

City of Chaska—Winter 2025

# STRATEGIC PLAN 2030



## Summary of Issues of Strategic Significance

- Have a balance of maintaining existing assets with expansion
- Keep small town feel and high level of communication and transparency
- Keep focus on public safety
- Staff appropriately to keep up with the demand for services as the city grows
- Keep service level up through transitions with succession planning
- Do what is possible for middle range housing stock
- The electric grid needs to be able to meet the growing demands

# CITY OF CHASKA VISION FOR 2030

*The Visioning process looks out into the foreseeable future and imagines what is possible. Chaska looked to the year 2030 and beyond in the visioning process. The statements below are stated as the outcome of work that will be started or is currently underway.*

*The vision is intended to be a long-lasting aspiration that may never be fully realized but always improved upon.*



**In 2030 Chaska has  
a “destination”  
Downtown**



**In 2030 Chaska  
is a hometown  
for all**



**In 2030 SW Chaska  
is actively  
developing**



**In 2030 Chaska is  
continuously  
reinvesting in  
City facilities**



**In 2030 Chaska has  
a fully funded and  
defined CIP**



**In 2030 Chaska is  
an emergency  
services leader in  
the Metro Area**

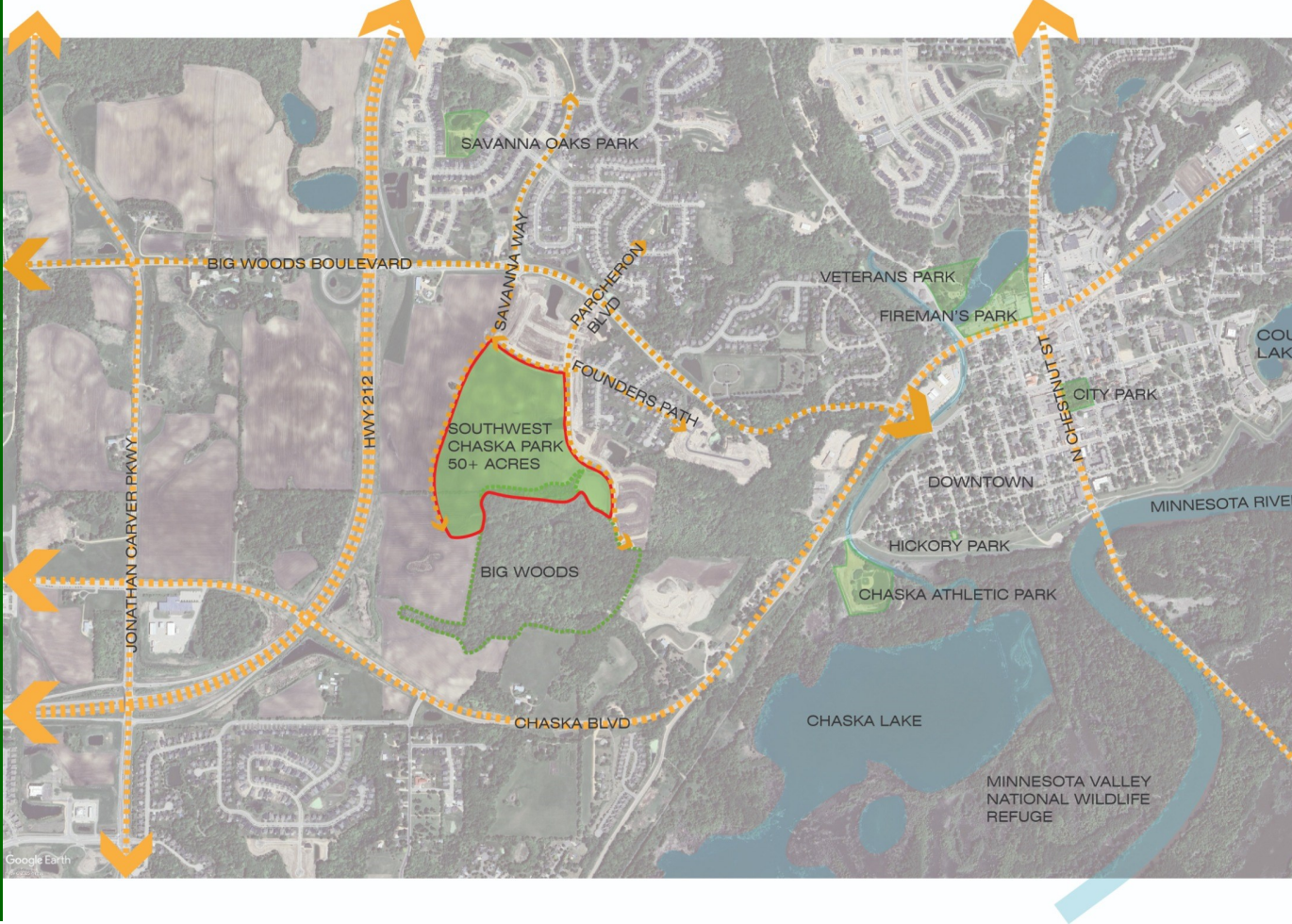


**In 2030 Chaska is using innovation in  
tech to drive efficiency**



**In 2030 Chaska has consistent, effective  
& reliable communication platforms**

**STRATEGIC DIRECTION ONE**  
**Positioning Chaska to meet long-term**  
**Infrastructure needs**



**Goals**

- Understand and define infrastructure needs
- Fully implement public buildings program
- Promote planned growth

**First Year Objectives**

- ◆ Define funding strategy with property owners for SW Chaska industrial infrastructure
- ◆ Hire architect for MSB **Qtr. 2—2025**
- ◆ Complete SW Chaska Park Plan **Qtr. 4**
- ◆ Revise and adopt codes/ordinances area **Qtr. 4**
- ◆ Position final year of building program for “yes” vote **Qtr. 3**
- ◆ Determine internal/external resources to create CIP **Qtr. 1, 2026**
- ◆ Determine if deferred maintenance at CCC should have dedicated funding source **Qtr. 1, 2026**
- ◆ Define Scope of CIP **Qtr. 1, 2026**
- ◆ Create Funding Alternative for CCC **Qtr. 1, 2026**

**First quarter action priorities**

**Priority: Define funding strategy with property owners for SW Chaska industrial infrastructure [Completion by end of 2025]**

**Team: Community Development and Engineering**

1. Meet with property owners (planning and engineer)
2. Define development plan
3. Estimate design and cost
4. Define obstacles to commitment
5. Develop implementation timetable
6. Revisit and create funding model



## Goals

- Establish intentional partnerships
- Revisit downtown vision

### First Year Objectives

- ◆ **Initiate Community Engagement Trailer Qtr. 2**
- ◆ Humanize our public services (Steve Wears Water Suit) **Qtr. 3**
- ◆ Create Info. Hub for City Square Park **Qtr. 3**
- ◆ Complete necessary updates to City Square **Qtr. 4**
- ◆ Grow Business Newsletter and Video **Qtr. 1, 2026**
- ◆ Create Process to Update DT Masterplan **Qtr. 1, 2026**
- ◆ Continue conversations with MIAC on City Square **Qtr. 1, 2026**
- ◆ Focus Ongoing Meetings with Carver County to Align/Partner **Qtr. 1, 2026**

### First quarter action priorities

#### Priority: Initiate Community Engagement Trailer Team: Administration [Complete by June]

1. Spread the word
2. Taste testing
3. Pilot and host initial activity
4. Finalize funding
5. Acquire Health Department permit
6. Build it

# Enhancing Community Identity

## STRATEGIC DIRECTION Three



### Goals

- Intentionally engage our values [which includes making Chaska a great place to work]
- Enhance public engagement through expanding communication channels

#### First Year Objectives

- 1. Implement Completed/Revisited Employee Compensation Study Qtr. 1, 2026**
2. Host our Own State of the City Address **Qtr. 3**
3. Implement New Communication Apps **Qtr. 3**
4. Define Communication Strategies for Different Groups in the Community **Qtr. 3**
5. Complete Survey on Resident Communication Preferences **Qtr. 3**
6. Work on Clearly Defining Small Town Feel
7. Implement a Citizens Academy **Qtr. 3**

#### First quarter action priorities

- 1. Priority: Implement Completed/Revisited Employee Compensation Study [Completion by March 2026]**

#### Team: HR

1. Research the market reflecting our city positions
2. Identify compensation study team
3. Review job descriptions
4. Select consultant



## Goals

- Increase efficiencies in operations and service delivery
- Pursue public safety excellence

### First Year Objectives (Qtr. 1, 2026)

1. **Emergency Management is well-defined and understood internally**
2. Leverage Increased Meeting Spaces to Allow More Training of All City Employees Qtr. 1, 2026
3. Define Current Staff Capacity Qtr. 1, 2026
4. Continued Implementation of Building Program on Defined Schedule Qtr. 1, 2026
5. Continuation of Employee Input/Ideas from Employees "up" "Engage Survey" Qtr. 1, 2026

### First quarter action priorities

**Priority: Emergency Management is well-defined and understood internally**  
**[Completion by March 2026]**

**Team: Fire and Police**

1. Update response plan to be easy to implement and execute
2. Build trust and enhance conflict resolution
3. Clearly define and communicate roles
4. Define stakeholders
5. Establish and communicate expectations/outcomes
6. Meet with stakeholders