



City of North St. Paul
City Council
Workshop Meeting Agenda

October 21, 2025
5:15 PM

The City Council Workshop Meeting will be conducted on **October 21, 2025** at 5:15 p.m. in the Council Chambers at City Hall, located at 2400 Margaret St., North St. Paul.

You can watch the meeting on our YouTube channel here: [**tinyurl.com/NSPYouTube**](https://tinyurl.com/NSPYouTube)

I. Call to Order

II. Roll Call

Council Member Nordby
Council Member Woods
Council Member McKenzie
Council Member Schweer
Mayor Monge

III. Adopt Agenda

IV. Topic(s)

A. Management Action Plan (MAP) Update & Review

V. Other Business

VI. Adjournment

NO CITY COUNCIL MEETINGS ON TUESDAY, NOVEMBER 4, 2025.

The next regularly scheduled City Council Workshop meeting is **November 18, 2025.**



To	Date
Honorable Mayor Monge and City Council	October 21, 2025
Agenda Placement # IV.A	
Topic(s)	
Subject	
Management Action Plan (MAP) Update & Review	
Background/Facts	
Recommended Action	
Attachments	

1. 2025-2026 GOALS DISCUSSION 10.21.25

Respectfully submitted,
Brian Frandle, City Manager



2025-2026 CITY COUNCIL PLANNING DISCUSSION

October 21, 2025

City of North St. Paul



Purpose

- Review 2025-2026 Goals
- Review 2025-2026 Priorities/Goals
- Management Action Plan
- Discussion



2025-2026 GOALS



2025-2026 GOALS

1. Infrastructure & Public Safety (1)

- Improving roads and utilities
- Enhancing public safety infrastructure
- Code enforcement improvements
- Replacing Ladder 530 and increasing firefighter gear
- Evaluating contracted fire services and adding an Assistant Fire Chief

2. Economic Development & Business Growth (6)

- Recruiting more businesses, especially downtown
- Utilizing Economic Development Authority (EDA) resources more effectively
- Legitimizing informal (handshake) business deals
- Developing funding sources beyond levies to support projects

3. Financial Stability & Cost Management (2)

- Bringing the levy to more affordable levels
- Reevaluating contracted services to optimize costs
- Identifying areas to reduce costs and streamline operations
- Maintaining financial stability while funding key projects



2025-2026 GOALS

4. Community Facilities & Public Spaces (7)

- Continuing student housing projects
- Advancing the community center feasibility study and decision-making
- Developing a downtown park project
- Beautification efforts beyond Margaret St.
- Enhancing parks, adding ice rinks, and reopening warming houses

5. Workforce & Organizational Development (4)

- Reducing staff turnover
- Improving staff pay and benefits
- Increasing internal communication and collaboration across departments
- Engaging staff to foster stronger interdepartmental relationships

6. Sustainability & Future Planning (5)

- Planning for connected and sustainable development
- Upgrading electric infrastructure and integrating new technologies
- Replacing outdated electric equipment for safety and reliability
- Maintaining and improving city assets for long-term sustainability



2025-2026 GOALS

7. Service Quality & Community Engagement (3)

- Ensuring high-quality and reliable city services
- Enhancing Park and Rec programming for residents
- Encouraging community involvement in city improvements
- Keeping up with evolving infrastructure needs



2025-2026 PRIORITIES/INITIATIVES



2025-2026 PRIORITIES/INITIATIVES

Staff	CC	Priorities/Initiatives	Comments*
2	3	a. Complete past projects, including the water tower	5 #3
3	3	b. Invest in downtown development and road improvements (pavement management program)	6 #2
3	1	c. Fund building and facilities maintenance; create plan	
4	0	d. Move city buildings to a remote keyless card access system	Move to higher priority after discussion
6	3	e. Finalize the Community Center resolution	9 #1
0	1	f. Address Southwood invasive species	
0	0	g. Remove and replace Ash trees	
2	1	h. <u>Modernize</u> the area to attract families	
2	0	i. Review and update city personnel policies to improve pay and benefits	
0	2	j. Shift code enforcement from reactive to proactive	CC workshop
3	0	k. Update city codes for clarity and effectiveness	CC workshop
2	3	l. Apply for more grants	5 #4
0	1	m. Review and optimize the garbage contract	
5	1	n. Develop strategies to attract and retain staff	6 #5 internal
3	2	o. Provide competitive pay and benefits to reduce turnover	5 #5 CC workshop internal
3	0	p. Implement a Health Initiative program for employees	
0	1	q. Offer staff training to build a stable workforce	
0	0	r. Improve the city's online permitting process for consistency	
1	3	s. Enhance the city website for clearer resident information access	4 #4
1	0	t. Introduce incentive-based electric programs (e.g., time-based EV metering)	
0	0	u. OTHER:	

*More weight is given to ranking that reflects higher percentage of Council (CC) votes.



2025-2026 PRIORITIES/INITIATIVES

Ranking Summary:

1. Finalize the Community Center resolution
2. Invest in downtown development and road improvements (pavement management program)
3. Complete past projects, including the water tower
4. Apply for more grants
4. Enhance the city website for clearer resident information access
5. Provide competitive pay and benefits to reduce turnover
5. Develop strategies to attract and retain staff

Other Actions Recommended:

Take these priorities to Council Workshop(s):

- City Codes:
 - Shift code enforcement from reactive to proactive
 - Update city codes for clarity and effectiveness
- Provide competitive pay and benefits to reduce turnover

Work on these at staff level:

- Develop strategies to attract and retain staff
- Implement a Health Initiative program for employees

Move this to a higher priority (after discussion at the retreat):

- Move city buildings to a remote keyless card access system



MANAGEMENT ACTION PLAN



MANAGEMENT ACTION PLAN

2025 Goal Area 1: Infrastructure & Public Safety				
Priority/Initiatives	Key Action Plan Elements	Target Dates	Who	MISC
a) Complete past projects, including water tower	Completed the feeder relocation along 17 th Ave from Delaware to Helen. Certain equipment still has longer lead times and must be accounted for in planning. Relocated more overhead to underground. Water towers design is complete and final planning will begin in 2028 with construction in 2029.		John Wick Ron Ritchie	
b) Invest in downtown development and road improvements (pavement management program)	Electric fund was utilized to kickstart the pavement preservation program. Developed 10-year streets plan, major reconstruction in odd years, and pavement preservation in even years.		Brian Frandle Ron Ritchie, Dan Winek	
c) Move city buildings to a remote keyless card access system	Company was chosen, implementation will begin soon.		Jason Mallinger, John Wick, Ron Ritchie	
d) Shift code enforcement from reactive to proactive	Code compliance has presented to City Council. Electric assists in code enforcement on electrical issues.		Jason Mallinger John Wick	
e) Update city codes for clarity and effectiveness	Reviewing and simplifying city codes.	On-going	Ken Roberts	



MANAGEMENT ACTION PLAN

2025 Goal Area 2: Economic Development & Business Growth

Priority/Initiatives	Key Action Plan Elements	Dates	Who	MISC.
a) Modernize the area to attract families	Increasing density in the downtown area (Article 7 and Sentinel buildings)		City Manager	
b) Façade Improvement Program	Developed and implemented a city façade improvement program	In place and On-going	EDA	



MANAGEMENT ACTION PLAN

2025 Goal Area 3: Financial Stability & Cost Management

Priority/Initiatives	Key Action Plan Elements	Dates	Who	MISC.
a) Review and optimize the garbage contract	Currently developing RFP for garbage services to be issued this year.		Ken Roberts	
b) Apply for more grants	Completing year 2 of the EAB Grant (\$400,000). Police collaborating with Ramsey County, St. Paul and BCA on grant opportunities. Inflow and Infiltration Grant.		Ron Ritchie Ray Rozales Ron Ritchie	
c) Financial Planning	Developed and maintaining 10 year financial and CIP plans, modifying financial policies, and improving the city's financial position.		Brian Frandle, Dan Winek	



MANAGEMENT ACTION PLAN

2025 Goal Area 4: Community Facilities & Public Spaces

Priority/Initiatives	Key Action Plan Elements	Dates	Who	MISC.
a) Finalize the Community Center resolution	City Council passed resolution to not move forward with existing facility and staff is working on exist plans.		City Manager and Department Heads	
b) Continuing student-built housing	Finalize building plan on next house. Finalize contract with St. Paul College		Ron, Randy, Brian, Jack	
c) Enhancing parks, adding ice rinks, and reopening warming houses	Implementing the Parks and Recreation Commission CIP plan.		Ron Ritchie	



MANAGEMENT ACTION PLAN

2025 Goal Area 5: Workforce & Organizational Development				
Priority/Initiatives	Key Action Plan Elements	Dates	Who	MISC.
a) Review and update city personnel policies to improve pay and benefits	Solid increase in pay via contracts with employees, wrote a draft of the rules and regulations that the electric department follows.		John Wick, Brian Frandle	
b) Develop strategies to attract and retain staff	Send line workers to mutual aide, to compete in rodeos, to new and more engaging trainings/conferences, nominated staff for awards		John Wick	
c) Provide competitive pay and benefits to reduce turnover	Negotiated a strong 3 year contract with all unions. Summer Hours.		Department Heads Department Heads	
d) Implement a Health Initiative program for employees	UHC offers incentives.		Jennie Kloos	
e) Offer staff training to build a stable workforce	All department encourage and send staff to training.		Department Heads	
f) Increasing interdepartmental planning and communication	Developing budgets, CIP, and infrastructural projects.		Department Heads	



MANAGEMENT ACTION PLAN

2025 Goal Area 6: Sustainability & Future Planning				
Priority/Initiatives	Key Action Plan Elements	Dates	Who	MISC.
a) Fund building and facilities maintenance; create plan	Developed 10 year facility plan. Funding to be attained through moderate levy increases. Replaced well VFD's for energy conservation		Ron Ritchie, Dan Winek Ron Ritchie	
b) Address Southwood invasive species	Developed map of area and will meet with vendor to develop comprehensive plan.		Ron Ritchie	
c) Introduce incentive-based electric programs (e.g., time-based EV metering)	Energy saving rebates and incentives, beginning the EV charger program and EV Charger program has been implemented and the rates just approved by council.		John Wick	
d) Planning for connected and sustainable development	Update City Zoning and Subdivision Ordinances	On-going	Ken Roberts	
e) City beautification	City-wide clean-up, street sweeping, park landscaping.	On-going	Ron Ritchie	



MANAGEMENT ACTION PLAN

2025 Goal Area 7: Service Quality & Community Engagement

Priority/Initiatives	Key Action Plan Elements	Dates	Who	MISC.
a) Enhance the city website for clearer resident information access	Enhanced the city website with new pages, clearer information.		Ava Griemert and Department Heads	
b) Electrical customer service and community engagement	Outage times and frequency continue to stay low. electric staff continue to engage well with customers. electric staff attend job fairs and speak at schools, we are beginning to offer incentives to those with EV chargers for their residence		John Wick	
c) Community Events	The Communications and Community Outreach Coordinator has planned many city events and increased the city's visibility on social media.		Ava Griemert	



DISCUSSION

Questions?