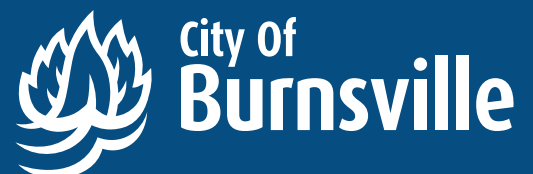


2024 | Q2

# 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.



Ensure reliable response to community emergencies.



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



## COMMUNITY ENGAGEMENT

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



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



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



## ORGANIZATIONAL CULTURE

Build culture through our managers.



Position people and teams to use their strengths every day.



Implement standard operating procedures across our operations.



## COMMUNITY VIBRANCY

Support Economic Development in Burnsville.



Support investments in housing.



Understand our reputation among our neighbors and around the community.



## INFRASTRUCTURE

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



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



Assess vulnerabilities and plan to mitigate risk across our infrastructure.



## SUSTAINABILITY

Promote and protect the city's natural resources.



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



Maintain and enhance our budget process.



# SAFETY

## ACTIONS

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

Status



Ensure reliable response to community emergencies.

Status



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

Status



## OPPORTUNITIES

The behavioral health and community risk reduction teams are hosting a monthly outreach series focused on community safety.

The police department has returned to a routine patrol schedule.

In July, human resources shared potential wellbeing investments to city council as part of the 2025 budget process to prioritize in 2025 and beyond.

## 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.

We are evaluating creative ways to care for our staff, while remaining fiscally responsible during the upcoming budget cycle.

## 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



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

Status



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

Status



## OPPORTUNITIES

The project team is planning for a discussion with city council in July about a pilot program focused on neighborhoods.

Staff is continuing to partner with Cobalt Community Research and getting council feedback to inform our approach.

Staffing changes in the past year provide opportunity for wholistic reimagining.

## CHALLENGES

We have had to move our timeline back based on external circumstances.

We need to evaluate strategy in timeline and approach moving forward.

We will determine what background information our partners need and gather stakeholder input.

## KEY

Complete

On Track

Moving

Behind

Off Track

# ORGANIZATIONAL CULTURE



## ACTIONS

Build culture through our managers.

Status



Position people and teams to use their strengths every day.

Status



Implement standard operating procedures across our operations.

Status



## OPPORTUNITIES

We introduced and kicked off a new manager coach experience for all people managers this summer.

Organizational development has facilitated 8 teams strengths sessions and continue to provide strengths coaching to new employees.

The corrective action project team is developing and reviewing standards and resources to implement.

## CHALLENGES

We are still corrective old patterns of behavior while setting a new expectation of managers as coach moving forward.

We are building a bench of certified strengths coaches to support organizational development in coaching managers and employees.

We need a simple tool for departments to use. Resources will be in place this year; implementation will carry over to next year.

## KEY

Complete

On Track

Moving

Behind

Off Track

# COMMUNITY VIBRANCY

## ACTIONS

Support Economic Development in Burnsville.

Status



Support investments in housing.

Status



Understand our reputation among our neighbors and around the community.

Status



## OPPORTUNITIES

We initiated community engagement phases of the strategic framework to connect the community on economic development in Burnsville.

Local affordable housing aid provides additional resources to provide options for housing improvements and investments.

Working with our community and partners to understand and manage reputation is crucial to being vibrant.

## CHALLENGES

Promoting community participation to ensure the plan is reflective of new and diverse perspectives

Our team is working to understand the current guidelines to inform a conversation with the city council in September.

We have not assembled a project team, we are forming a team to get the council's input to start engaging the community.

## KEY

Complete

On Track

Moving

Behind

Off Track



# INFRASTRUCTURE



## ACTIONS

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

Status



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

Status



Assess vulnerabilities and plan to mitigate risk across our infrastructure.

Status



## OPPORTUNITIES

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

Staff presented the water treatment plant condition assessment and parks plan to the council and community this spring; additional studies continue over the next year.

We delivered the water treatment plant condition assessment and are aligning the proposed 2025 CIP.

## CHALLENGES

If this project moves forward, we need to invest significant resources in understanding how we redesign our operations and the community's experience with us.

Work continues on the pavement management plan and fleet study for presentation later this fall. We've identified new studies and every study has identified additional steps.

We need to identify the right project partner to help us deliver our horizontal infrastructure study in 2025.

## KEY

Complete

On Track

Moving

Behind

Off Track

# SUSTAINABILITY

## ACTIONS

Promote and protect the city's natural resources.

Status



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

Status



Maintain and enhance our budget process.

Status



## OPPORTUNITIES

Staff updated the city council on our work with partners in energy, sharing the draft energy action plan for approval and implementation.

We have a corrective action project team, project plan and are updating the council on a weekly basis.

Departments have prepared capital and operating budget proposals for review and evaluation.

## CHALLENGES

Emerald ash borer continues to infect ash trees throughout the city. Considerable staff time along with public and private funds are being used to treat or remove ash trees.

We have to change ingrained behavior and it's going to take time. Accountability is essential to our success.

Staff are working to balance capital and operating needs with available resources.

## KEY

Complete

On Track

Moving

Behind

Off Track





INNOVATION | COLLABORATION | EXCELLENCE