanced with the funds available.
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KEY

Complete	On Track	Moving	Behind	Off Track
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INNOVATION | COLLABORATION | EXCELLENCE