

2024

Annual Report

City of Hibbing

www.hibbingmn.gov



OVERVIEW

DEAR MEMBERS OF THE HIBBING CITY COUNCIL & FELLOW CITIZENS,

I am writing to present to you the annual report on behalf of the City of Hibbing, Minnesota. As your City Administrator, it is both an honor and a privilege to share with you the progress and achievements that our city has made over the past year.

In this report, you will find information on various city initiatives, projects, and developments that have taken place in Hibbing. From infrastructure improvements to community programs, each section of the report highlights the dedication and hard work put forth by our city staff and community partners.

One of the key focus areas in this year's report is our commitment to fostering a sustainable and robust community. Through collaboration with local organizations and stakeholders, we have been able to enhance our community.

As we continue to navigate through these challenging times, I want to express my gratitude to the Hibbing City Council for your unwavering support and guidance. Your dedication to serving the best interests of our community is truly commendable, and I am confident that together, we can overcome the obstacles that come our way.

I encourage you to review this report and provide any feedback or suggestions for how we can further improve our city. Your input is valuable, and we are committed to working collaboratively to ensure that Hibbing remains a vibrant and thriving place to live, work, and play.

Thank you for your continued support and trust. If you have any questions or require further information, please do not hesitate to contact me.

Greg Pruszinske | City Administrator

Thank You
2024
City
Council

Pete Hyduke | Mayor

James Bayliss | Councilor | Ward 1

Justin Fosso | Councilor | Member-at-Large

Jay Hildenbrand | Councilor | Ward 2

Jennifer Hoffman-Saccommann | Councilor | Ward 3

Chris Whitney | Councilor | Ward 4

John Schweiberger | Councilor | Member-at-Large

STRATEGIC PLAN

2023-2025

Mission

Improve the quality of life for all residents through the delivery of quality and sustainable services.

Vision

A thriving community that leverages resources, opportunities, and strengths to enhance quality of life.

Core Values

- Leadership: identifying issues and developing solutions
- Excellence: providing valuable and accurate information
- Trust: earning and maintaining the trust of our citizens
- Innovation: applying creative ideas to solve city problems
- Collaboration: developing a network that adds value to the organization
- Stewardship: using financial resources responsibly
- Transparency: including our residents and taxpayers in the process
- Professionalism: hiring, training, and recognizing exceptional staff
- Accountability: reporting to our residents



STRATEGIC PLAN

The Hibbing City Council created this Strategic Plan in 2023. The process included key staff and examined three primary levels of strategic planning: long-term vision, organizational values and expectations, and short-term goal setting. The collaboration produced long-term strategies and short-terms goals for the organization.

See the full Strategic Plan by scanning the QR code to the right.



CORE STRATEGIES

Strategic Plan continued



Thriving Destination and Regional Leader

- Enhancing local tourism and growing as a travel destination
- Partnering and promoting strengths with other regional communities
- Building off regional airport and outdoor assets
- Bolster and maintain transportation connections
- Leading model of City operations, governance



Well-Rounded, Strong Quality of Life

- Quality housing stock that is affordable and accessible
- Strong schools and educational systems that draw people to the City
- Modern facilities for recreation and wellness making the City a healthy place families want to live
- Youth-oriented programming and services, particularly around the outdoors
- Access to quality medical care and facilities in the City
- Comprehensive services for all phases of life



Engaged and Forward-Thinking Leadership

- Transparent and collaborative local government
- Representative of the community
- Future-focused on all levels of the organization
- Community-oriented problem solving
- Sustainable operations
- Destination careers that attract and retain high-quality employees



Vibrant Economic Hub

- Destination for shopping and dining
- Diverse types of industry providing local jobs
- Economic growth to draw and retain people
- Examine fiscal impact of changes/termination in mining



Safe, Secure, and Valued Community

- Everyone feels they are an integral and involved part of the community
- Services and infrastructure for young and older generations
- Safe place to live and raise a family
- Lead in concert with private, public, and non-profit partners to sustain community
- Celebration of diverse ethnicities and pride in community heritage



Excellence in Delivery of Services

- Well-maintained and high functioning infrastructure
- Technologically advanced, effective processes
- Engaged employees making a positive impact
- Progressive approach in partnerships and networking with local, state, and federal entities
- Integrity and trust throughout organization
- Fiscally responsible and efficient
- Accountability to community and each other

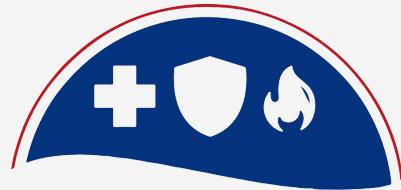
Key Results Areas

- Economic Vitality
- Long Term Financial Sustainability
- Community Growth & Public Safety
- Communication & City Image
- Community Pride & Philanthropy

Access the full Strategic Plan online:

www.hibbingmn.gov/258/About-the-City-of-Hibbing

LOCAL SALES TAX



YOUR SAFETY, OUR PRIORITY

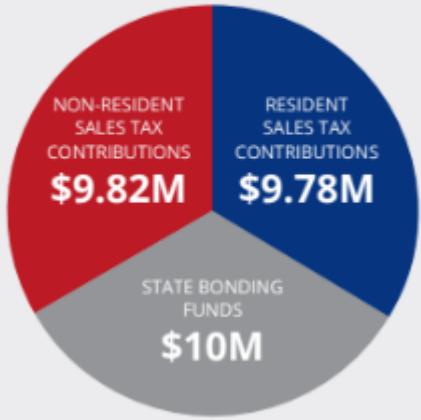
A REGIONAL COMMITMENT
TO PUBLIC SAFETY

After nearly three years of evaluating options to address the needs of our public safety departments and best support our community, the city developed the “Your Safety, Our Priority” plan to invest in a new public safety center that would bring all first responder departments under one roof.

On Nov. 5, 2024, the city asked voters to consider a half-percent (0.5%) local sales tax that would finance up to \$19.6 million in bonds to help pay for this project. Hibbing voters approved the request.

The new, regional Public Safety Center will replace the deteriorating fire headquarters building and eliminate the need to lease space for the police department. The new facility will also address current challenges, streamline operations, improve efficiencies and ensure high-quality, timely, coordinated services.

FUNDING SOURCES FOR THE PROPOSED REGIONAL PUBLIC SAFETY CENTER



The local sales tax spreads the project’s cost among residents and non-residents who purchase qualifying goods and services in Hibbing. It will sunset at \$19.6 million or 20 years, whichever occurs first.

Estimated cost for Hibbing residents: \$2.59 per month in additional local sales taxes, according to a University of Minnesota analysis. When factoring in state bonding funds and non-resident contributions, Hibbing residents will pay less than 1/3 of the project’s total costs.

The city is currently seeking grants and other funding, while also working with architects and engineers on securing the preferred site and facility plans and designs.



VOTING RESULTS:

Yes: 4,462 votes (55.48%)

No: 3,580 votes (44.52%)

FINANCE

TAX LEVY:

2025 - \$10,462,606 (3.47%)
2024 - \$10,112,176 (5.97%)
2023 - \$9,542,886
2022 - \$9,007,268

LOCAL GOV'T AID:

Increased by
by \$955,055
or 11.4% in 2024

INVESTMENT INTEREST EARNINGS (YTD)

General Fund
\$1,472,883.81

HEDA
\$46,679.09

OPEB Fund
\$291,172.75

MIF Revolving Fund
\$64.84

Total 2024 Investment Interest YTD - **\$1,810,800.49**

ADDITIONAL HIGHLIGHTS:

Issued \$1,935,000 G.O. bonds in March 2024 to finance various pieces of equipment. The City maintained a "AA" bond rating with a stable outlook. Bonds were issued with a final true interest cost of 2.8057%.

State of MN funded peace officer benefit reimbursement fund in the 2023 legislative session with one-time funding. Historically, City of Hibbing received around \$15K annually. For 2024, Hibbing received a reimbursement of \$232,768.68.

ELECTION 2024

The City conducted three elections in 2024: the Presidential Nomination Primary, State Primary and State General Elections. All elections went smoothly. The General Election was very busy, and Hibbing had an impressive turnout of 85.82% of registered voters. 8,371 people voted of which 2,541 or 30% voted early.

ELECTION DATES 2024



BUS TRANSIT RIDERSHIP THROUGH JULY: 20,004

Arrowhead Transit took over providing the transit service on Aug. 1 with a seamless transition for riders. Routes were unchanged for 2024. There was no lapse in service.

FINANCES

GRANTS/DONATIONS PAYMENTS RECEIVED YTD

- State Transit Grant - \$252,984
- Toward Zero Deaths - \$2,659.53
- Tobacco Compliance Checks - \$850
- D.A.R.E. - \$832.11
- Auto Theft Grant - \$2,524.38
- IRRRB Demo Grants - \$40,836
- BCA Training Reimbursement Grants - \$1,462.03
- Fire Training Reimbursement Grants - \$9,646.37
- Police POST Training Reimbursement - \$25,341.06
- FEMA Grant - \$925.57
- VOTER allocation funding - \$5,677.37
- Presidential Nomination Primary (PNP) Reimbursement Grant- \$24,160.70
- Trunk or Treat Grant/Donation - \$600
- HP&R Events Grant/Donation - \$1,130
- Miscellaneous Police Donations - \$5,085
- K-9 Donations - \$1,000
- Federal Transportation Grant - \$72,319.02
- Library Miscellaneous Grants/Donations - \$12,630.10
- ALS Crossover Grant - \$4,623
- Summer Reading Program Grants/Donations - \$7,095
- Yuletide Grants/Donations - \$3,000
- SLC ARPA Grant - \$50,000
- State Bonding Funds for Mineview - \$477,717.47
- Mineview Donations - \$60,000
- Stage Trailer Donation - \$5,000
- Pickleball Court Donations - \$180,400
- Transportation Assistance Aid - \$12,139
- Municipal State Maintenance Aid - \$422,417
- Municipal State Construction Aid - \$298,357.62
- MSA Bridge State Aid Funds - \$18,170.82
- ARPA Funds expended in 2024 - \$577,715.44

Total: \$2,577,298.59

GRANTS/DONATIONS SECURED IN 2024 BY DEPARTMENT

- Human Resources: \$10,000 grant from the Northeast Minnesota Office of Job Training to support leadership, development, teamwork, and a productive, compliant workforce
- HEDA: \$600,000 from IRRR & DEED for AMGS Site Development
- HEDA: \$428,312 from IRRR & DEED for the demolition of the 400 block Howard Street
- City: \$1.15M in Mineral Amendment funding for continued housing development
- City Services: \$550,000 in Mineral Amendment Funds for Mineview
- City Services: \$106,000 from Minnesota Historical Society for Mineview Exhibit Space
- City Services: \$22,000 from IRRR Cultural & Tourism Grant for Portable Stage Trailer
- City Services: \$600,000 from IRRR for City Hall Windows
- City Services: \$350,193 from Minnesota Historical Society for City Hall Windows
- City Services: \$20,000 from IRRR Demolition Grant for Hibbing Raceway Grandstand
- Parks & Rec: \$7,080 received in donations & in-kind services
- City: \$112,500 Project Greenwood with Hibbing Taconite

Total: \$3,956,085

CITY SERVICES

City Hall

Construction activity began at City Hall this summer in an effort to preserve the building. Initial work already completed includes an entirely new roof on the building along with replacement of 5 roof top air handling units. Also, for the first time in many years, the clock on the clocktower is working and the bells chime once again. Contractors took steps to update the clock and bells to once again perform as they were designed to. Work will continue on the building well into next spring and summer as City Hall is scheduled for window upgrades and tuckpointing and brickwork on the top portion of the roofline.

Hull Rust Mine View

Phase 2 construction of 2 three-season buildings on top of the Hull Rust Mine View have been completed. The city obtained occupancy of the buildings in August and finished up site work this fall. The priority will now shift to finishing the inside of the buildings to create an exceptional exhibit space and gift shop. The final interior finishes are scheduled to be completed in 2025. The buildings are expected to be open in the spring of 2025 for visitors and tourists. It will be a destination for all to be very proud of.

Hibbing Municipal Golf Course

With a very wet spring, a late start to the season and several league nights rained out in June, the golf course experienced a decrease of roughly 1,600 total rounds played in 2024 over 2023. A total of 8,968 rounds of golf were played this season. The 5-year average for the number of rounds played there is roughly 10,650. The course hosted multiple tournaments and the Women's, Men's, Seniors, and Junior leagues continue to provide league play.

Carey Lake Campground

Construction documents have been completed on the Carey Lake Campground and the city has awarded initial construction projects. Clearing and grubbing of the campground site and well and septic system construction began this fall. The remaining construction is scheduled to be bid this winter with construction beginning in Spring 2025. The camp-ground is slated to have 30+ RV campsites with electric hook-ups, tent camping sites, ADA accessible sites, and a restroom/shower building for guests. Goal is to complete construction in 2025 with full opening in 2026.

MUNICIPAL GOLF COURSE

8,968

Rounds of Golf

237

Golf Memberships

MEMORIAL BUILDING

1,240

Hours Ice Time
Jan. - Dec.

138

Room Rentals

Pickleball Courts

Construction of 6 pickleball courts at Bennett Park was completed and opened to the public in June. The courts have been a huge success and have seen tons of interest and play over the months. The city also paved an additional parking lot adjacent to the courts to satisfy the demand for pickleball and additional parking for activities at Bennett Park.

Facilities, Parks & Trails

Building off our 2023 Parks and Trails Master Plan, the city continued taking its cues from the 800+ people that took the survey. It was very evident from responses that citizens are not satisfied with their current indoor recreation options in the City of Hibbing. The No. 1 response was the need for a community center or a place people can recreate year-round. Learning that, the city spent 8-10 months of 2024 conducting a feasibility study on an indoor recreation center in Hibbing. City staff and a consulting firm took a deep dive into the needs and desires of the public regarding indoor recreation. Another community survey was taken by almost 900 people, with the intent to better define the needs of the community. Using results from the survey, along with input during multiple stakeholder meetings, we began planning a facility layout to serve the community, identifying capital costs and assessing operating budgets for the potential facility. The final report of the overall study was presented to the council in November. The next step is do a deeper dive into the numbers and recommendations from the report and plan the next steps for 2025.

Parks & Recreation

We continued and expanded our successful programs including Hibbing on Howard, the annual Kickball Tournament, Easter Egg Hunt, Halloween 5K, and a variety of classes. In addition to those existing programs, partnerships were forged to create new activities. The Summer Park Program offered guided play in local parks and a free lunch to attendees thanks to the United Way of Northeastern Minnesota. Big Truck Night lined up 20 large vehicles and invited families to explore them thanks to local businesses and Public Works. One of the most exciting new events was a re-launch of the First Avenue Mile. The run attracted more than 200 participants and was a fun addition to the Hibbing Area Chamber of Commerce's Jubilee weekend. We also published a new Recreation Guide, which was delivered to more than 9,000 Hibbing addresses. This guide featured pages of activities, leagues, sports, and events offered by both public and private groups. It was well received and highly praised by the community.

Hibbing Community Center Study:

<https://hibbingmn.gov/DocumentCenter/View/2493/Hibbing-Community-Center-Study-Nov-6-2024>



BUILDING & HOUSING

Building & Housing and Planning & Zoning

2024 Annual Summary Report (11-8-23 thru 11-22-24)

Type of Permit	# of permits	Valuation
New Single-Family Dwelling	10	\$3,322,375.00
New Multi-Family Dwelling	0	\$0.00
New Commercial/Industrial/Institutional	1	\$8,500,000.00
Commercial Addition/Alteration	47	\$10,258,821.00
Residential Addition/Alteration/Accessory Structures	275	\$5,132,059.00
Total Building Permits	333	\$27,213,255.00

Mechanical Permits Fee Revenue

Commercial Mechanical Permits	19	\$1,050.00
Residential Mechanical Permits	129	\$2,580.00
Total Mechanical Permit Revenue		\$3,630.00

Sewer Inspection Permits Revenue

Sewer Inspection Permits	214	\$6,420.00
Total Sewer Inspection Permit Revenue		\$6,420.00

BUILDING & HOUSING

continued

Building Permits Fee Revenue

Permit Fees	333	\$147,820.52
Plan Review Fees	61	\$57,791.09
Total Building Permit Fee Revenue		\$205,611.61

Development Fee Revenue

Sign Permit Fees	12	\$1,879.00
Zoning Permit Fees	75	\$1,586.00
Total Development Fee Revenue		\$3,465.00

IRRRB Residential Redevelopment Grant Demolitions

Residential Structures Demolished in 2024	8
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Planning Commission and Board of Adjustments & Appeals

Conditional Use & Interim Use Permit Requests	8	\$1,805.00
Variance Requests	5	\$975.00
Zoning Amendments	2	\$610.00
Plat Exemptions	3	\$775.00
Total Public Hearings Revenue	18	\$4,165.00

LIBRARY

STATISTICS

40,064

Circulation Total
January-October

LIBRARY PROGRAM PARTICIPANTS

In Person: 4,818

Online: 5,534

Passive Programs: 11,137

CAPITAL & OTHER PROJECTS:

- New garage door
- Basement clean-up after June flooding
- Makerspace in teen area
- New conference room

This past year, the Hibbing Public Library's fantastic, hard-working staff was busy with in-person and passive programs, including Squishmallow Painting, Winter & Summer Reading Programs, Lunch & Learn Classes, Nutrition classes, and the Interactive Mystery Book Display.

Thanks to the Friends of the Hibbing Public Library, we held a Back-to-School Bash where we gave away 225 bags filled with school supplies in August. In September, we partnered with the Lincoln school to provide 7th graders with books. In October, we had an Autumn Painting Palooza with painting, pizza and pumpkins with more than 100 attendees of every age.



LOOKING AHEAD:

We are looking forward to keeping up with our active community through more programs, classes, resources, and other activities. We're strengthening our ties with local businesses, organizations and community members to bring more to the library. We are hoping to get an ADA bathroom installed on the main floor of the library to better serve our community. We're excited for 2025!

POLICE

STATISTICS

Through 11/19/24

19,744

Calls for Service

47

DWI Arrests

111

Assaults

203

Accidents

EVENT PARTICIPATION

National Night Out

Cops Serving Cones

Special Olympics Torch Run

Special Olympics Polar Plunge

Hibbing on Howard

Meet up and Chow Down

Pink Patch Project: "Serve & Protect"

Coffee with a Cop

Kids, Cops & Cars

Halloween Safe Walk

Blue Mass

Boys & Girls Club Softball Game

Our Range Police Youth Academy had another successful year, graduating 14 students. This has become a very successful program range-wide.

In March, we hosted the inaugural Iron Range Polar Plunge at Carey Lake in support of Special Olympics Minnesota. The event raised more than \$30,000. We are excited to host it again on March 15, 2025.

This year we welcomed 6 new officers to our department. This has helped reduce our staffing shortage significantly, and we look forward to hiring more staff in 2025.

For breast cancer awareness in October, we partnered with Palmer's Tavern to host a "Serve & Protect" fundraiser. We served the community as guest wait staff with all tips collected to be donated to a local nonprofit. During the event we raised \$3,500 for Angel Fund, which supports local cancer patients. We look forward to doing it again in 2025.

We are excited to welcome a new K9 to our department in early 2025. The K9 will be trained in firearms detection and apprehension.

PUBLIC SAFETY

Our Police and Fire departments were instrumental in the passage of the local sales tax referendum and the planning for the new, regional Public Safety Center. They are looking forward to watching the project take shape!

FIRE & EMS

YTD RESPONSE VOLUME thru 10/31/24

2,715

Total EMS Calls

1,513

911 Responses

573

Medical Transfers to
other Facilities

574

Total Fire Calls
for Service

57

Structure Fires

Staffing & Equipment

Recruitment and retention improved this year. We added 3 of the 4 staff we were short from 2023 and are working to fill the single vacancy. The pool of candidates is larger than previous years, which helps to ensure we hire the right candidate. We were able to fund and staff our full-time training officer position. This allows us to provide more continuity between the crews in the delivery of our required training. When we do that, we create more efficiencies in the services we provide.

We have increased the amount and quality of the training we provide to staff. This helps staff gain confidence and the skill set they need in responding to community needs. This is especially important in high-stress, high-risk low-volume events.

A new training to our department is Tactical Emergency Casualty Care. This NAEMT certification class prepares staff on how to respond to and care for patients in a civilian tactical environment (this is typical in an active shooter scenario). In addition to more than 500 hours of daily crew training in 2024, staff are required to obtain IFSAC and Pro Board accredited certifications. We accomplish this by maintaining a balance of sending staff to classes and conferences around the state to obtain certifications, as well as training some of our own personnel to the instructor level to train our own staffs while maintaining fiscal responsibility.

Emergency Management

The outdoor warning siren system for the most populous areas of our city was completed. The original, 40+ year old analog warning sirens were replaced with 9 new digital sirens. Two sirens were relocated to provide better coverage. Project was completed on time and under budget.

EMS

At the end of 2024 we will complete the first year of the labor costs of the organization being split 85% EMS and 15% Fire (this correlates to our run volume: about 85% is EMS and 15% is Fire). This will provide a more accurate view of the cost of the operation and allow the budget to be apportioned more appropriately annually.

In the 2024 State Legislative Session, our organization was represented and testified several times with other city leaders and industry colleagues on issues facing the EMS industry, primarily on the lack of federal reimbursement reflective of the actual cost to provide EMS services. We made great strides and our voice was heard. We will continue that in the 2025 legislative session. We continue to update our EMS equipment as technology has come a long way. We have been fortunate to have some of the most advanced equipment available. The exciting thing is that we are just scratching the surface of what's to come.

Fleet

We are continuing to upgrade our fleet. In 2024 we concentrated on our small fleet vehicles. We upgraded two response vehicles and acquired a side-by-side for off-road rescue. This was made possible through one-time funds received from the state specifically for police and fire needs.

ENGINEERING

STREET PAVING

- Rehabilitated 5.98 miles of City Streets for a total project cost of \$1,551,301
- Project funding included:
 - \$240,400 Municipal State Aid
 - \$1,310,901 City Funds

ZIM ROAD BRIDGE CONSTRUCTION

- Total Project cost: \$562,773
 - \$501,797 MnDOT Local Bridge Replacement Grant
 - \$60,976 Local Funds

CITY SIDEWALK RECONSTRUCTION

- Reconstructed 971 feet of City sidewalk & 88 feet of curb/gutter for petition-based residential sidewalk program
- Total project cost: \$84,796
 - City: \$52,622
 - Residents: \$32,174

CRACK SEALING

- Partnered with St. Louis County for a crack sealing project. We performed crack sealing on 9.77 miles of city and state aid streets
- Total project cost: \$86,934
 - City: \$49,070
 - State Aid: \$37,866

WASTE COLLECTIONS

SANITARY SEWER LINING

- Rehabilitated 4,610 feet of sanitary sewer mains with an in-place sanitary sewer liner
- Total project cost of \$230,690
- The City of Hibbing has rehabilitated 110,313 feet of sanitary sewer main since 2013.

EXISTING INFRASTRUCTURE MAINTENANCE

- 18 Lift Stations
- 81 Miles of Sanitary Sewer Main
- 10.5 Miles of Storm Sewer



PUBLIC WORKS

STREETS & ALLEYS

- Installed 25 driveway and road cross culverts
- Repaired 16 storm catch basins and installed new pipes
- Cleaned 2 blighted properties
- Demolished 7 residential condemned houses
- Maintained 227 miles of bituminous roads with pothole patching and snow removal
- Maintained 98 miles of gravel roads with grading and snow removal
- Maintained 27 miles of alleys with pothole patching and snow removal
- Maintained 325 miles of grass cutting with tractor/mower

SANITATION

- Residential - hauled 5,744 tons of trash and 252 tons of recyclables to the transfer site
- Commercial – hauled 5,567 tons of trash and 62 tons of recyclables to the transfer site

RECYCLE CENTER

- Collaboration with Hibbing Public Utilities to use a tub grinder to grind the brush pile that they will use as biomass at their plant

CEMETERY

- Maintained all lots by mowing and trimming
- Removed 3 dead trees from cemetery lots
- Hauled 1,500 yards of sand for fill for graves and 50 yards Black dirt for grass repairs and graves

WASTEWATER TREATMENT

Gallons of water treated: 755,514,000
January through Nov. 12

Gallons of biosolids land applied: 757,792
January through Nov. 12

Along with the treated wastewater, concrete patch work was done on the 2nd and 3rd stage trickling filters and the primary clarifier. The building that houses chlorine and sulfur dioxide for treatment was upgraded with a new roof, new wiring, new heating system, as well as new LED lighting. One of the main lift pumps (pump 6) was rebuilt. The North 1st Stage Primary Clarifier was drained down, cleaned, and had new values put in. In 2025, we are planning on relining one of our Trickling filters, rebuilding another pump (pump 8), and starting the 14-acre pond clean out project.

FLEET MANAGEMENT

NEW RIGS:

We welcomed “Truck Norris” and “Forrest Dump,” who were the subjects of our inaugural Name the Trucks Contest and are helpful in the snow removal process. We took delivery of a new Vactor truck this summer, which is the most important truck in the city’s fleet providing sanitary and storm sewer maintenance. This winter you’ll see a new fleet of leased road graders on the streets. All rigs have helped improve efficiency and reliability.

NEW CHANGES:

- We changed the maintenance program, moving the focus to prevention and ensuring all our equipment is ready to go.
- We are in the process of implementing new asset software to improve our cost savings and replacement of vehicles and equipment.
- We’ve done well in replacing old equipment so we can provide top-notch service. We have auctioned more than \$150,000 in older vehicles and equipment. People have noticed the newer vehicles and equipment performing work around town.
- We added Brine systems to our sanding units. This liquid salt improves the process of deicing our roads and requires less sand cleanup in the spring.

COMMUNITY DEVELOPMENT

HEDA’s revolving loan fund disbursed **\$851,342** in loan draws in 2024 (of which \$250,000 was paid by the IRRRB for Red Rock Hotel loan). \$416,399 was paid back in principal payments into the revolving loan fund. YTD interest received on EDA loans is **\$58,343**.

The deferred loan program (created with \$250,000 EDA funds & \$250,000 IRRRB funds) disbursed **\$259,427** in 2024 for businesses in the downtown corridor to renovate downtown. \$216,000 of deferred loan investment by HEDA brought \$2.1M in private investment in the downtown corridor.

Additional highlights:

- IN PROGRESS: Manufacturing facility for Advanced Machine Guarding Solutions (\$9.6M investment from IRRR & DEED)
- IN PROGRESS: Highland Hills Housing Development
- IN PROGRESS: 400 block Howard Street Redevelopment (\$542,000 for demo from DEED & IRRR)
- SECURED \$1.15M in Mineral Amendment funding for continued housing development

HUMAN RESOURCES

In 2024, the City achieved significant milestones to enhance efficiency and support organizational growth, workplace safety & equality.

Key accomplishments included implementation of a city-wide standard classification and compensation plan, ensuring consistency and equity across all roles. In addition, we embraced modern technology by adopting advanced human resources information systems to streamline processes and improve accessibility for employees.

To strengthen organizational culture, we conducted a comprehensive three-part training series, focused on leadership development and relationship-building, designed to enhance team dynamics and managerial effectiveness.

Workplace safety and employee well-being were top priorities this year. The implementation of a return to-work program supported employees recovering from injuries, ensuring a smooth transition back into the workforce. Furthermore, a new Employee Assistance Program (EAP) provided staff with access to personal development and training opportunities, confidential mental health resources, and work-life support.

As we reflect on this year of progress and innovation, we look forward to continuing to build a thriving and forward-thinking future at the City of Hibbing.

PEOPLE POWER: STATS THAT MATTER

(January - Nov. 1, 2024)

139

Employees

7.69%

Employee turnover rate

297

Total employment applications received

77

Total number of job postings

4

Average number of applicants per posting

18

New hires onboarded

33

Summer student & seasonal hires

17

Internal promotions

COMMUNITY PARTNERS

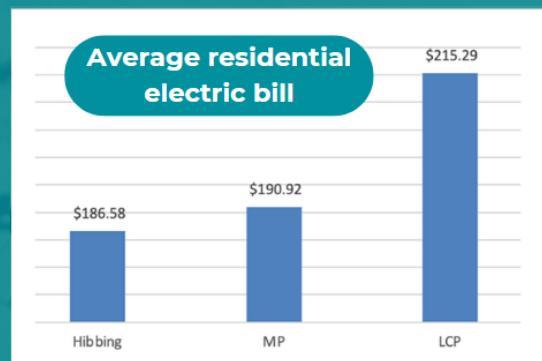


Excellence Together: Achieving Strategic Goals in 2024 & Beyond

Reliable Service

Hibbing residents rely on HPU to protect electricity, water, and heating services around the clock. Our efforts to achieve more reliable services are highlighted by several projects throughout 2024. Including:

- **Vegetation Management** on 12.3 miles of electric lines
- 8,000 feet of **Watermain Replacement**
- **Substation Modernization Projects** to replace failing equipment
- Projects finishing on time and on budget



Competitive Rates

In Fall of 2024, HPU conducted a "Cost of Service & Rate Design Study" to look at our current rates and provide long term planning to meet the needs of our community. The results of this study were made available to the public at www.hpuc.com. Highlights include:

- Average **bill comparisons** with other local providers
- HPU's **long-term rate planning**

Greatest Benefit

HPU strives to leverage utility and community assets to provide Hibbing with the greatest total benefit across our community. Some of these highlights include:

- Supporting **> 80 Local Jobs**
- Increased **community outreach and education** through public events, social media, utility newsletters
- Secured over **\$5.5 million of external funding** to be directly invested in Hibbing's infrastructure

COMMUNITY PARTNERS

continued



Range Regional Airport (HIB) is rounding out fiscal year 2024 with positive results. In November, the airport saw revenue airline passenger enplanements surpass the critical 10,000 mark, thus retaining the FAA Primary Airport status and securing \$1.3 million in FAA capital improvement entitlement funding. HIB estimates year end passenger enplanements to reach 11,000 plus by years end.

The Airport Authority board of Directors, along with the Executive Director, continue to seek improved flight connection times at the Minneapolis-St. Paul International Airport (MSP). In November, SkyWest introduced a newly reconfigured and spacious aircraft with seating capacity for 50 passengers. Along with the daily scheduled air service, HIB welcomed five (5) sold out casino charter flights operated by Sun Country Airlines.

The Airport Authority supports continued growth by its aviation-based tenants, including Midwest Aircraft Refinishing, TNT Airworks, Life Link III Air Medical, Premium Air Charter and welcomed 2 new tenants: Enterprise Rent-A-Car & Duluth Flying Club/Fly Duluth.

The airport's industrial park saw significant expansion by its core tenant, Detroit Remanufacturing (Daimler Trucks North America). The company, along with the support of the Airport Authority, City of Hibbing, Department of Iron Range Resources, MN Department of Employment and Economic Development, and St. Louis County, worked in partnership with Detroit Remanufacturing to double the plant size from 60,000 to 120,000 square feet to accommodate the company's electrical vehicle initiatives.

2025 will be a busy capital improvement year for the airport campus with multiple airport improvement projects. They include DNR Air Tanker Base improvements and new dispatch building, new airport perimeter fence phase 1 construction, primary runway and taxiway crack seal and sealcoating, terminal and general aviation apron maintenance projects, along with the reconstruction of two (2) taxi lanes that provide aircraft access to the airport's leased aircraft hangar buildings. These projects are funded through the FAA, MNDOT Office of Aeronautics, Department of Iron Range Recourses, State of MN General Obligation bonds, and local Airport Authority.

COMMUNITY PARTNERS

continued



Housing & Redevelopment
Authority of Hibbing

Our **Move to Work** program continues to experience significant growth, with active participation increasing from 65 to 144 residents. To meet the expanding needs of our community, we recently hired an additional Service Coordinator to provide enhanced case management support. This new addition ensures that residents receive personalized guidance as they work toward achieving their goals. We are proud to announce the opening of an independent office for the MTW department, which offers a dedicated space for residents to focus on self-investment goals.

To foster a sense of community and encourage creative expression, we have launched an Art Club. This initiative not only offers a platform for residents to explore their artistic talents but also serves as an avenue for increased engagement and satisfaction.

In response to the challenges faced by some residents in maintaining stable housing, we introduced a **new eviction prevention component**. This initiative is designed to identify and address issues early, offering targeted support to residents struggling with successful residency. Services include financial counseling, conflict resolution, and access to emergency assistance programs, ensuring a proactive approach to preventing housing instability.

Improved Inventory

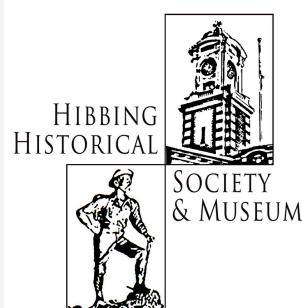
We continue to make significant progress in updating our existing housing inventory and addressing critical capital needs. We have partnered with the City of Hibbing to submit a competitive funding application for a new housing complex. If selected, this project will allow us to transfer the existing subsidy from our family complex, originally built in the early 1950s, to a modern development featuring 52 new units designed to serve low-income families. This initiative will not only provide safer, more up-to-date housing for residents but also support long-term sustainability by incorporating energy-efficient features, reducing operational costs over time.

Website Refresh

We are in the process of enhancing our website to better serve our residents and community. This improved platform will be designed with accessibility and user-friendliness in mind, ensuring that residents can easily access the information and resources they need. With these improvements, our goal is to create a dynamic and responsive digital hub that supports our mission of empowering residents, strengthening community ties, and enhancing transparency. Stay tuned for the launch!

COMMUNITY PARTNERS

continued



During 2024, the Hibbing Historical Society & Museum:

- Operated a 2,000 square foot museum in the Memorial Building
- Housed and cared for artifact and photograph donations from the community's storied history
- Offered classroom outreach programs and museum visits impacting 265 students throughout Minnesota
- Bolstered our permanent endowment fund through sizable donations
- Designed and produced a new exhibit on Prohibition in Hibbing that will be available for viewing through 2025

- Held community events such as the Annual Membership Meeting Spring Fundraiser, Palmer's Burger Bash, Christmas Open House, and partnered with the City of Hibbing for the Hibbing Birthday Party Celebration
- Created new merchandise highlighting our history, such as the 5th Annual Historic Photograph Calendar featuring 'The Roaring Twenties' in Hibbing, and our 13th Historic Ornament depicting the Hibbing High School Auditorium

Fast Stats

<ul style="list-style-type: none">• 1,000 average physical visitors per year• 17,500 additional patrons engaged via email,• Facebook, newspaper & phone• 4 newsletters per year• 120,000 website visits to 5 online collections	<ul style="list-style-type: none">• 9 board members, 1 part-time staff• 271 members• 16 dedicated community volunteers with more than 2,000 volunteer hours
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The Hibbing Area Chamber of Commerce works diligently to amplify your voice, promote your business, and create a thriving business environment in the Hibbing area. Its mission focuses on fostering a healthy business atmosphere in which local businesses and the community can flourish together.

This year, we are proud to be selected as one of 30 communities nationwide to participate in Main Street America's Equitable Entrepreneurial Ecosystems Program, which aims to empower entrepreneurs in rural areas by identifying barriers to business development and designing actionable solutions. Throughout the year, our engagement with Main Street America and local partners has been instrumental in building a resource-rich environment for Hibbing's business community.

Our Chamber members support various initiatives, including our Leadership Program, promoting local businesses through our Chamber Directory and Business of the Day features, and numerous networking events.

We continue to strengthen relationships with legislators to ensure your interests are represented, provide resources, including information on business needs and loans and grants, and collaborate on projects that enhance community welfare.

The Chamber directory can be found at hibbing.org. It includes more than 300 local members and organizations working together to support our community.

Contact us



218-262-3486



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www.hibbingmn.gov



**This report contains 2024 year-to-date (YTD) data and
statistics may vary by department.**