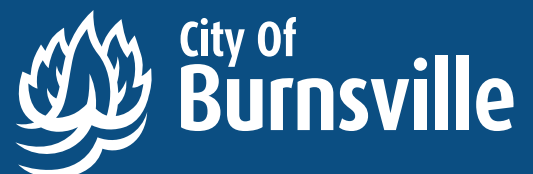


2023 | Q4

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 places that enhance our community for years to come



INFRASTRUCTURE

Burnsville is committed to responsible stewardship of resources and lands to ensure access and 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, inspections and educational opportunities to ensure the safety of our community  Q4	Provide a reliable response to community emergencies  Q4	Invest in health and wellness programs for our employees  Q4
COMMUNITY ENGAGEMENT	Create innovative services and inclusive programs and experiences  Q4	Tell our established and evolving story through brand  Q4	Increase employee participation in and with the community  Q4
ORGANIZATIONAL CULTURE	Successfully implement the organizational analysis  Q4	Elevate the performance of our managers  Q4	Enhance culture through engagement  Q4
COMMUNITY VIBRANCY	Support economic development in Burnsville  Q4	Support investments in housing  Q4	Convene partners to enhance initiatives that enrich our community  Q4
INFRASTRUCTURE	Complete an enhanced process to capture the 2024-2028 CIP  Q4	Complete a public facilities condition inventory  Q4	Operate and maintain existing infrastructure  Q4
SUSTAINABILITY	Promote, improve, protect and maintain the City's natural resources  Q4	Integrate sustainability practices and education in operations, project management and to the community  Q4	Maintain and implement practices to promote financial sustainability  Q4

KEY

Complete

On Track

Moving

Behind

Off Track

SAFETY

PRIORITIES

Provide risk-reduction programs and educational opportunities to ensure the safety and health of our community

Status



Provide a reliable response to community emergencies

Status



Invest in health and wellness programs for our employees

Status



OPPORTUNITIES

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

We have opportunities to continue expansion of BHU EMS partnership to provide a more wholistic approach to mental health response and increase community education efforts.

The city manager's wellbeing taskforce completed their work to inform future wellbeing initiatives. The police department implemented a new Wellness App with officer mental health resources.

CHALLENGES

Demand for emergency response within the community is continuing to grow exponentially.

Call volumes are up in EMS and calls for service across public safety departments are more complex, straining public safety responders and resources.

Mental health issues among the community are increasing, impacting operations and employee wellbeing.

KEY

Complete

On Track

Moving

Behind

Off Track

COMMUNITY ENGAGEMENT

PRIORITIES

Create innovative services and inclusive programs and experiences

Status



Tell our established and evolving story through brand

Status



Increase employee participation in and with the community

Status



OPPORTUNITIES

Over 1,000 people attended The Tinsel, Treats and Giving Event held at School District 191 headquarters, donations raised provided help to 27 families in need.

We have placed an emphasis on weaving our story through a variety of communications channels as we engage with the community.

The police department continued its Blue in the School Program in 2023, building trusted relationships with youth in our schools.

CHALLENGES

We are responding to the needs of our community in creating new initiatives, while working to provide excellent experiences across the community.

Develop brand guidelines and a toolkit of resources to ensure brand consistency.

There are opportunities for teams to be involved as we engage the community in three elections in 2024.

KEY

Complete

On Track

Moving

Behind

Off Track

ORGANIZATIONAL CULTURE

PRIORITIES

Successfully implement the organizational analysis

Status



Elevate the performance of our managers

Status



Enhance culture through engagement

Status



OPPORTUNITIES

We have reimagined the organizational analysis as a five-year plan that guides our organizational decision making to care well for the people who do the same for our community.

Managers completed their second round of individual strengths coaching this year, helping them recognize and enhance the strengths of themselves and their teams.

Engagement increased meaningfully and is now in the 96th percentile of the Gallup database among local governments.

CHALLENGES

The labor market continues to challenge our ability to recruit talented employees, recruiting for police officers continues to be our biggest challenge.

We are planning changes to people manager academy and a comprehensive manager development program for 2024.

Our overall mean increased meaningfully from 3.71 to 3.94, with results strongly suggesting near term improvement is possible.

KEY

Complete

On Track

Moving

Behind

Off Track

COMMUNITY VIBRANCY

PRIORITIES

Support economic development in Burnsville

Status



Support investments in housing

Status



Convene partners to enhance initiatives that enrich the community

Status



OPPORTUNITIES

In November, the city council approved a contract for our team to begin work on the creation of the framework.

Staff is currently working with Stantec and the city attorney to finalize the contract for the Housing and Commercial Study.

Staff have actively involved community partners in events including Wild Street Hockey, Tinsel, Treats and Giving and more.

CHALLENGES

The framework will incorporate recommendations, strategies, tools and performance metrics to guide future initiatives.

Need to complete the housing inventory and define housing goals and priorities to inform council's policy direction on investment priorities.

We have additional opportunities to develop community partnerships as we reach and connect with our community.

KEY

Complete

On Track

Moving

Behind

Off Track

INFRASTRUCTURE



PRIORITIES

Complete an enhanced process to capture the 2024-2028 CIP

Status



Complete a public facilities condition inventory

Status



Operate and maintain existing infrastructure

Status



OPPORTUNITIES

To better inform capital plans we implemented an enhanced CIP process, including accelerated timeline, enhanced documentation, meetings with City Manager, and Leadership Team discussion.

Completed a draft municipal facility study, affirming the data and preparing draft documents for review.

We are completing capital improvement studies to better inform future policy discussions and budget planning.

CHALLENGES

Information and data are needed to make short- and long-term capital budget decisions; department directors will lead studies over the next several months to better inform next year's capital plans.

Communicating results is scheduled for quarter one 2024.

Studies will provide data to inform next steps; rising costs and asset availability are current risks to success.

KEY

Complete

On Track

Moving

Behind

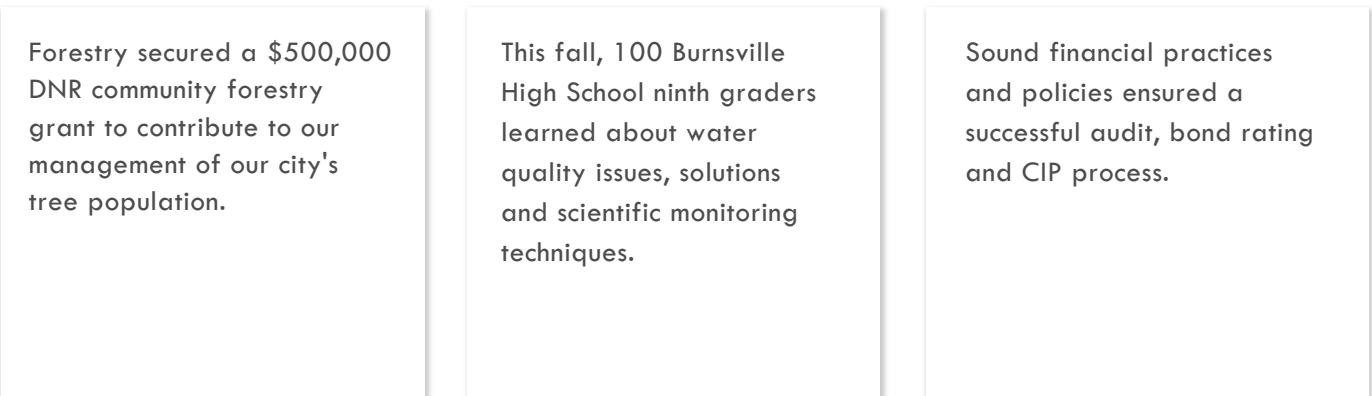
Off Track

SUSTAINABILITY

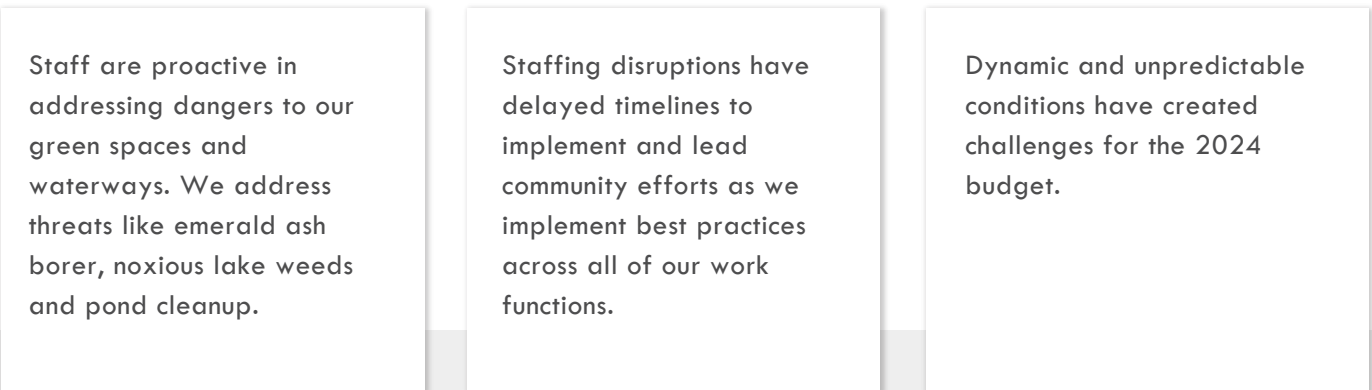
PRIORITIES



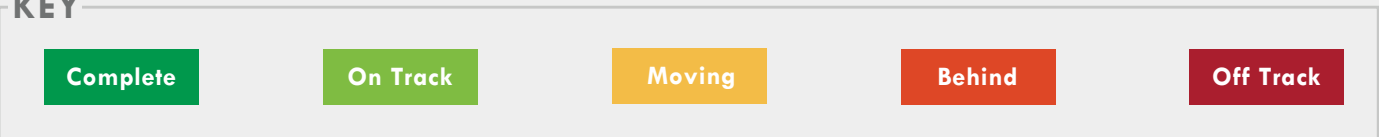
OPPORTUNITIES



CHALLENGES



KEY





INNOVATION | COLLABORATION | EXCELLENCE