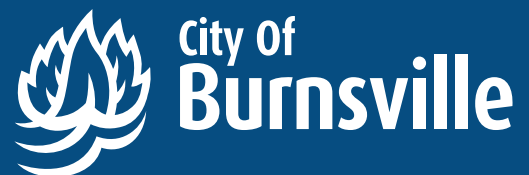


2024 | Q4

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 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 involve the community in the budgeting of their tax dollars.



Be curious about needs through our community survey, and overcommunicate 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

Reimagine 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 Q4	Ensure reliable response to community emergencies. Status Q4	Find innovative ways to be on the leading edge of wellbeing. Status Q4
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OPPORTUNITIES

The fire standards of coverage is being updated for presentation to the city council in 2025. The risk assessment will inform future staffing, capital and operational decisions to reduce risk.	The police department continues to hire community service and police officers, with four starting in January 2025.	Implementing wellbeing enhancements in January 2025, including embedded mental health, enhanced employee assistance program and our paid wellbeing leave program.
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CHALLENGES

Retirements and staff on leave are creating overtime pressures that limit the amount of time spent on education and risk-reduction.	Calls for service across public safety teams are more complex, challenging police and fire teams.	Evaluate initiatives to inform program implementation moving forward and consider next steps.
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KEY

Complete	On Track	Moving	Behind	Off Track
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COMMUNITY ENGAGEMENT

ACTIONS

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

Status

Q4

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

Status

Q4

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

Status

Q4

OPPORTUNITIES

Neighborhood organizations and grants pilot program will be implemented and evaluated in 2025.

The community survey will be available to the community by spring 2025, helping us better understand the perspectives of our residents and business community.

Our communications assessment is complete, results will inform structure and priorities for our communication and engagement teams.

CHALLENGES

The program will need to be operationalized for ongoing administration.

The project team is working on creative solutions to increase survey participation. Alignment with our community visioning process will be important.

Balancing priorities with limited resources to rebuild the communications and engagement team to best meet the needs of the community and organization.

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

All people managers completed four sessions of customized development helping them to be great coaches. Manager development will continue as an organizational focus.

Managers completed individual strengths coaching for 2024. The organizational development team will expand coaching opportunities in the future.

The corrective action project team developed resources for process and procedure management.

CHALLENGES

We will use employee engagement results to inform future manager development.

We are building an internal bench of strengths coaches and resources to help with ongoing individual and team support.

The policy project will remain a focus as identified in the corrective action plan. When the policy project is complete, a project team will implement procedure management for the organization.

KEY

Complete

On Track

Moving

Behind

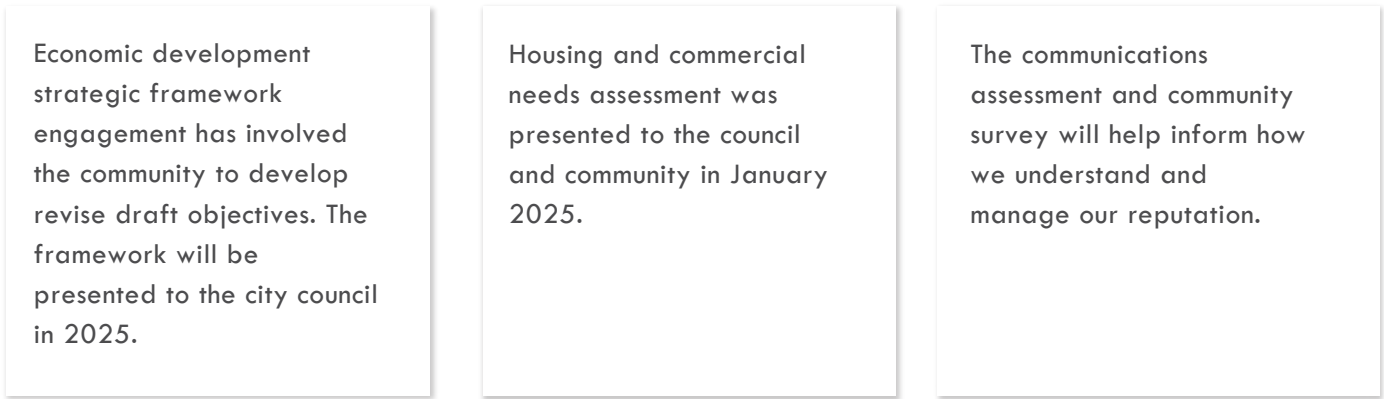
Off Track

COMMUNITY VIBRANCY

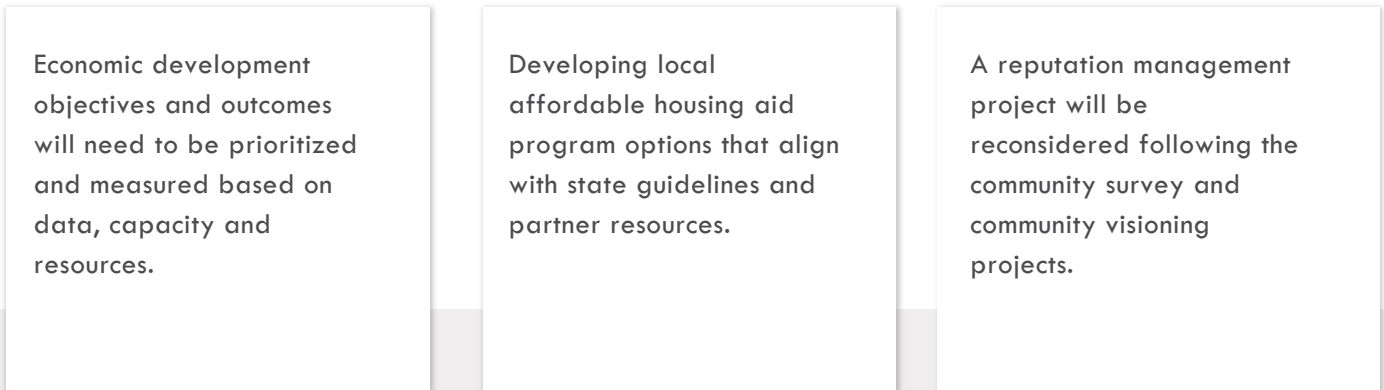
ACTIONS



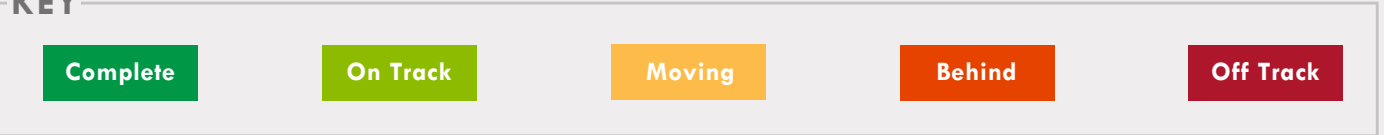
OPPORTUNITIES



CHALLENGES



KEY



INFRASTRUCTURE

ACTIONS

Reimagine community experiences as we bring the police city hall project to life. Status Q4	Complete capital improvement studies to understand what we have and the condition it is in. Status Q4	Assess vulnerabilities and plan to mitigate risk across our infrastructure. Status Q4
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OPPORTUNITIES

With a funding strategy identified, the police city hall project is on schedule for groundbreaking in May 2025.	Staff completed three capital studies in 2024 including the water treatment plant condition assessment, parks plan, and pavement management plan.	Water and sanitary sewer vulnerability assessment is being defined for completion next year.
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CHALLENGES

Assess and appropriately resource facility operations, events management and community experience ahead of project completion.	Seven capital studies remain for completion in 2025 following a delay of three studies from 2024 due to insufficient project deliverables.	Identifying a realistic project plan and schedule with available resources.
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KEY

Complete	On Track	Moving	Behind	Off Track
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SUSTAINABILITY

ACTIONS

Promote and protect the city’s natural resources. Status Q4	Assess, improve, and manage how we do our work through process improvement. Status Q4	Maintain and enhance our budget process. Status Q4
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OPPORTUNITIES

Continued promotion of sustainability efforts with various community groups, including successful private tree removal program	The corrective action project team has completed four process improvement projects across our operations	Completed and adopted the 2025 budget with enhanced processes.
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CHALLENGES

Many natural resources projects are weather-dependent, impacting projects with factors beyond our control.	Process improvement is staff and resource intensive, needs to be focused in the right areas and prioritized across the organization.	Exploring budget development methods and approaches.
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KEY

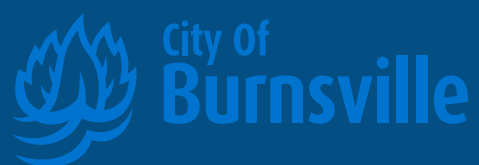
Complete

On Track

Moving

Behind

Off Track





INNOVATION | COLLABORATION | EXCELLENCE