2026
Budget Overview

Internal Services Funds

City of Mankato

Leading the way...

Internal Services Funds

Council / Manager

- Legal

Community Engagement
& Public Information

Human Resources

Central Garage

Administrative Services

- Finance
- 311 Customer Service
- Information Technology
- Facilities Operations
- Risk Management

Community Engagement & Public Information

BUDGET OVERVIEW

Overview

The Engagement and Communications Office supports the City of Mankato by ensuring that residents, businesses, and stakeholders have clear, timely, and accessible information about City services, initiatives, and decision-making. Our work directly supports most aspects of the City's strategic plan.

Services

1. Help create a community where people are connected, heard, and informed.
Manage public information across all platforms—website, social media, newsletters, news releases, and media relations.
Provide clear, consistent communication about City services, programs, and major projects.
Lead engagement efforts for residents to participate in the process.

2. Support engagement that is active and intentional.
Plan and facilitate community engagement opportunities—open houses, surveys, listening sessions, and digital engagement through Every Voice Mankato.
Work with departments to meet the community where they're at, ensuring participation is convenient and accessible.
Ensure feedback is documented and incorporated into City planning and decision-making.

3. Strengthen internal capacity to better serve the public.
Develop communication and engagement toolkits for staff across departments.
Provide training and resources to help teams communicate clearly, consistently, and effectively.
Support departments in planning outreach strategies for projects, policy changes, and public initiatives.

4. Work to continually improve the City's communication tools.
Maintain and update the City's digital platforms, including the new website launching in 2025.
Use data and community feedback to refine communication methods and enhance transparency.

5. Reinforce organizational excellence and community trust.
Promote transparency by sharing accurate information about City operations and finances.
Support organizational priorities like climate action, housing initiatives, transportation planning, and major capital projects.
Ensure residents see how strategic goals are being advanced across the community.

Staffing

- Engagement and Communications Director
- Engagement and Communications Coordinator – focused on engagement
- Engagement and Communications Coordinator – focused on digital media

Spirit of Mankato By Parie Nikka Buffington

2025 Review

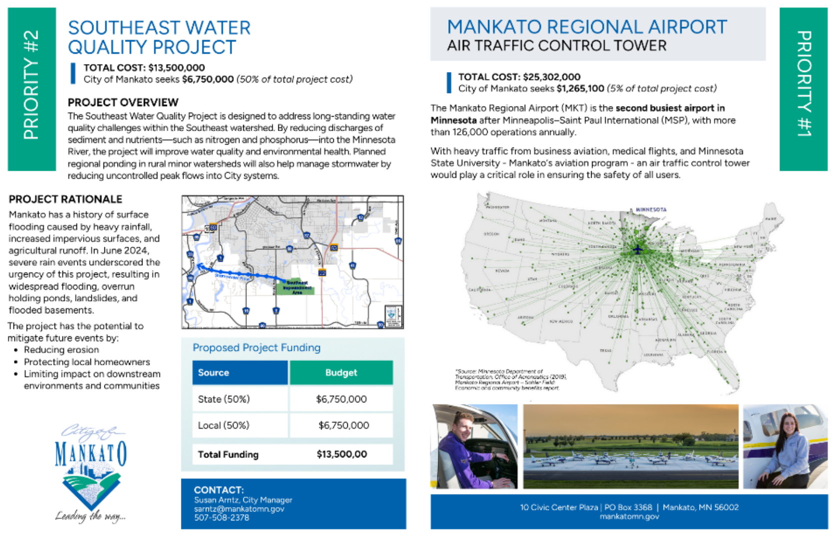
ASA
ALL SEASONS ARENA
WELCOME

VOTE FOR THE WINNERS
OF THE CITY OF MANKATO'S
PHOTO CONTEST
2024 THEME: Angles of Mankato
DEADLINE: 4:30 p.m., Friday, October 4
WHERE TO VOTE: Every Voice Mankato
PROVIDE VOTE FOR:
Honorable Mentions
Top Twelve
First and Second Place
SUBMIT YOUR VOTE BY OCTOBER 4!
PHOTO CONTEST

MAPO
BOLTON & MENK
Balcerzak Drive Corridor Study
Open House
SEPT. 30 | 4-6:30 P.M.
AT FIRE STATION #3
Scan the QR code to learn more

BEE
A GOOD
POLLEN-AIDER

MANKATO CLIMATE ACTION PLAN



PRIORITY #2
SOUTHEAST WATER QUALITY PROJECT
TOTAL COST: $13,500,000
MANKATO REGIONAL AIRPORT
AIR TRAFFIC CONTROL TOWER
TOTAL COST: $25,302,000
PRIORITY #1

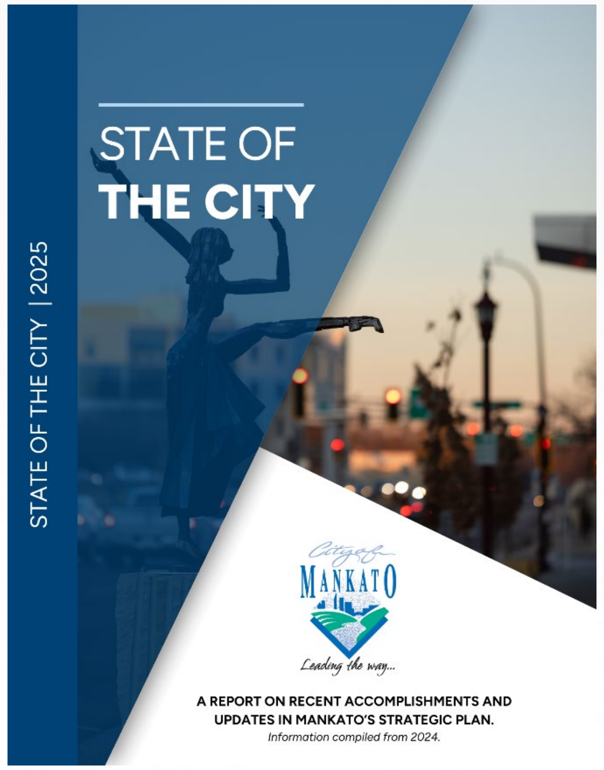
KATO GO PLAY
AVAILABLE JUNE 9 – AUGUST 15
10 a.m. to 5 p.m.
Monday through Friday
BUS FARE PRICING AND ROUTES
SCHEDULE A RIDE
DESTINATIONS
Mankato
North Mankato

AFTER
COMMERCIAL REHABILITATION LOANS AVAILABLE
Give Your Business a Fresh Look with the City of Mankato's Commercial Rehabilitation Program!
Deferred Loans up to $25,000 | Loans are forgiven after 10 years
Apply Now
BEFORE
mankatomn.gov/commercial-rehab-program

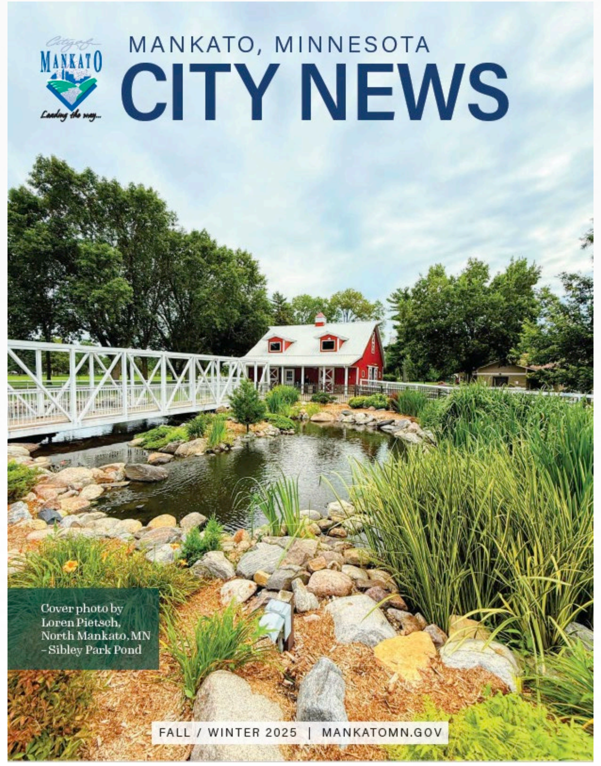
SHARE YOUR VISION FOR THE CITY OF MANKATO'S
COMMUNITY INVESTMENT PLAN
Thursday, September 25
6 p.m. to 7:30 p.m.
Mankato Room
Intergovernmental Center
10 Civic Center Plaza
View the plan and projects:
mankatomn.gov/CIP

Hilltop Neighborhood Planning Open House
Tuesday, April 29
4:00-6:00 p.m.
Bethany Lutheran College
Bethany Activity Center Alumni Lounge
905 Marsh St., Mankato
MADISON AVE.
CROCUS ST.
VICTORY DR.
MAIN ST.
Share your ideas, concerns, and feedback directly with City staff and help shape the neighborhood's future.
HILLTOP

MANKATO
REGIONAL
AIRPORT
OPEN HOUSE
MANKATOMN.GOV/AIRPORT



STATE OF THE CITY
STATE OF THE CITY | 2025
A REPORT ON RECENT ACCOMPLISHMENTS AND UPDATES IN MANKATO'S STRATEGIC PLAN.



MANKATO, MINNESOTA
CITY NEWS
FALL / WINTER 2025 | MANKATOMN.GOV

Day to Day Initiatives

Performance Indicator	2022	2023	2024	2025 Est	2026 Est
Engagement rate	N/A	N/A	N/A	79%	79%
News releases sent	188	163	94	235	250
Social media followers	N/A	9,000	14,000	19,000	21,000
GovDelivery subscribers *Started June 2024	N/A	N/A	12,300	14,000	15,000
Project engagements held	30	17	33	30	30
GovDelivery impressions *Started June 2024	N/A	N/A	161,000	488,000	515,000

Financials

Category	2 YEAR BUDGET 2025 Budget	 2026 Budget	2026 Proposed	2026 Approved to Proposed Change
Salaries & Benefits (5A)	$ 458,460	$ 490,160	$ 526,927	$ 36,767
Supplies (5B)	$ 5,400	$ 5,400	$ 1,000	$ (4,400)
Other Services (5C)	$ 137,700	$ 137,700	$ 98,588	$ (39,112)
Other Charges (5D)	$ 2,290	$ 2,290	$ 3,020	$ 730
Insurance (5F)	$ -	$ -	$ 355	$ 355
Capital Outlay (5H)	$ 800	$ 800	$ -	$ (800)
TOTAL EXPENSES	**$ 604,650**	**$ 636,350**	**$ 629,890**	**$ (6,460)**

Strategic Initiatives

Goal 1: Housing
- Education, awareness, and engagement for property owners on programs and available resources.
- Develop an education and awareness campaign that addresses community perceptions of homelessness.

Goal 2: Sustainable Infrastructure
- Educate the community on how to use the transit system, communicate improvement, and show the value proposition.
- Connect and educate the community on infrastructure resources and programs.
- Create an education program to help people understand how to support environmental initiatives.

Goal 3: Community Connection and Livability
- Conduct education and awareness campaigns on City services.
- Continue to use and evaluate new engagement platforms.
- Conduct education and engagement campaign to build awareness of existing park and recreation amenities, and opportunities.

Goal 4: Community Safety
- Continual engagement to inform data-based traffic safety improvements and necessary educational outreach.

Goal 5: Economy
- Connect and educate the community on partnerships, resources, and programs for economic development.

Goal 6: Adaptive Organization
- Educate and engage employees on Mankato's culture and the resources offered to employees.

Human Resources

BUDGET OVERVIEW

Overview

Services

- ➢ Recruitment/Staffing Management
- ➢ Organizational & Employee Development
- ➢ Compensation/Benefits Administration
- ➢ Employee Relations
- ➢ Union Contract Management
  - 8 union contracts
  - 6 – expire in 2026
    - 5-Public Safety
    - 1-Transit
  - 2 – expire in 2025 (Public Works)

Staffing

4.95 FTE (5% of HR Director is allocated to MN Valley Council of Govt.)

A Rainy Afternoon by Adleigh Nelson

2025 Review

- Organizational Development
  - Infuse (Organizational Onboarding Program)
    - For newer hired staff (April – August)
  - Thrive (Employee Development Series)
    - Supervisor nominated program
  - Leadership Series (All Supervisors)

- Recruitments
  - 22% Increase in the number of recruitments in 25 over 24

- Compensation/Benefits
  - Compensation Market Analysis
    - We are continuing to remain market competitive
  - Health Insurance strategy implementation
    - Changes to Health and RX Plan Administrator
  - Policy and process preparation for MN Paid Family Leave

- Labor Relations
  - Negotiation & implementation of 5 settled Public Safety contracts
  - Negotiations of 2 Public Works contracts

Day to Day Initiatives

Market Competitiveness
- Monitor recruitment activity and adjust sourcing strategies
- Review job postings and compensation ranges for competitiveness
- Track labor market trends and peer benchmarks
- Analyze turnover and exit data for emerging issues
- Support internal equity and salary placement decisions
- Review external and internal benefit utilization trends

Organizational Development
- Coach supervisors on performance and employee relations
- Develop and update training tools and development resources
- Gather and respond to employee feedback
- Support change management and communication

Employer of Choice
- Ensure positive, responsive employee service
- Maintain visibility across departments
- Support employee recognition and engagement efforts
- Promote transparent and accessible HR resources
- Monitor workplace culture indicators

Continuous Improvement
- Streamline HR processes and workflows
- Maintain accurate HR and payroll data and metrics
- Align daily work with organizational and strategic priorities

KPI	2022 Total	2023 Total	2024 Total	2025 Est
Recruitment				
Employees Separations (FT/PT)	39	52	52	55
Hired (FT/PT)	34	63	39	55
Seasonal/Interns/Temp/POC Hires	83	52	71	79
Applications Received (all positions)	1101	1213	1004	1599
Interviews Held (all positions)	317	360	222	359
Qualified applicants interviewed to total applications	35.6%	29.7%	22.1%	22.5%
Average FT/PT Candidates interviewed per hire	7.47	5.08	4.46	4.65
Average Time in Days to Hire	54.2	67.3	67.3	74
Orginzational Development				
Supervisor Trainings	12	13	1	12
Staff Development Trainings	15	9	10	33
Participants	519	392	241	1079
Average participant per training	19	18	22	24
Workplace Injuries				
Total First Report of Injuries	55	72	54	63

Financials

Category	2 YEAR BUDGET 2025 Budget	2026 Budget	2026 Proposed	2026 Approved to Proposed Change
Salaries & Benefits (5A)	$ 790,650	$ 816,926	$ 806,240	$ (10,686)
Supplies (5B)	$ 5,000	$ 5,000	$ 5,000	$ -
Other Services (5C)	$ 168,600	$ 169,600	$ 188,600	$ 19,000
Other Charges (5D)	$ 4,175	$ 4,175	$ 4,175	$ -
Insurance (5F)	$ 52,225	$ 52,225	$ 52,940	$ 715
TOTAL EXPENSES	**$ 1,020,650**	**$ 1,047,926**	**$ 1,056,955**	**$ 9,029**

Strategic Initiatives

- Adaptive Organization
  - Training and Career Development
    - Implementation of a Learning Management System (LMS), City branded “EmpowerU”
      - Online tool to create, deliver, track, and manage employee training. allows staff to access courses anytime, helps supervisors monitor completion and progress, and supports consistent, efficient training across the organization.
    - Implementation of the internal training course catalog

- Employee Recognition/Retention
  - Continuing being market competitive in salary/benefits
    - Ongoing market study & analysis
    - Monitor recruitment/retention efforts and changes

- Continuous Process Improvement
  - Streamline recruitment processes and reduce days to hire

Administrative Services

BUDGET OVERVIEW

Overview

Administrative Services

1 Director of Admin Services
1 Senior Management Analyst
1 Management Analyst
3 Total

Information Technology

1 IT Director
1 GIS Coordinator
2 GIS Technician
1 IT Training Coordinator
1 Sr Programmer
2 Sr. Network Tech
2 Network Techs
1 Business Analyst/Software Developer
1 IT Security Analyst
12 Total

311/Customer Service

1 Customer Service Supervisor
4 Customer Service Agents
2 Sr Customer Service Agents
7 Total

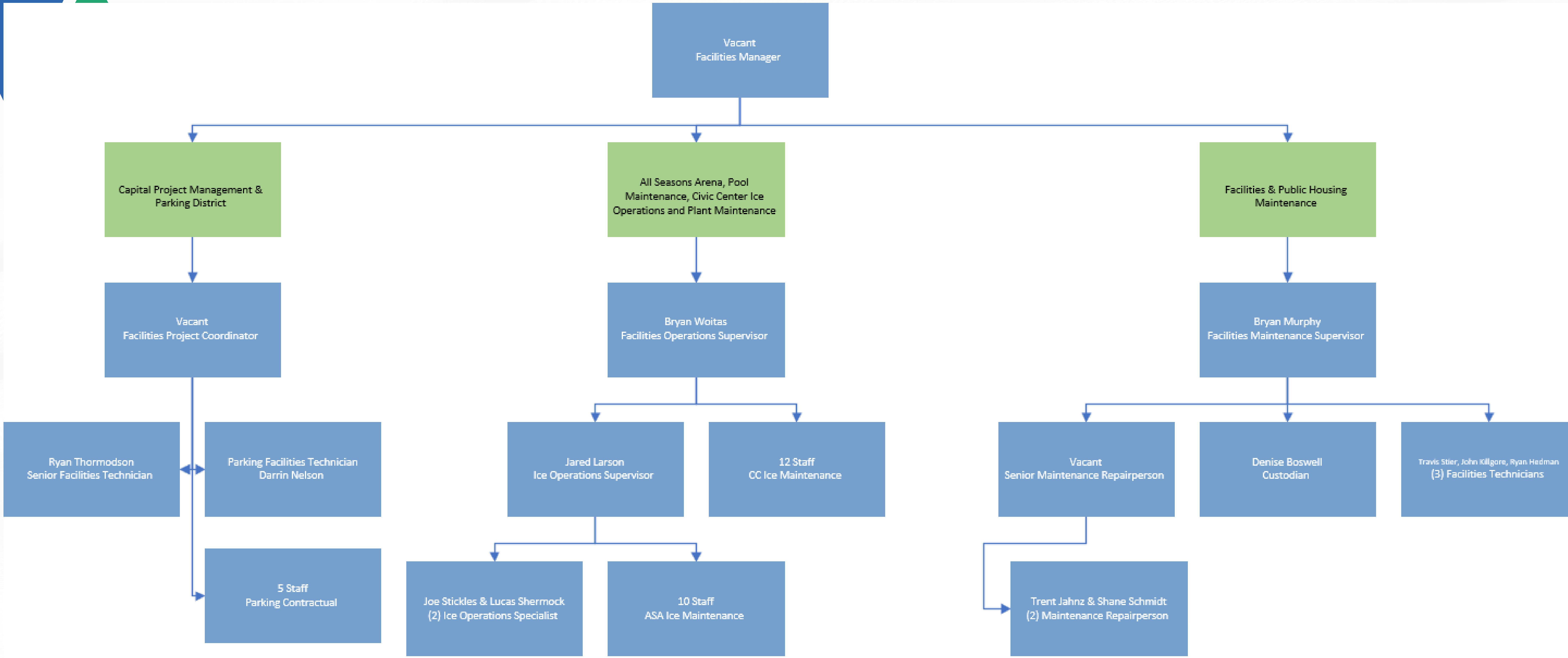
Facilities

1 Construction & Facilities Director
1 Facilities Project Coordinator
1 Facilities Coordinator
1 Sr. Facilities Tech
2 Facilities Tech
6 Total

Accounting

1 Associate Director
1 Senior Accountant
2 Accountant – II
3 Accountant – I
7 Total

Hubbard House by Cynthia Shirk



Vacant
Facilities Manager
Capital Project Management & Parking District
All Seasons Arena, Pool Maintenance, Civic Center Ice Operations and Plant Maintenance
Facilities & Public Housing Maintenance
Vacant
Facilities Project Coordinator
Bryan Woitas
Facilities Operations Supervisor
Bryan Murphy
Facilities Maintenance Supervisor
Ryan Thormodson
Senior Facilities Technician
Parking Facilities Technician
Darrin Nelson
5 Staff
Parking Contractual
Jared Larson
Ice Operations Supervisor
12 Staff
CC Ice Maintenance
Joe Stickles & Lucas Shermock
(2) Ice Operations Specialist
10 Staff
ASA Ice Maintenance
Vacant
Senior Maintenance Repairperson
Denise Boswell
Custodian
Travis Stier, John Killgore, Ryan Hedman
(3) Facilities Technicians
Trent Jahnz & Shane Schmidt
(2) Maintenance Repairperson

2025 Review

Finance

- Distinguished Budget Presentation Award
- Certificate of Achievement for Excellence in Financial Reporting
- All funds improved financial position (2024) and meet fund balance reserve targets
- Positioned to reaffirm Bond Rating : AA+

Information Technology (IT)

- Furthered organization cyber security campaign and insurance
- Furthering organization technology training efforts
  - Consistent, Effective and Sustainable
- Tyler Technology reference program participant

311

- 311 is on track to exceed 53,000 calls in 2025, with a yearly average of 21% transfer rate
- Implemented new speech analytic software
- Retention of 311 agents : National 311 average is 2 years compared to 4 years at City of Mankato

Facilities

- Actively managing 47 facilities related projects of which 33 are complete for 2025
- Completion of ASA Renovation Construction
- Completion of final Mayo Clinic Health System Event Center roof replacement phase.
- Public Works Center ADA parking lot improvements

2026 Strategic Initiatives

Finance

- Identification of Special Assessment software – implementation in 2027
  - (Goal 6: Invest in and leverage technology to support improved city processes)

Information Technology (IT)

- Implementation of Learning Management System
  - (Goal 6: Adaptive Organization: Allocate resources dedicated to process improvement and organizational sustainability)
- Increased budget allocation for system training and content
  - (Goal 6: Adaptive Organization: Allocate resources dedicated to process improvement and organizational sustainability)
- Cyber security tabletop exercise
  - (Goal 6: Adaptive Organization: Invest in and leverage technology to support and improve processes)

311

- Identification and initial implementation of Customer Relationship Management software platform
  - (Goal 6: Invest in and leverage technology to support improved city processes)

Facilities

- 27 total facilities capital projects
- Public Works Center Master Plan
  - (Goal 2: Sustainable Infrastructure: Mankato's infrastructure investment and Community enhancements are solid)

Financials

Category	2 YEAR BUDGET 2025 Budget	2 YEAR BUDGET 2026 Budget	2026 Proposed	2026 Approved to Proposed Change
Sales (4G)	$ 1,000	$ 1,000	$ 1,000	$ -
Charges for Services (4I)	$ 739,000	$ 741,500	$ 741,500	$ -
Investment Income (4K)	$ 50,000	$ 53,000	$ 50,000	$ (3,000)
Miscellaneous (4L)	$ 10,500	$ 10,500	$ 10,500	$ -
Rental Income (4M)	$ 167,067	$ 145,877	$ 167,270	$ 21,393
Interfund Transfer (4O)	$ 1,100,000	$ 1,180,000	$ 1,262,000	$ 82,000
Billings to Department (4R)	$ 102,200	$ 103,000	$ 103,000	$ -
TOTAL REVENUE	**$ 2,169,767**	**$ 2,234,877**	**$ 2,335,270**	**$ 100,393**
Salaries & Benefits (5A)	$ 3,895,725	$ 4,130,191	$ 4,260,063	$ 129,872
Supplies (5B)	$ 315,750	$ 317,250	$ 307,250	$ (10,000)
Other Services (5C)	$ 876,660	$ 886,560	$ 936,207	$ 49,647
Other Charges (5D)	$ 1,430,257	$ 1,410,458	$ 1,688,708	$ 278,250
Vehicle Operations (5E)	$ 72,847	$ 72,847	$ 97,787	$ 24,940
Insurance (5F)	$ 110,100	$ 114,100	$ 117,425	$ 3,325
Utilities (5G)	$ 274,150	$ 281,500	$ 281,500	$ -
Transfers Out (5M)	$ 632,347	$ 841,606	$ 845,606	$ 4,000
TOTAL EXPENSES	**$ 7,607,836**	**$ 8,054,512**	**$ 8,534,546**	**$ 480,034**

2026 Capital Expenditures

Facilities	Cost
Caledonia Community Center – Facility Audit	$30,000
Parks Restroom Maintenance	$50,000
Public Works Center – Floor Grate Repairs	$50,000
Public Works Center – Master Planning Design	$100,000
Public Works Center – Welding Bay Exhaust & Tool Replacement	$300,000

Intergovernmental Center	Cost
Intergovernmental Center –Remodel	$265,000
Intergovernmental Center- Building Exterior Cleaning & Repairs	$30,000

Information Technology	Cost
Conference Room Technology	$40,000
Fiber Communications Infrastructure Expansion & Maintenance	$106,000
IT Security Solutions	$20,000
Network Equipment Upgrades	$25,000
Security Access Control System Upgrades & Expansion	$95,000
Security Camera System Upgrades & Expansion	$96,000
Server Virtualization Upgrades	$25,000
Video Storage Solution	$135,000
VoIP Phone System & 311 Call Center Upgrades	$25,000

Central Garage

BUDGET OVERVIEW

Day to Day Initiatives

- Staffing
  - 1 Superintendent
  - 1 Supervisor
  - 1 Lead Heavy Equipment Tech
  - 3 Heavy Equipment Techs
  - 1 Parts Tech

- 395 pieces of rolling stock

Service Area	Performance Indicator	2022	2023	2024	2025 Est	2026 Est
Garage	Emergency Repairs %	2.6%	2.5%	2.2%	3.0%	3.0%
Garage	Unscheduled Maintenance	13.3%	12.2%	9.1%	10.9%	10.9%
Garage	Operational Readiness	93.9%	93.8%	96.7%	95.0%	95.0%

Financials

Category	2 YEAR BUDGET 2025 Budget	 2026 Budget	2026 Proposed	2026 Approved to Proposed Change
Investment Income (4K)	$ 10,000	$ 10,000	$ 10,000	$ -
Miscellaneous (4L)	$ 20,000	$ 20,000	$ 20,000	$ -
Interfund Transfer (4O)	$ 223,753	$ 163,541	$ 224,014	$ 60,473
Billings to Department (4R)	$ 3,919,515	$ 4,094,785	$ 4,094,353	$ (432)
TOTAL REVENUE	**$ 4,173,268**	**$ 4,288,326**	**$ 4,348,367**	**$ 60,041**
Salaries & Benefits (5A)	$ 1,046,757	$ 1,106,760	$ 1,120,965	$ 14,205
Supplies (5B)	$ 1,998,800	$ 2,015,800	$ 2,017,450	$ 1,650
Other Services (5C)	$ 28,050	$ 28,050	$ 39,750	$ 11,700
Other Charges (5D)	$ 476,836	$ 506,763	$ 509,901	$ 3,138
Vehicle Operations (5E)	$ 40,668	$ 36,527	$ 64,805	$ 28,278
Insurance (5F)	$ 112,700	$ 113,700	$ 114,770	$ 1,070
Transfers Out (5M)	$ 469,457	$ 480,726	$ 480,726	$ -
TOTAL EXPENSES	**$ 4,173,268**	**$ 4,288,326**	**$ 4,348,367**	**$ 60,041**

2026 Vehicle Replacements

Vehicles	Department
Replacement Vehicles	
3 Buses	Transit
3	Public Safety
5	Utilities
9	Parks, Grounds, Recreation
2	Airport Operations
1	Street Traffic Control
2	Central Garage Operations
1	Mankato EDA Housing
26	Total Replacements
New Vehicles	
1	Facilities
27 Total Vehicles	

Council - Manager

BUDGET OVERVIEW

Overview

- Professional management of the day-to-day operations of the City
- Preparation of annual budget
- Chief spokesperson for the City
- Contract and Hiring Authority
- Filing and preservation of all contracts, bonds, deeds, easements, and other official documents
- Official codification of City Ordinances
- Serve as Liaisons or Board Members to:
  - Greater Mankato Growth
  - Visit Mankato
  - REDA
  - All Seasons Arena Board
  - Coalition of Greater Minnesota Cities
  - Southwest Minnesota Mayo Clinic Health System Regional Board of Directors
  - Diversity Council
  - City/University Advisory Committee
- Implementation of the 5 – year Strategic Plan
- Staffing
  - 7 Mayor/City Council Members
  - 1 City Manager
  - 1 City Clerk
  - 1 Deputy City Clerk

Financials

Category	2 Year Budget 2025 Approved	2026 Approved	2026 Proposed	2026 Approved to Proposed Change
Charges for Services	$ 9,175,000	$ 9,817,250	$ 10,069,824	$ 252,574
Fines & Forfeitures	$ 200,000	$ 205,000	$ 205,000	$ -
Miscellaneous	$ 3,000	$ 3,000	$ 3,000	$ -
TOTAL REVENUE	**$ 9,378,000**	**$ 10,025,250**	**$ 10,277,824**	**$ 252,574**
Salaries & Benefits	$ 988,580	$ 1,038,172	$ 1,070,169	$ 31,997
Supplies	$ 6,750	$ 6,750	$ 6,750	$ -
Other Services	$ 833,329	$ 834,709	$ 874,709	$ 40,000
Other Charges	$ 336,170	$ 336,170	$ 336,170	$ -
Insurance	$ 10,500	$ 10,500	$ 11,215	$ 715
Transfers Out	$ 139,203	$ 150,750	$ 116,324	$ (34,426)
TOTAL EXPENSES	**$ 2,314,532**	**$ 2,377,051**	**$ 2,415,337**	**$ 38,286**

Environmental Initiatives (not all inclusive)

- **Goal 2: Sustainable Infrastructure**
  - Develop a climate action plan and prioritize the initiatives – COMPLETE
  - WRRF Influent VFD replacement
  - WRRF Blower Replacement with turbo blowers
  - IGC – Rooftop HVAC Units - replacement
  - Parks restroom maintenance
  - Bus Stop Improvement Project – Planning & Design
  - 5-year transit development plan
  - Allocation of dollars for downtown vehicle charging station
  - Reverse osmosis water capital pilot
- **Goal 3: Community Connection and Livability**
  - New website
- **Climate Action Plan Recommendations**
  - Seek opportunities to provide bike parking in common destination areas
    - Bike racks
  - Development of emergency plans to ensure critical facilities continue to provide critical services during and after extreme weather events
    - Deep well emergency connection
- **Other Items included in budget:**
  - All computers, faxes and copiers are on a replacement schedule to ensure energy efficiency
  - All electronics, ink, toner cartridges and batteries are recycled
  - Implemented energy management software for high use facilities
  - 2 HEV's, 2 PHEV's, 22 fully electric pieces of equipment (4 Zambonis, 9 utility vehicles, 5 scissor lifts, 4 message boards) – operational maintenance
  - Recycled aggregate and pavement used whenever possible
  - Street sweeping and leaf pick up program
  - LED streetlights and signals
  - Stormwater and sewer system camera inspections to detect leaks and illegal discharges
  - Watermain leak detection program
  - High quality recycled water used for park watering, MEC cooling water, and local contractor use
  - Continuation of Emerald Ash Borer
  - Continued Lobbying efforts for pursuit of Southeast Water Quality Project & preserving Mount Simon Hinckley Aquifer

Next Step

December
1st

Budget Hearing-Truth in Taxation & Adoption of Final 2026 Payable Property Tax Levy and FY2026 Budget