



AGENDA

**City Council Work Session
Monday, November 24, 2025
Mankato Room
(following the Regular Meeting at 6 p.m.)**

1. Community Partnership Annual Reports from:
 - Southern MN Initiative Foundation
 - Greater Mankato Diversity Council
 - Twin Rivers Council for the Arts
2. Review of 2026 Budget and Proposed Tax Levy.
3. Adjournment

City Council Work Session

1.

Meeting Date: 11/24/2025

Title: Community Partnership Annual Reports

Submitted By: Renae Kopischke, City Clerk

Agenda Item:

Community Partnership Annual Reports from:

- Southern MN Initiative Foundation
 - Greater Mankato Diversity Council
 - Twin Rivers Council for the Arts
-

Attachments

Southern MN Initiative Foundation

Greater Mankato Diversity Council

Twin Rivers Council for the Arts



SOUTHERN MINNESOTA INITIATIVE FOUNDATION



2026 Funding Request: City of Mankato

The City of Mankato's generous contribution supports SMIF's overall mission which includes impacting programming for entrepreneurs, child care professionals, and community vitality efforts in Mankato and throughout our 20 county region. Cities and counties account for our largest segment of donors, representing one third of our local support. Other areas of support include local businesses, individuals and state funding.

In the past two years, SMIF has invested over \$950,000 back into Blue Earth county. For every dollar raised locally, we invest \$14 back into your communities.

Operating budget for 2025: \$6,050,000
City of Mankato contribution: \$10,000

In 2026, we will continue to follow our strategic plan, which includes focusing on making an impact in Mankato. Our plan strives to serve your local entrepreneurs through lending and technical assistance. We will support local child care professionals by providing access to free, continuing education, credit approved trainings and technical assistance. We also support Mankato by providing grants in these areas. Our goal is to partner with you to keep Mankato and the region a wonderful, growing and thriving place to live, work, and raise a family.





SOUTHERN MINNESOTA INITIATIVE FOUNDATION

SMIF activity in Mankato in the past two years

Early Childhood Support:

- Children's Museum of S MN, Early Childhood Wrap Around Grant, \$14,500
- YWCA Mankato, Early Childhood Wrap Around Grant, \$20,000
- Mankato Area Public Schools, Early Childhood Wrap Around Grant, \$20,000
- Children's Museum of S MN, Early Literacy Grant, 500 books (\$9,975)
- MVAC Head Start, Early Literacy Grant, 675 books (\$13,470)
- Children's Museum S MN, Early Care & Education Grant, (\$11,749)
- YWCA Mankato, Early Care & Education Grant, \$10,000
- MVAC Head Start, Early Literacy Grant, 675 books (50 in Spanish) (\$13,500)
- MVAC, Early Care & Education Grant, \$20,000
- YWCA Mankato, Early Care & Education Grant, \$20,000
- Mankato Area Public Schools, Early Care & Education Grant, \$15,000
- Good Council Learning Center, Early Literacy Grant, 110 books (10 in Spanish) (\$2,200)
- Mankato Kiwanis Foundation, Early Literacy Grant, 4,100 books (100 in Spanish) (\$82,000)
- Mankato Area Public Schools Community Ed, Early Literacy Grant, 120 books (20 in Spanish) (\$2,400)
- MVAC, Early Literacy Grant, 425 books (25 in Spanish) (\$8,500)

Entrepreneur Support:

- MN Council of Churches Refugee Support, Inclusive & Equitable Grant, \$20,000
 - Region 9 Dev. Commission, Grow a Farmer Grant, \$25,000
 - Loan activity: Mankato Pickle Barn, Pippi Lane Boutique, Nick's Car Care, totaling \$408,000
- Prosperity Initiative Clients: Guadalupe Quintero, Minnie Albadry, Raul Hi





Southern
Minnesota
Initiative
Foundation

SMIF's investments and partnerships in

Blue Earth County since 1986

Southern Minnesota Initiative Foundation (SMIF) is a regional development and philanthropic organization that fosters economic and community vitality in southern Minnesota through a culture of collaboration and partnership. Serving 20 counties which includes 175 communities and one Native nation.

For every donation
from Blue Earth
County of

\$1 → **\$14** is invested back into
Blue Earth
communities.*

**Includes grants, loans & programming*



63 Loans

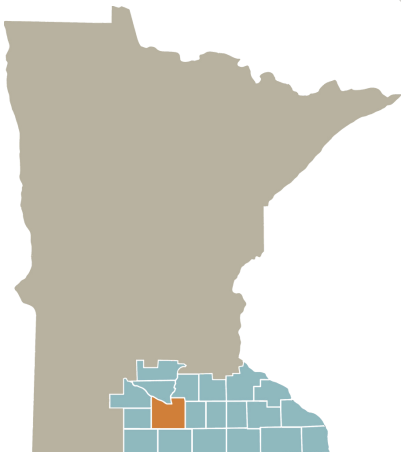
to support entrepreneurs

729 Grants

to support community projects

\$24.2 Million

invested by SMIF in Blue Earth County
through grants, loans and programming



Questions?

Alissa Oeltjenbruns

Vice President of Philanthropy &
Community Vitality

507-475-3056

alisso@smifoundation.org



Check out SMIF's recent activity in your county



SMIF's Recent Activity in Blue Earth County

Early Childhood Spotlight



\$10,000 Early Care and Education Grant to YWCA Mankato

"The support we receive from SMIF plays a vital role in providing transportation for our families to our monthly group connections. These gatherings not only allow parents to engage with their children but also provide a space for parent education and building relationships with others."

–Kristina Spidahl, program manager at YWCA Mankato

Other recent activity:

- 4000 English and 100 Spanish books awarded to Mankato Kiwanis Foundation
- Five child care providers from Mankato, Mapleton and Lake Crystal received free business support

Entrepreneurship Spotlight



Loan client: Picklebarn (Mankato)

"Pickleball is a sport that can be enjoyed by anyone, regardless of age or athletic background. This is what makes it so appealing to people in many different walks of life. Not to mention how fun it is to play! After about 14 months of planning, a year of construction and many prayers, the Picklebarn was open for business!"

–Sidney Elofson, co-owner

Other recent activity:

- Prosperity Initiative clients: Arte En Plata, JJS Beauty Supply, MN Mobile Garage Door Services of Mankato
- \$20,000 to Mapleton's Rural Entrepreneurial Venture

Community Vitality Spotlight



\$15,600 Taylor Grant to the City of Lake Crystal

"The [Lake Crystal Historical Society] wants to help people connect to the past by collecting, preserving and sharing the history of the area. The funds will help upgrade and remodel space in a historic downtown building to be used as a museum that will provide an interactive historical experience to the public."

–Angela Grafstrom, city administrator

Other recent activity:

- SMIF serves as the fiscal host for Eagle Lake Community Foundation, Madison Lake Community Foundation and Mapleton Area Foundation
- \$10,000 Small Town Grant to St. Clair Public School District

1,297

Children
Supported

159

Entrepreneurs
Supported

May, 2025

Susan Arntz
City of Mankato
10 Civic Center Plz
PO Box 3368
Mankato, MN 56002-3368

Dear Ms. Arntz and City Council,

Southern Minnesota Initiative Foundation (SMIF) has been working with our region since 1986 to vitalize both economies and community vitality. Through partnering and collaboration, SMIF focuses on three key areas: entrepreneurship, community vitality and Early Childhood development.

SMIF's Prosperity Initiative (PI) program gives entrepreneurs from traditionally underserved populations extra coaching, and technical assistance, as well as access to a supportive peer group. One of PI's new members, Wren Writing, is an all-in-one software for authors that provides tools from formatting to writing and everything in between. The support they received through the PI program positioned Wren Writing to become one of Ignite Cup's 2025 finalists, as well as winning the Busy Baby First Step Award. SMIF is proud to partner with IgniteMN on the Ignite Cup, a regional pitch competition that was created to elevate entrepreneurs and emerging startups as a feeder to the statewide MN Cup competition. In winning, Wren Writing received prize money and regional recognition that will help them take their business to the next level.



To give these kinds of opportunities to entrepreneurs, SMIF relies on funding from donors, including a large portion of funding from cities and counties. The Prosperity Initiative is just one of many ways we put your gifts to good use. Enclosed you will find a fact sheet that illustrates what SMIF has been doing in your area. You will notice that for every dollar donated, SMIF invest \$14 back into your county. ***Thank you so much for your recent gift of \$10,000.00 on 1/24/2025. Would you consider an increased donation of 5% for your 2026 gift, bringing your contribution to \$10,500.00 for 2026?***

We are enormously thankful for your support.

Sincerely,

Benya Krause
President and CEO
cc: Jamila Ibrahim, Board Member; Angel Uribe, Board Member



2024-25 Annual report to City of Mankato

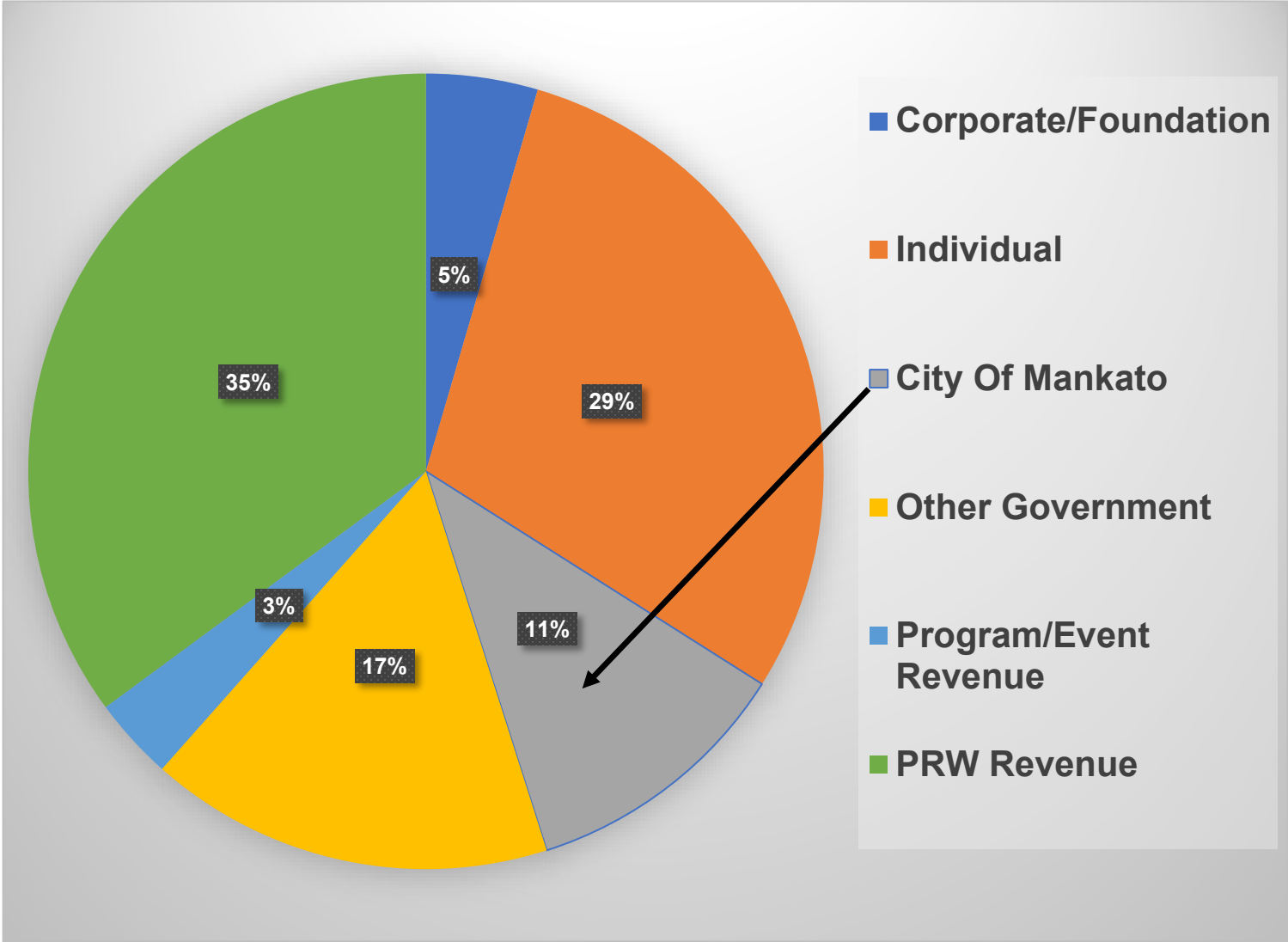
This presentation is an attempt to answer the following questions :

- What percentage of overall revenue does city funding represent, and what are your other funding sources?
- Are partnership dollars funding all or part of a position or specific programming?
- What percentage of funding does the city support represent concerning the outcomes delivered by your services?
- What would go undone if funding was decreased or be enhanced if funding was increased?
- What have you been able to accomplish with the 2024-25 funding provided, and what are you anticipating in your program of work for 2025-26?

2024-25 Revenue

Revenues	2024-25
Corporate & foundation grants	\$ 6,435.31
Individuals	\$ 41,725.00
City of Mankato	\$ 15,750
Other Government	\$ 23,333.34
Grants	\$ 0
Services Revenue	\$ 0
Program/Event Revenue	\$ 4,751.74
PRW Revenue	\$ 49,750
Total Revenues	\$ 141,745.39

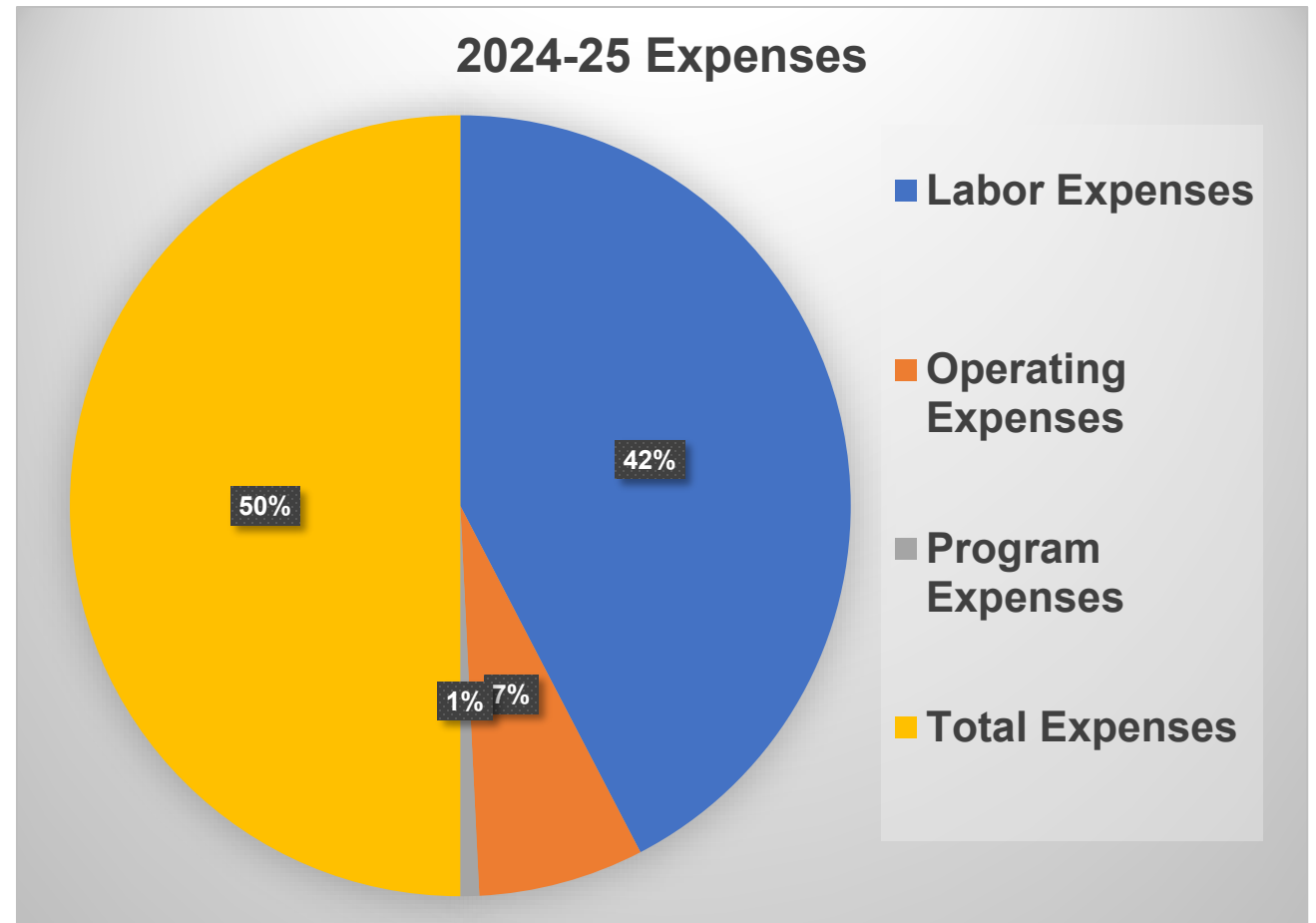
*Juneteenth revenue for June 2025 came in after June 30, 2025



In 2024-25, the City of Mankato’s contribution to GMDC was \$15,750, which is 11% of total revenues. Primary other funding sources: ISD77, Blue Earth County, MSU, SCC, United Way.

2024-25 Expenses

	2024-25
Labor Expenses	\$ 99,140.78
Operating Expenses	\$ 16,047.34
Program Expenses	\$ 1,815.68
Total expenses	\$ 117,003.80



A large portion, 50%, of the expenses is labor-related. No donor specifies how their donation should be spent.

Events and projects GMDC was involved in

- MLK event
- Juneteenth
- South Central Minnesota Pride
- Indigenous People's Day
- Day of the Dead
- Mankato Flavored Tobacco Coalition
- Mapping Prejudice project

The training we offer (for adults and organizations)

DEI Series

- Implicit Bias
- Diversity 101
- Cultural Competency
- Inclusive Initiatives

Special topic series

- Biology of Race
- Science of Diversity
- Inclusive Hiring of Diverse Employees

Diversey, Equity, & Inclusion training/presentation

- MSSA (Minnesota Social Services Association)
- OERG/MSU
- History Department/ MSU

Promoting Respect Workshop (K-12 program)

2024-25:

- PRW updated in accordance with Minnesota Education standards. K-5th grade, and administered.

2025-26:

- PRW has resumed. 6th to 12th Grade is back in ISD-77, with new curriculum.

Lastly: GMDC in transition

Staff changes:

- New Education Director, Samantha Maranelle, started on November 2024 in a part time capacity.
- A new office administrator was hired at a part time capacity (10 hours/week). sighting funding capacity.

GMDC's Purpose:

- GMDC differentiates itself from these organizations.
 1. We address not only race but also every aspect of diversity (disability, bullying, race, ethnicity, immigration/refugee, gender, LGBTQ, privilege, religion, class, appearance/body image, etc.)
 2. We focus on both youth and adults.
 3. Rather than emotionally charged education, we focus on fact-based and science-based training/presentation.

City of Mankato and GMDC

- The city of Mankato's funding accounts for approximately 11% of the total revenue of GMDC.
- It is not specified for any program.
- Therefore, the city of Mankato supports 11% of what GMDC does.
- As you have seen, we have been involved in many projects. We intend to expand our operations by increasing our collaboration network with other organizations, expanding our geographic range, expanding our program/event offerings, and improving the quality of existing projects/events.
- In 2025-26, the Promoting Respect workshop has resumed in the K-12. These require more funding than the previous two years.
- The City of Mankato's support is indispensable in this prospect. We can explore these potential expansion ideas if you increase the funding. If you decrease the funding, we will not be able to offer all that we currently offer.
- The city of Mankato is committed to diversity, equity, and inclusion, as shown on its website. The City and GMDC have been close partners since GMDC's inception. GMDC is honored and excited to continue our collaboration for many years to come.



City of Mankato 11.24.25

[TWINRIVERSARTS.ORG](https://twinriversarts.org)



OUR MISSION

Twin Rivers' mission is to create an environment that:

- supports **creatives**
- educates the **community** on the value of the creative sector
- integrates **the arts** into the fabric of our lives

TWINRIVERSARTS.ORG



WHAT WE DO

- **Connect artists with opportunities** in Greater Mankato and surrounding markets.
- Build and provide **impactful programming and experiences**.
- Strive to **expand the public perception of art to encompass all creative expressions** such as the literary arts, culinary arts, performative arts, etc.
- Work to **provide programming** to meet the needs and interests of the community and the **different fields of the creative sector**.
- Provide **outreach efforts** to improve accessibility of creative opportunities to **community members of all backgrounds and experiences**.
- Nurture a collaborative community for the arts through **engagement and communication with the arts organizations** of Greater Mankato.



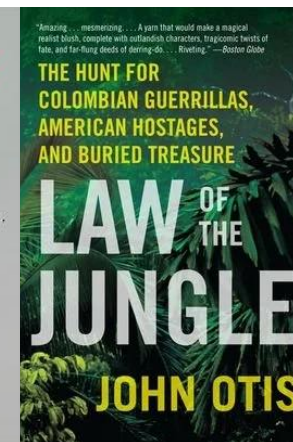
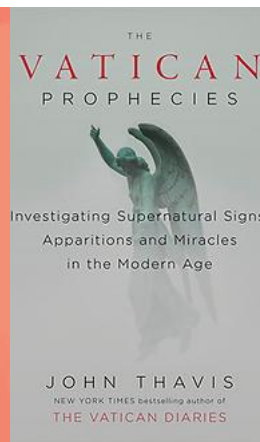


ARTS PROGRAMMING

BEST IN ART

- Open to artists of all disciplines.
- Three artists showcase their work at each event.
- Guests vote for which artist will receive the \$1,000 prize. All artists are stipend
- Three events planned for 2026.
- Held three open to the public events
- Hosted nine artists.
- Awarded \$3,000 to winners.
- Distributed \$2,250 in artist stipends.

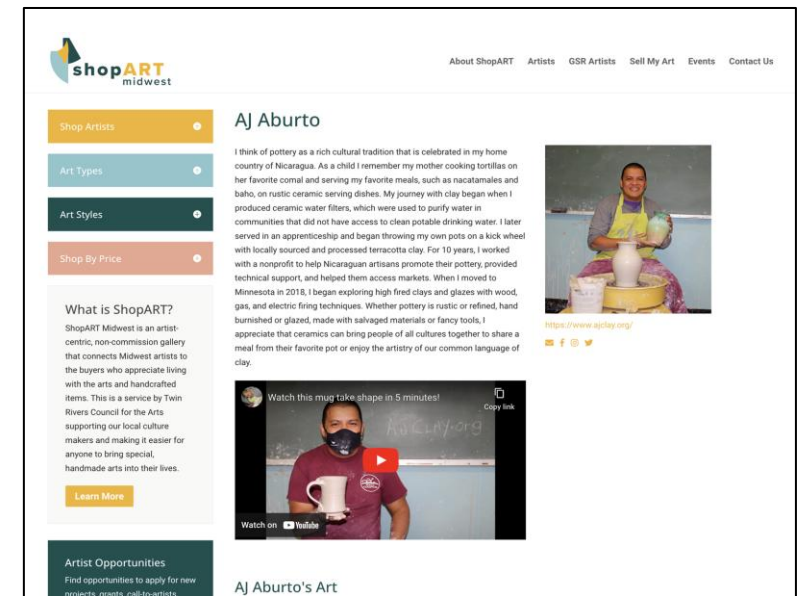
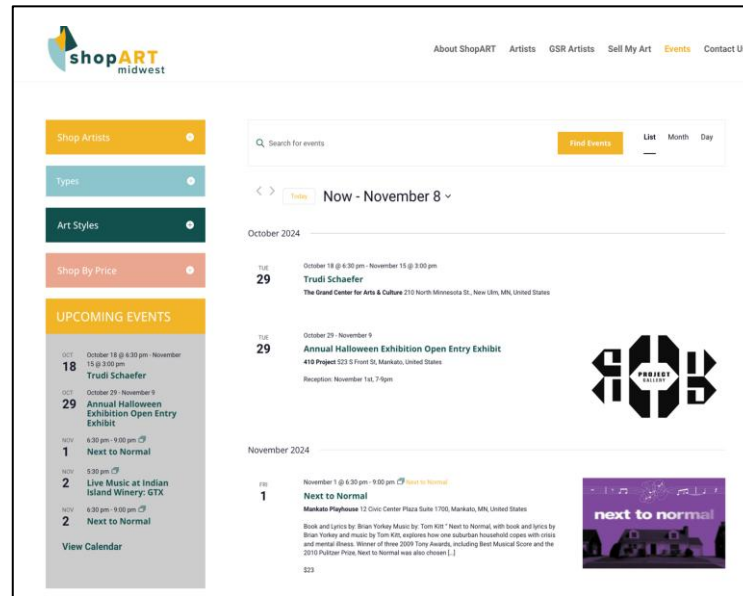
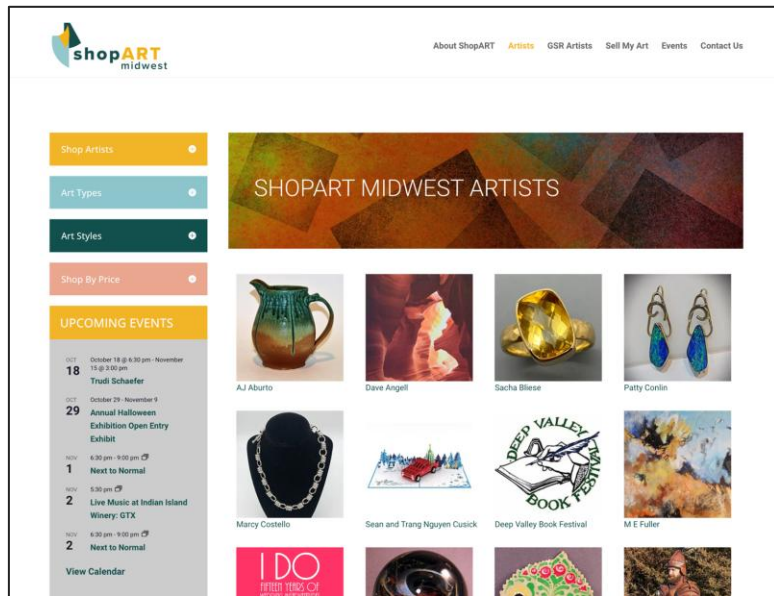
[TWINRIVERSARTS.ORG](https://twinriversarts.org)



ARTS PROGRAMMING

TWIN RIVERS WRITERS SERIES

- New program launched in 2025 with six open to the public events.
- Hosted four national authors. Two who were native to Mankato.
- Supported by private and grant funding.
- Six events are planned for 2026.



ARTS PROGRAMMING

SHOPART MIDWEST

- Non-commission, online sales platform connecting artists with customers.
- Features calendar of regional arts and cultural events.
- Provides information to arts on grants, call to artists and commission opportunities.

ARTS PROGRAMMING

CREATIVE CONNECTIONS

- Monthly art activation event that features an artist with their work at a business.
- Business hosts are supporters of our creative community and share their story connecting with the arts.
- Networking opportunity business community and creatives.



**TWIN RIVERS
CREATIVE
CONNECTIONS**
TUESDAY, 9.16.25, 5:30-7:00 PM
AT MOM & POP'S

ART INSTALLATION BY CASEY EK
UNVEILING + EXPLORATION OF MOM &
POP'S CONNECTION WITH THE ARTS +
NETWORKING



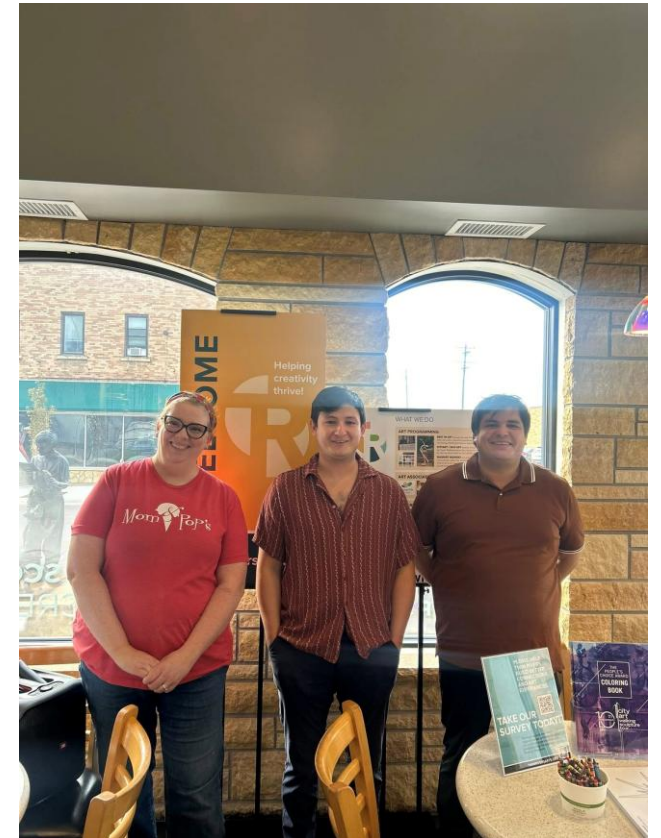
**TWIN RIVERS
CREATIVE
CONNECTIONS**
TUESDAY, 10.21.25, 5:30-7:00 PM
AT WOODEN SPOON

ENJOY ART BY JESSICA PETERS
AND EXPLORE WOODEN SPOON'S
CONNECTION WITH THE ARTS
PLUS NETWORKING



**TWIN RIVERS
CREATIVE
CONNECTIONS**
TUESDAY, 11.18.25, 5:30-7:00 PM
AT RIVER HILLS MALL - LEFT SIDE OF FOOD COURT

ENJOY A NEW COLLAGE BY JAMES MACKEY
AND EXPLORE RIVER HILLS MALL'S
CONNECTION WITH THE ARTS
PLUS NETWORKING





ARTS PROGRAMMING

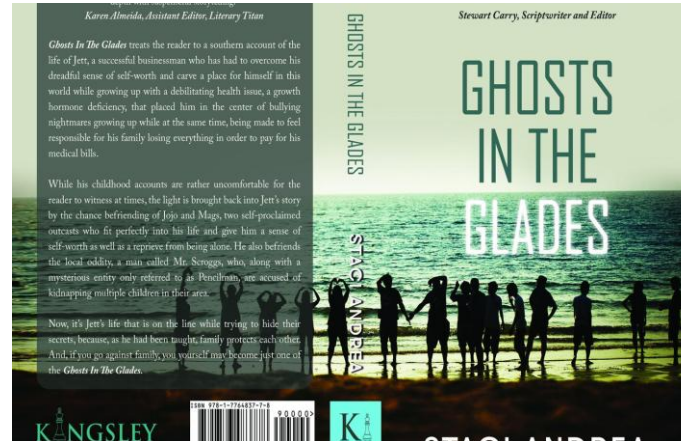
CITYART MANKATO initiatives include CityArt Walking Sculpture Tour, CityArt on the Go, the City Center Public Art Tour and Silo Art.

- Hosted 32 sculptures from across the country in 2025.
- Will distribute \$15,000+ in awards and purchases to artists for 2024-25 tour.
- Full ownership of the program and its assets will be transferred to Twin Rivers on 1.1.26.
- Change in ownership model allows for CityArt to expand beyond the City Center boundaries and public art programming to grow in other areas of the City.



ARTS PROGRAMMING

PUBLIC ART TOUR is a curated digital catalog of the public art in Greater Mankato, with information on each piece, the artists and where to find the art around town. This platform will give the community and its visitors broader access to the art that enriches the Mankato area, and a better understanding of its history and artists.



ANNUAL EVENTS

TWIN RIVERS ARTS FESTIVAL – 11.29.25-11.30.25

- Southern Minnesota's only juried arts festival in its 24th year.
- 80+ artists, authors and 1,200 visitors.
- Non-commission festival – all proceeds go directly to the artists and authors.
- Supports Shop Small/Local initiative.



ANNUAL EVENTS

ART IN THE GARDEN

- Celebrates all types of creativity and art featuring interactive and experiential elements for any age.
- Activates an underutilized green space – Hubbard House Gardens.
- Serves as an annual fundraiser for Twin Rivers.
- Growth opportunities include expansion of TR Arts Festival over a summer weekend.

[TWINRIVERSARTS.ORG](https://twinriversarts.org)





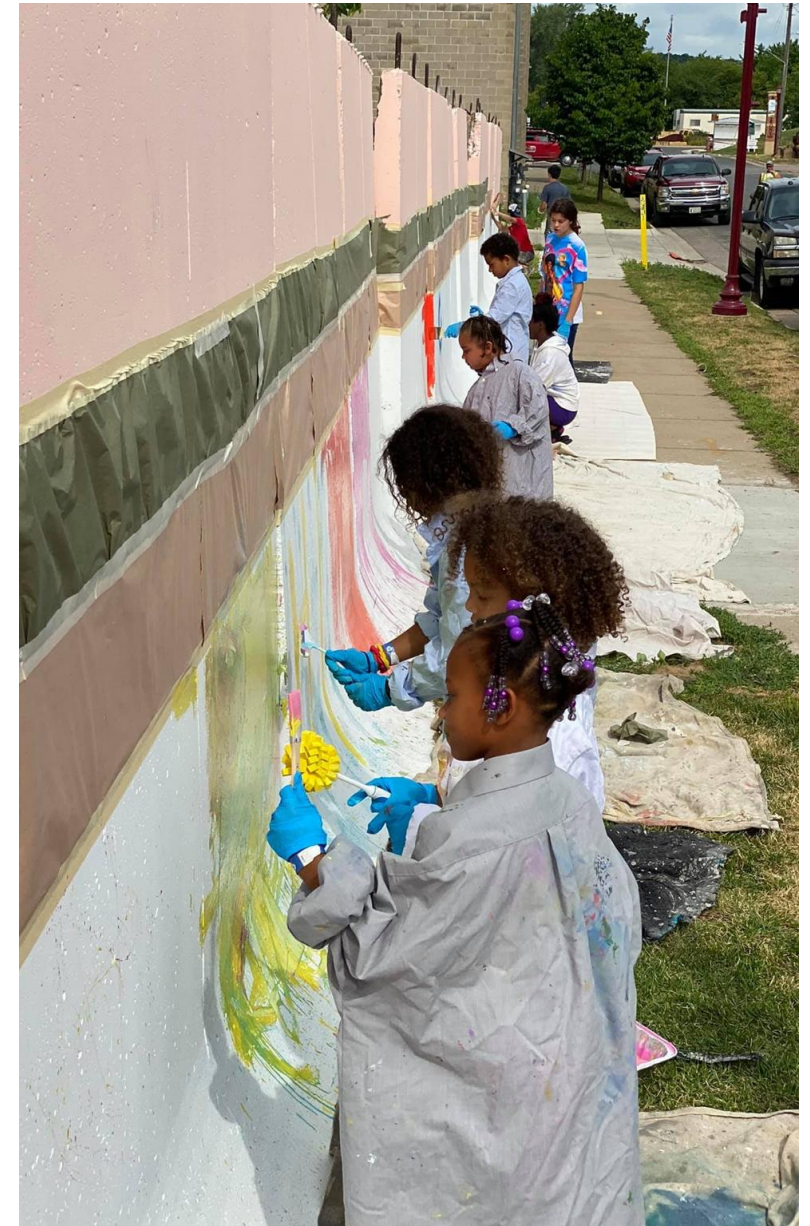
HELPING CREATIVITY THRIVE

ARTS COUNCIL Twin Rivers serves as the arts council for Mankato. In that role, it collaborates with city officials to ensure art is considered in planning, a structured process for art project development is in place and individuals and businesses have support in making their ideas become reality.

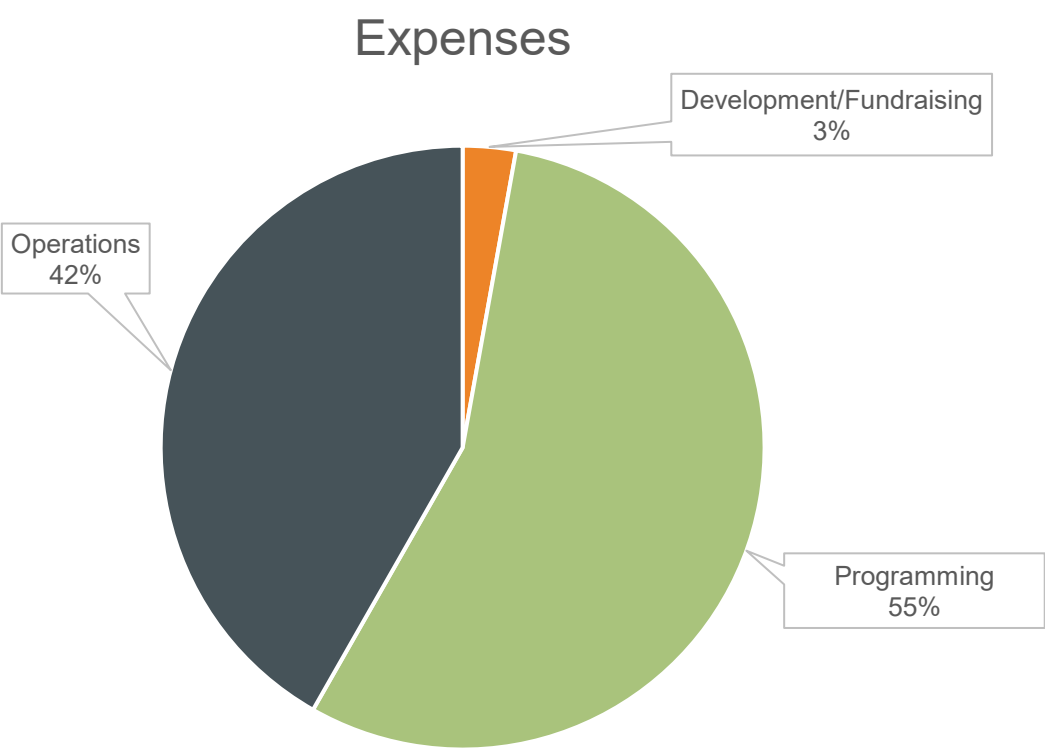
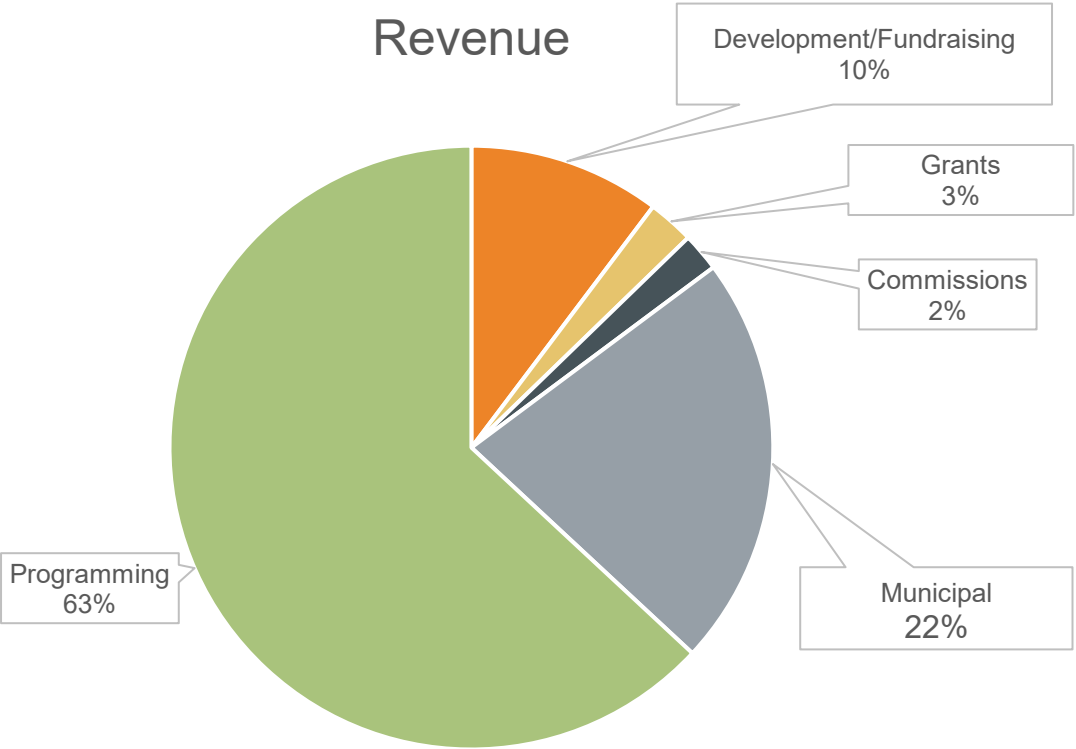
HELPING CREATIVITY THRIVE

Twin Rivers provides additional impact by actively seeking opportunities to support Mankato's vibrant creative community, with the understanding art enriches our culture and economy. Additional programs and initiatives:

- Fiscal agent for emerging art organizations/projects.
- Facilitate commissioning of public and private art.
- Provide resources to connect artists and the community.



2026 Budget





AGENDA RECOMMENDATION

City Council Work Session

2.

Meeting Date: 11/24/2025

Agenda Item:

Review of 2026 Budget and Proposed Tax Levy.

Recommendation/Action(s):

Summary:

Discussion Only.

Attachments

Presentation

2026 Budget Overview

Internal Services Funds

City of
MANKATO



Leading the way...

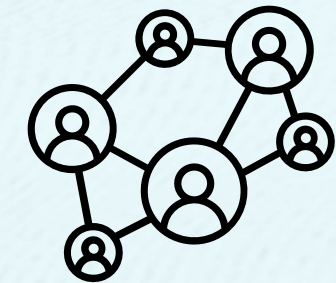
Internal Services Funds



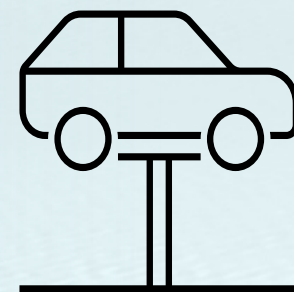
Council / Manager
• Legal



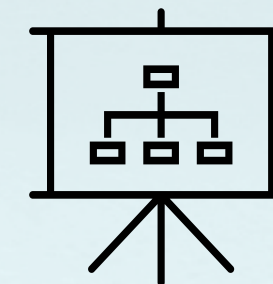
Community Engagement
& Public Information



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



2025 Review



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!

Balcerzak Drive Corridor Study Open House

SEPT. 30 | 4-6:30 P.M.
AT FIRE STATION #3

Scan the QR code to learn more



PRIORITY #2 SOUTHEAST WATER QUALITY PROJECT

TOTAL COST: \$13,500,000
City of Mankato seeks \$6,750,000 (50% of total project cost)

PROJECT OVERVIEW
The Southeast Water Quality Project is designed to address long-standing water quality challenges within the Southeast watershed. By reducing discharges of sediment and nutrients—such as nitrogen and phosphorus—into the Minnesota River, the project will improve water quality and environmental health. Planned regional ponding in rural minor watersheds will also help manage stormwater by reducing uncontrolled peak flows into City systems.

PROJECT RATIONALE
Mankato has a history of surface flooding caused by heavy rainfall, increased impervious surfaces, and agricultural runoff. In June 2024, severe rain events underscored the urgency of this project, resulting in widespread flooding, overrun holding ponds, landslides, and flooded basements. The project has the potential to mitigate future events by:

- Reducing erosion
- Protecting local homeowners
- Limiting impact on downstream environments and communities

Source	Budget
State (50%)	\$6,750,000
Local (50%)	\$6,750,000
Total Funding	\$13,500,000

CONTACT:
Susan Amis, City Manager
samis@mankatomn.gov
507-508-2378

PRIORITY #1 MANKATO REGIONAL AIRPORT AIR TRAFFIC CONTROL TOWER

TOTAL COST: \$25,302,000
City of Mankato seeks \$12,651,000 (5% of total project cost)

The Mankato Regional Airport (MKT) is the **second busiest airport in Minnesota** after Minneapolis–Saint Paul International (MSP), with more than 126,000 operations annually.

With heavy traffic from business aviation, medical flights, and Minnesota State University – Mankato's aviation program – an air traffic control tower would play a critical role in ensuring the safety of all users.

CONTACT:
10 Civic Center Plaza | PO Box 3168 | Mankato, MN 56002
mankatomn.gov

KATO GO PLAY

AVAILABLE JUNE 9 – AUGUST 15
10 a.m. to 5 p.m.
Monday through Friday

BUS FARE PRICING AND ROUTES

- Free for 18-years-old and under.
- Adults fares are \$2 for a one-way ride or \$4 for a round-trip ride.
- A flex pass can be purchased: \$20 for 11 rides.

View bus pass pricing and other bus routes: mankatomn.gov/transit

SCHEDULE A RIDE
Advanced reservations required for next day service. Call 311 or 507-387-8600 to schedule as early as possible.

Need to cancel? At least one-hour advance notice required.
311 or 507-387-8600 | mankatomn.gov

DESTINATIONS

Mankato

- Blue Earth County Library
- Children's Museum (Adult needed for admission)
- Chelsey Skate Park/Joycee Park
- Franklin Elementary
- Hinker Pond
- Intersection of E. Main and Kennedy streets (Thomas Park, East High School and Kennedy Elementary)
- Madison East Center
- MYPlace
- Prairie Winds Middle School
- Rosa Parks Elementary
- River Hills Mall Theater
- Washington Park
- Alexander Park
- West Mankato Park

North Mankato

- Lion's Park
- Peacepipe Park
- Sibley Park
- Tourtellotte Park
- Washington Elementary
- West High School
- Wow Zone
- YMCA
- ASA Arena
- The Pond on Madison

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

mankatomn.gov/commercial-rehab-program

SHARE YOUR VISION FOR THE CITY OF MANKATO'S COMMUNITY INVESTMENT PLAN

Attend an open house to provide input about Mankato's Community Investment Plan, a multi-year plan to identify and budget for major City projects and improvements.

**Thursday, September 25
6 p.m. to 7:30 p.m.
Mankato Room
Intergovernmental Center
10 Civic Center Plaza**

Give your input on the plan's topics:

- Surface transportation
- Utilities funds
- General Facilities
- Airport
- Parks
- Technology

Other ways to provide input:

- Online: everyvoice.mankatomn.gov
- Phone: 311 or 507-387-8600
- Mail:
City of Mankato
Attention: Communications
Intergovernmental Center
10 Civic Center Plaza
Mankato, MN 56001

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

Share your ideas, concerns, and feedback directly with City staff and help shape the neighborhood's future.

MADISON AVE.
CROCUS ST.
VICTORY DR.
MAIN ST.

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STATE OF THE CITY

STATE OF THE CITY | 2025

A REPORT ON RECENT ACCOMPLISHMENTS AND UPDATES IN MANKATO'S STRATEGIC PLAN.
Information compiled from 2024.

MANKATO, MINNESOTA CITY NEWS

Cover photo by:
Loren Dietrich,
North Mankato, MN
Sibley Park Pond

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		2026 Proposed	2026 Approved to Proposed Change
	2025 Budget	2026 Budget		
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.)





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		2026 Proposed	2026 Approved to Proposed Change
	2025 Budget	2026 Budget		
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

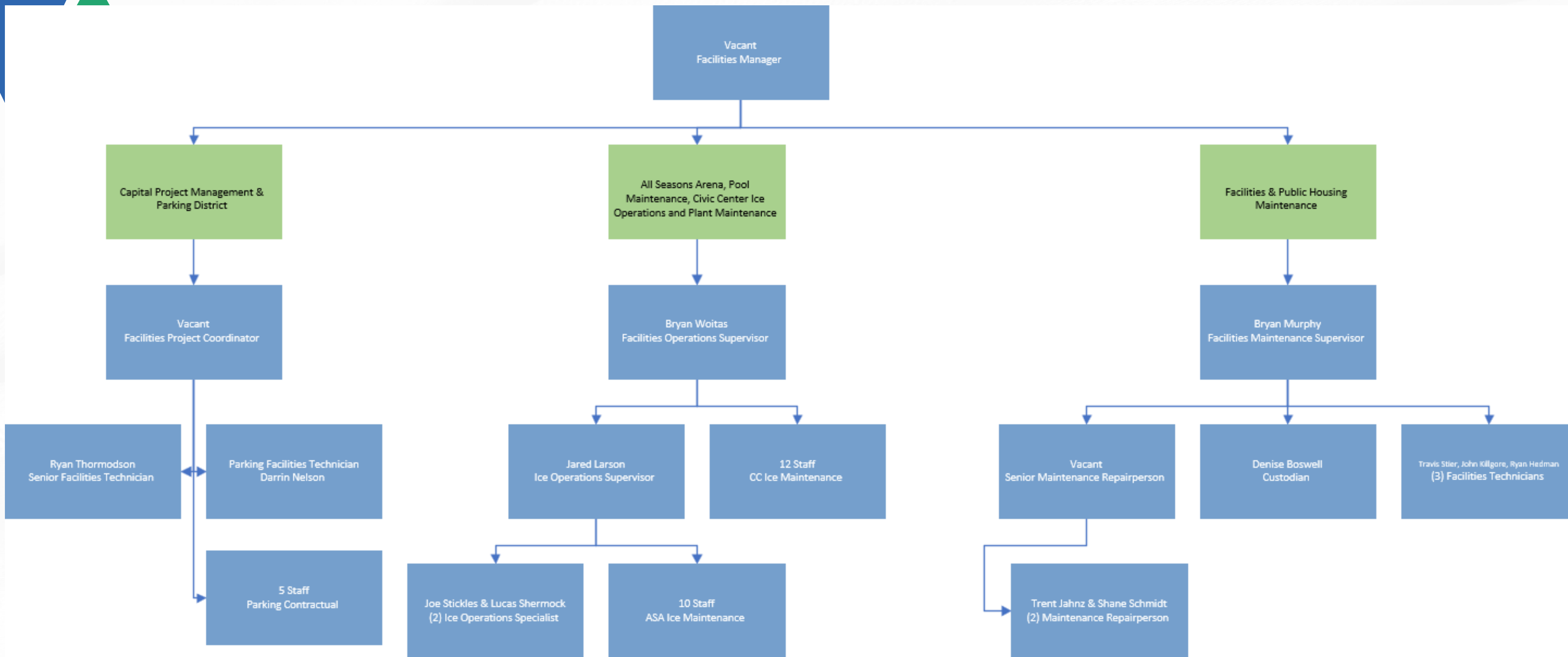
Facilities

- 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







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		2026 Proposed	2026 Approved to Proposed Change
	2025 Budget	2026 Budget		
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		2026 Proposed	2026 Approved to Proposed Change
	2025 Budget	2026 Budget		
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		2026 Proposed	2026 Approved to Proposed Change
	2025 Approved	2026 Approved		
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



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