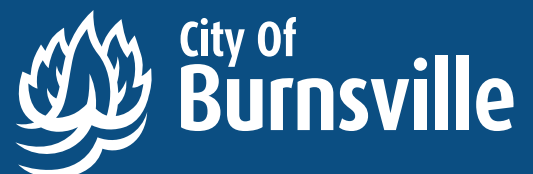


2023 | Q1

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 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

Q1 ☒ ☐ ☐ ☐

Provide a reliable response to community emergencies

Q1 ☒ ☐ ☐ ☐

Invest in health and wellness programs for our employees

Q1 ☐ ☐ ☐ ☐

COMMUNITY ENGAGEMENT

Create innovative services and inclusive programs and experiences

Q1 ☒ ☐ ☐ ☐

Tell our established and evolving story through brand

Q1 ☐ ☐ ☐ ☐

Increase employee participation in and with the community

Q1 ☒ ☐ ☐ ☐

ORGANIZATIONAL CULTURE

Successfully implement the organizational analysis

Q1 ☒ ☐ ☐ ☐

Elevate the performance of our managers

Q1 ☒ ☐ ☐ ☐

Enhance culture through engagement

Q1 ☐ ☐ ☐ ☐

COMMUNITY VIBRANCY

Update the economic development strategic plan and develop priorities

Q1 ☒ ☐ ☐ ☐

Inventory residential and commercial properties to help define programs and priorities

Q1 ☒ ☐ ☐ ☐

Convene partners to enhance initiatives that enrich our community

Q1 ☒ ☐ ☐ ☐

INFRASTRUCTURE

Complete an enhanced process to capture the 2024-2028 CIP

Q1 ☒ ☐ ☐ ☐

Complete a public facilities condition inventory

Q1 ☐ ☐ ☐ ☐

Operate and maintain existing infrastructure

Q1 ☒ ☐ ☐ ☐

SUSTAINABILITY

Promote, improve, protect and maintain the City's natural resources

Q1 ☐ ☐ ☐ ☐

Integrate sustainability practices and education in operations, project management and to the community

Q1 ☒ ☐ ☐ ☐

Maintain and implement practices to promote financial sustainability

Q1 ☒ ☐ ☐ ☐

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 Q1	Provide a reliable response to community emergencies Status Q1	Invest in health and wellness programs for our employees Status Q1
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OPPORTUNITIES

All EOC-involved staff for emergency/critical incidents have completed the first of three emergency operations trainings.	The City is piloting an effort to embed EMS in the Behavioral Health Unit.	Additional wellness rooms have been added in our facilities study to provide space for our staff to take care of themselves.
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CHALLENGES

Recruitment crises impact the ability to hire for some positions. We're considering additional enhancements to attract new staff.	Inspections and civil actions continue on properties in Burnsville with life safety issues.	Mental health issues and health care costs continue to rise each year.
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KEY

Complete

On Track

Moving

Behind

Off Track

COMMUNITY ENGAGEMENT

PRIORITIES

Create innovative services and inclusive programs and experiences

Status

Q1



Tell our established and evolving story through brand

Status

Q1



Increase employee participation in and with the community

Status

Q1



OPPORTUNITIES

Staff have new opportunities to learn about serving our diverse community – such as BU classes on neurodivergent populations.

Staff have embraced our updated brand, and they are starting to use our new key messages in their writing and presentations.

Staff from several departments have learned to operate EVA and are brainstorming ways to meet our community where they're at.

CHALLENGES

Time constraints mean staff do not always have time needed to strategically plan for innovative services and experiences.

The brand team continues to work to find modern and vibrant ways to visually represent our story.

Staff that have not traditionally conducted community engagement do not yet know all the ways they can get involved.

KEY

Complete

On Track

Moving

Behind

Off Track

ORGANIZATIONAL CULTURE



PRIORITIES

Successfully implement the organizational analysis

Status

Q1



Elevate the performance of our managers

Status

Q1



Enhance culture through engagement

Status

Q1



OPPORTUNITIES

Two thirds of the positions planned for 2023 have been filled and additional recruiting efforts are underway.

All managers have completed two half-day Gallup development courses and are completing individual strengths coaching.

A small group piloted a certified manager training opportunity to consider certifying all managers in the coming year.

CHALLENGES

We are having difficulties filling our police officer roles.

Managers need better tools to hold people accountable. We are planning changes to the people manager academy.

We need stronger recognition of employee engagement measurements for managers ahead of our fourth survey this fall.

KEY

Complete

On Track

Moving

Behind

Off Track

COMMUNITY VIBRANCY

PRIORITIES

Update the economic development strategic plan and develop priorities

Status

Q1



Inventory residential and commercial properties to help define programs and priorities

Status

Q1



Convene partners to enhance initiatives that enrich the community

Status

Q1



OPPORTUNITIES

Staff drafted a request for proposal with a goal of spring publication and completion by the end of 2023.

Staff is finalizing a request for proposal with a goal of spring publication and inventory completion by the end of 2023.

Staff have plans in place for projects and programs planned for 2023 and have been engaging when appropriate.

CHALLENGES

Timeline is dependent on qualified responses and selected consultant capacity to meet expected deliverable time frame.

Timeline is dependent on qualified responses and selected consultant capacity to meet expected deliverable time frame.

Certain initiatives take longer to complete.

KEY

Complete

On Track

Moving

Behind

Off Track

INFRASTRUCTURE



PRIORITIES

Complete an enhanced process to capture the 2024-2028 CIP

Status

Q1



Complete a public facilities condition inventory

Status

Q1



Operate and maintain existing infrastructure

Status

Q1



OPPORTUNITIES

A more comprehensive and well-planned schedule for capital outlay and projects will provide the resources needed for success.

A group of staff has met to identify needs, software and templates for collecting and reporting to find for a user-friendly system.

We had a successful winter season managing challenges and continue to provide services that allow the community thrive.

CHALLENGES

Items or projects are missed in planning the CIP and this could cause delays or issues in completing projects or goals.

This project was under budgeted (both time and finances). We are strategizing schedules and needs to begin data collection in May.

Potable water system continues to provide challenges; rising costs and asset availability are current risks to success.

KEY

Complete

On Track

Moving

Behind

Off Track

SUSTAINABILITY



PRIORITIES

Promote, improve, protect and maintain the City's natural resources

Status

Q1



Integrate sustainability practices and education in operations, project management and to the community

Status

Q1



Maintain and implement practices to promote financial sustainability

Status

Q1



OPPORTUNITIES

We have prepared over the winter months to have another impactful year in natural resources management.

Completed the Sustainability Hub, began work on the Partners in Energy initiative and continued to electrify our fleet.

Sound financial practices and policies ensure a successful audit, bond rating and budget processes.

CHALLENGES

We don't see as much progress over the winter months, but we are well set-up for a great spring, summer and fall.

Staffing challenges when our Sustainability Coordinator leaves the City on April 21.

Potential audit issues and bond rating downgrade can impact our ability to obtain funding at the most reasonable price.

KEY

Complete

On Track

Moving

Behind

Off Track



INNOVATION | COLLABORATION | EXCELLENCE