

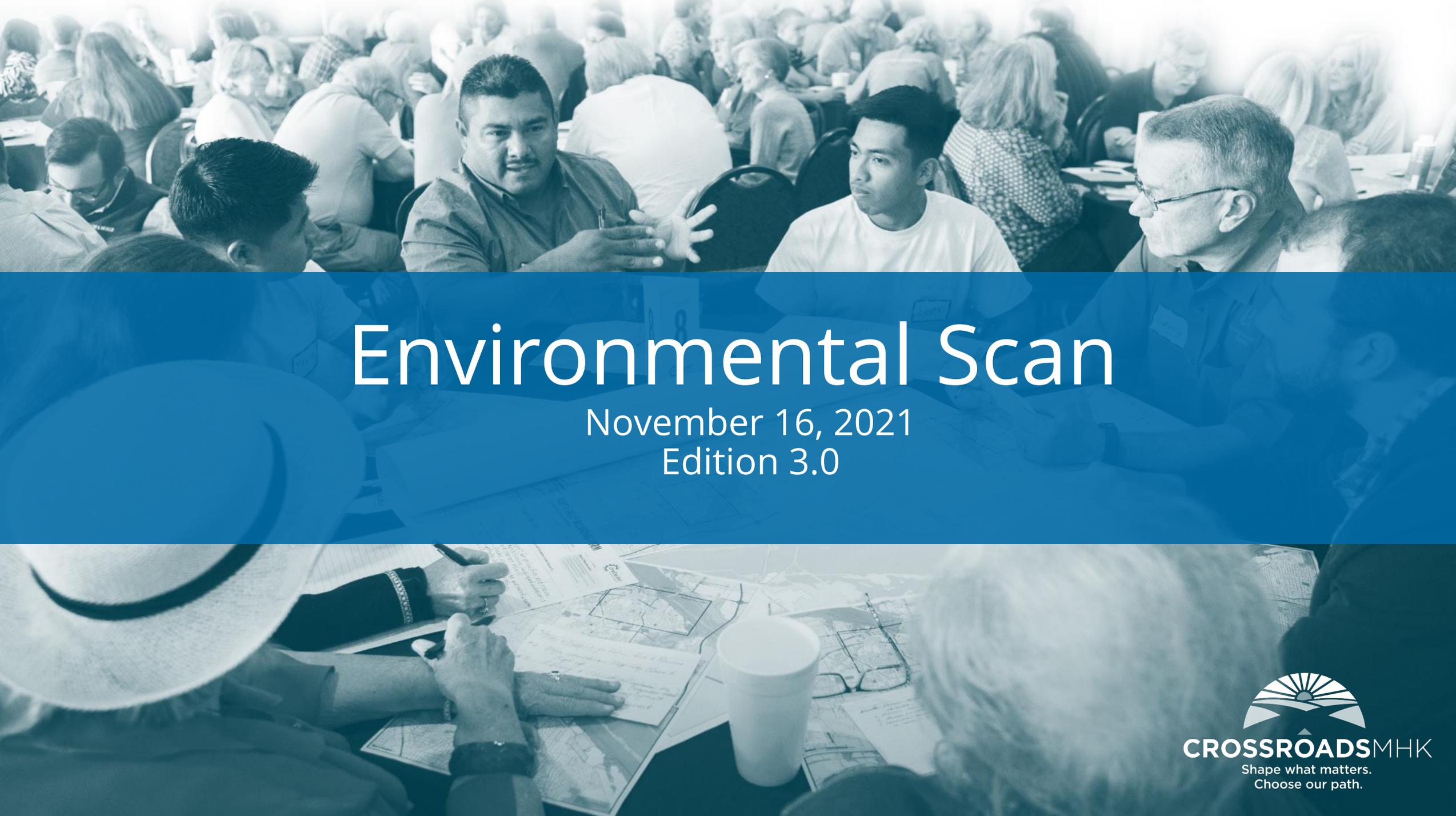
APPENDIX B

ENVIRONMENTAL SCAN



CROSSROADSMHK

Shape what matters.
Choose our path.



Environmental Scan

November 16, 2021
Edition 3.0



CROSSROADSMHK

Shape what matters.
Choose our path.

Purpose

1. Explore critical external and internal conditions, trends, and opportunities to educate City Commission, Staff and the general public
2. Inform the creation of a strategic plan that guides the City's priorities, focuses funding and lays out a community-wide vision for the future
3. Opens the conversation on key conditions and trends

Audiences



1. City Commission
2. City Staff
3. Community Committee
4. General public

Environmental Scan topics that will be covered:

COMMUNITY

1. Population
2. Age
3. Diversity
4. Households
5. Housing
6. Land Use
7. Employment
8. Prosperity
9. Education
10. Community Health
11. Community Safety
12. Transportation

CITY

1. Mission
2. Boards and Committees
3. Departments
4. Employee Count
5. Diversity

Slowing population growth

- Manhattan is the 8th largest City in Kansas
- From 2000 to 2010, the growth rate was 17% (+7,450) and 3.5% from 2010 to 2020

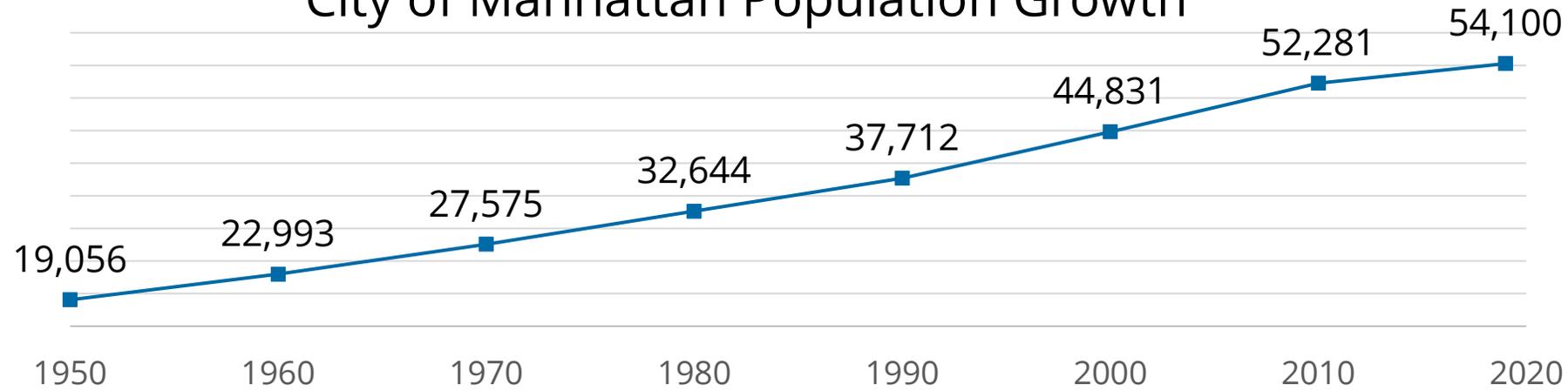
54,100

Manhattan Population 2020

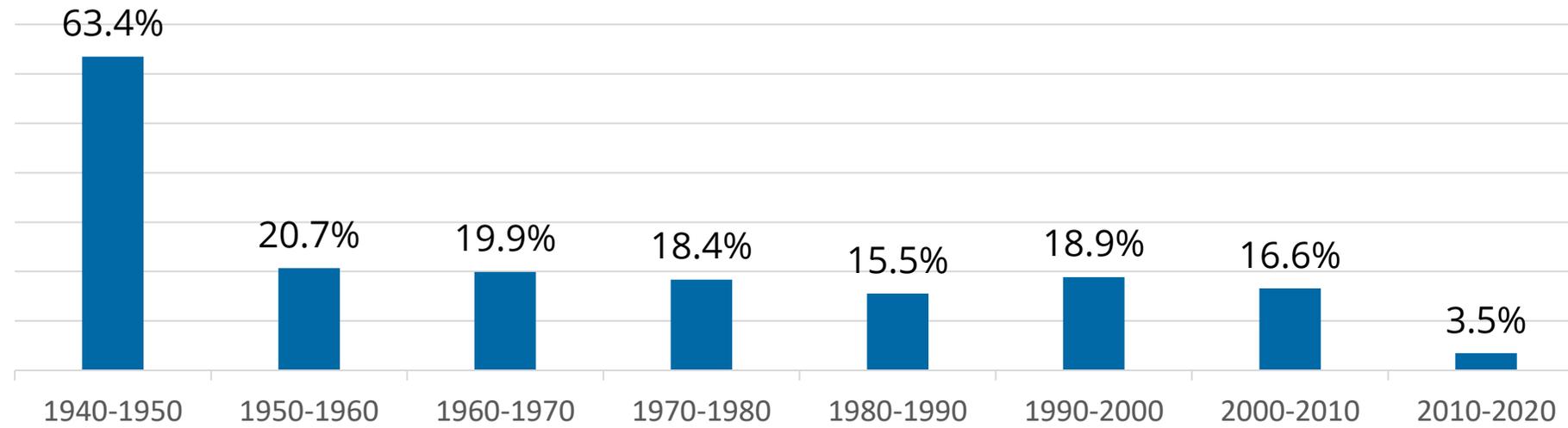
Growth Rate (as a percentage)				
	City of Manhattan	Riley County	Pott. County	State of Kansas
2000-10	17%	13%	19%	6%
2010-20	3.5%	1%	17%	3%

Source: Decennial Census

City of Manhattan Population Growth



City of Manhattan Population Growth



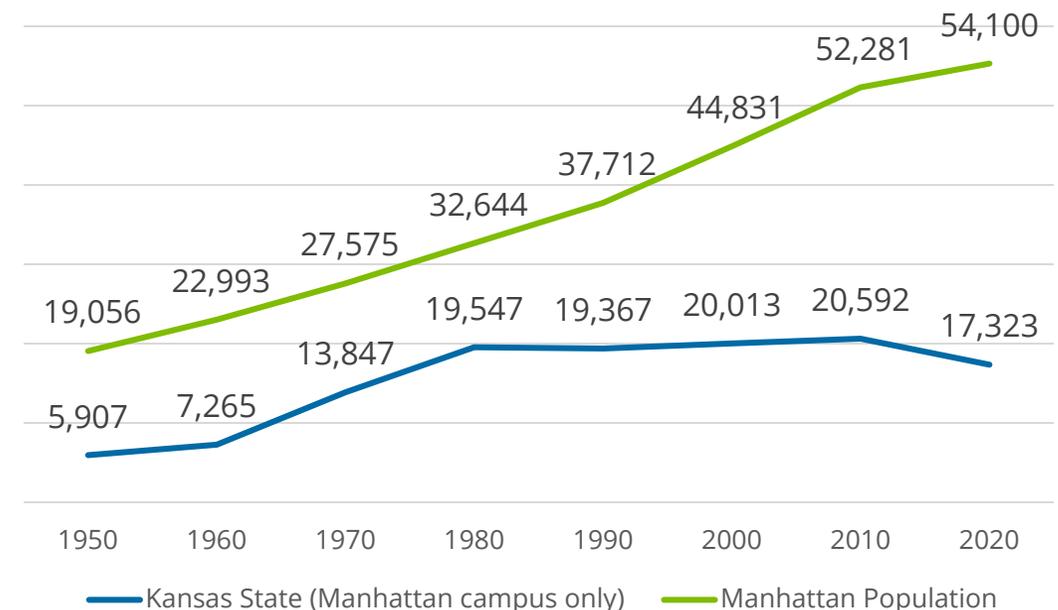
Sources: Decennial Census

Fall enrollment at Kansas State University has declined, but Manhattan population continues to grow

- From 2010 to 2020, Kansas State experienced a decline in student Fall enrollment by 10% (-2,138 students)

Student enrollment count may not always be captured by the US Census. Student population is dynamic and enrollment per term can fluctuate. The Fall enrollment count includes undergraduates, graduates and international students.

Year	K-State Fall enrollment	MHK Pop.
1970	13,847 (+6,582, +91% since '60)	27,575
1980	19,547 (+5,700, +41% since '70)	32,644
1990	19,367 (-180, -1% since '80)	37,712
2000	20,013 (+646, +3% since '90)	44,831
2010	20,592 (+597, +3% since '00)	52,281
2020	17,323 (-2,233, -14% since '10)	54,100



Source: Decennial Census and Kansas State (Enrollment by Academic Year)

Fort Riley is an important neighbor



- In 2020, Fort Riley's regional population was 67,662
- Comprised of military, family members, veterans, retirees and civilian employees within the Flint Hills region
 - *Includes almost 16,000 family members*

Military (Army)	14,998
Military (Air Force)	130
Family Members	15,703
Veterans	26,533
Retirees	4,810
Civilian Employees	5,488
Total	67,662

Source: Fort Riley Economic Impact Study, 2020

31% of the total Fort Riley households live in Riley County and 6% in Pottawatomie County

- Households include military families, Department of Army (DA) civilians, retirees and veterans
- Living within the City of Manhattan limits:
 - 3% (1,075) military families*
 - 2% (713) DA Civilians*
 - Does not include retirees and veterans*

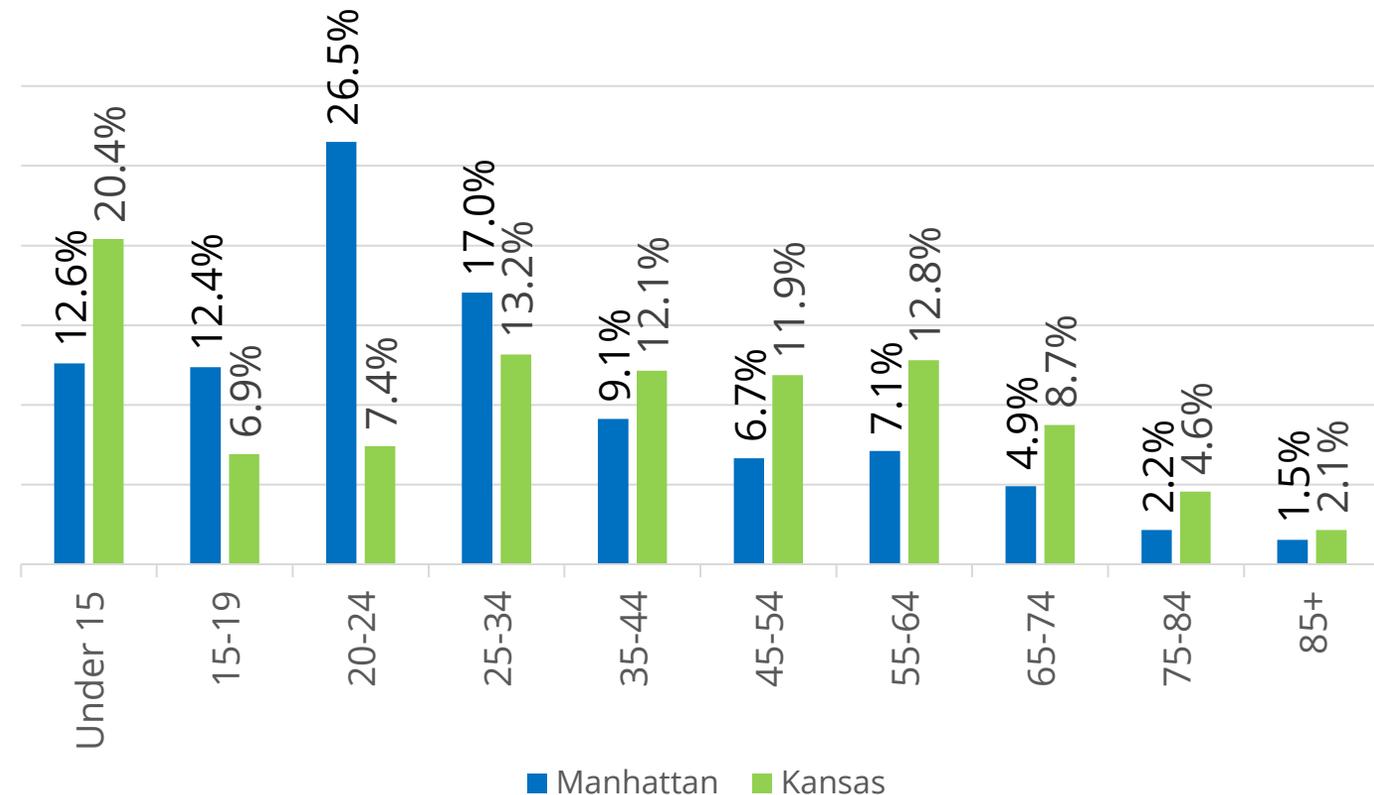
Counties in Flint Hills Region	Households
Geary	35% (12,645)
Riley	31% (11,177)
Saline	12% (4,260)
Dickenson	8% (3,011)
Pottawatomie	6% (2,188)
Clay	4% (1,390)
Morris	2% (761)
Wabaunsee	2% (748)
Total Households	36,180

Sources: Fort Riley Demographics 2nd QTR FY21 and Plans, Analysis and Integration Office Lead USAG Fort Riley, Kansas

Manhattan is a young community, but the older adults are the fastest-growing population

- 43.5% of the population is between the ages of 20-34 as compared to Kansas at 21%
- However, the fastest-growing portion of the population is between 65-74.
 - *This cohort grew 49% from 2010 to 2019*

Age Distribution Manhattan Vs. Kansas



Source: Decennial Census and 2019 ACS 5-Year Estimates

Manhattan is growing more diverse

- 76% of the population is white.
- Manhattan is ranked 19th out of 45 of the most diverse cities in Kansas
- African American, Asian, Native Hawaiian and Other Pacific Islander, and Hispanic & Latino have increased in population in the last decade (2010-2020)

 **11%**

African American
+313 since 2010

 **7%**

Asian
+189 since 2010

 **151%**

two or more races
+2,729 since 2010

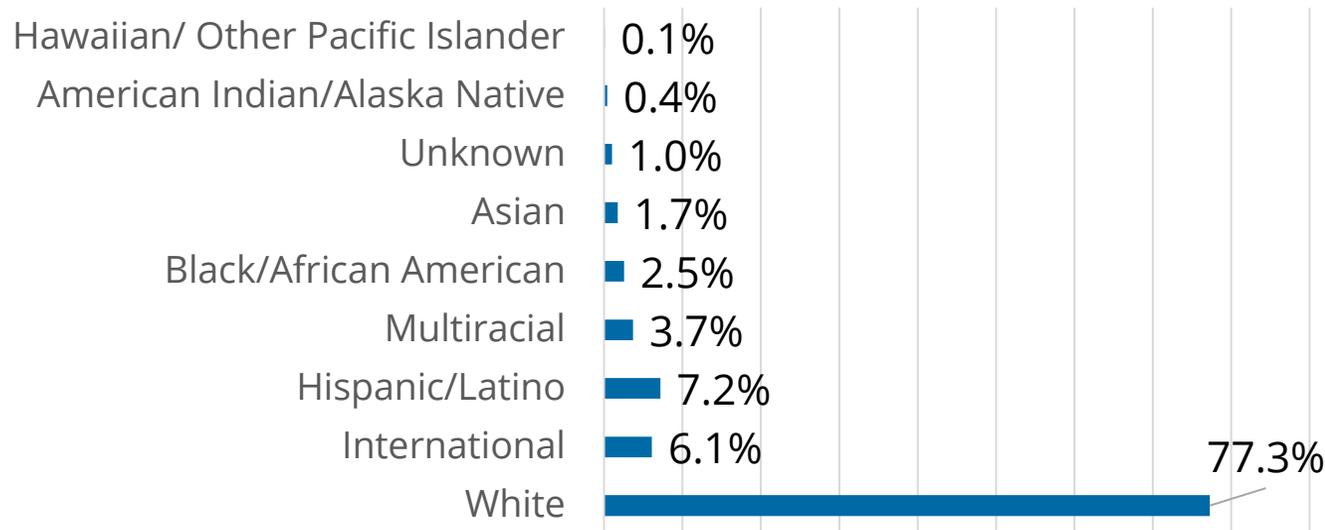
 **63%**

Hispanic & Latino
+1,927 since 2010

Sources: Decennial Census and <https://www.homesnacks.com/most-diverse-cities-in-kansas/>

Kansas State diversity continues to increase except for the African American student population

2020 Fall Enrollment by Race
(Main Campus Only)



↓ 44%

African American
-353 since 2010

↑ 22%

Asian
+53 since 2010

↑ 78%

multi-racial
+280 since 2010

↑ 35%

Hispanic & Latino
+321 since 2010

Sources: Decennial Census and Kansas State University Interactive Factbook

The number of households considered as family households are decreasing

- From 2010 to 2019:
 - Total family households declined by 4%
 - Families with children under 18 years old declined by 1%
 - Married couples declined by 3%
- The average family size grew from 2.8 to 3 people (5% increase)

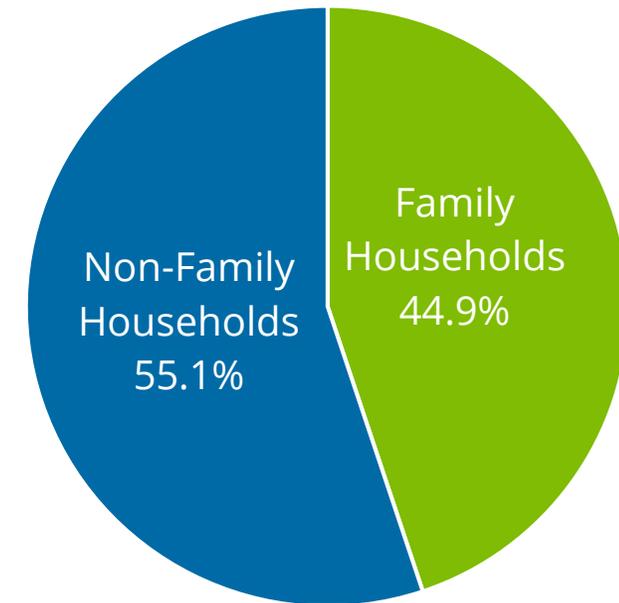
A “household” is a dwelling where at least two of the residents are related to each other.

The number of households considered as non-family households continue to increase, but at a slow growth

- Non-family households make up about half of the total households in the City, which is typical for a university community
- 10% growth from 2010 to 2019
- Compared to 21% growth from 2000 to 2010

A nonfamily "household" is a person living alone or with nonrelatives only.

Family vs. Non-Family households

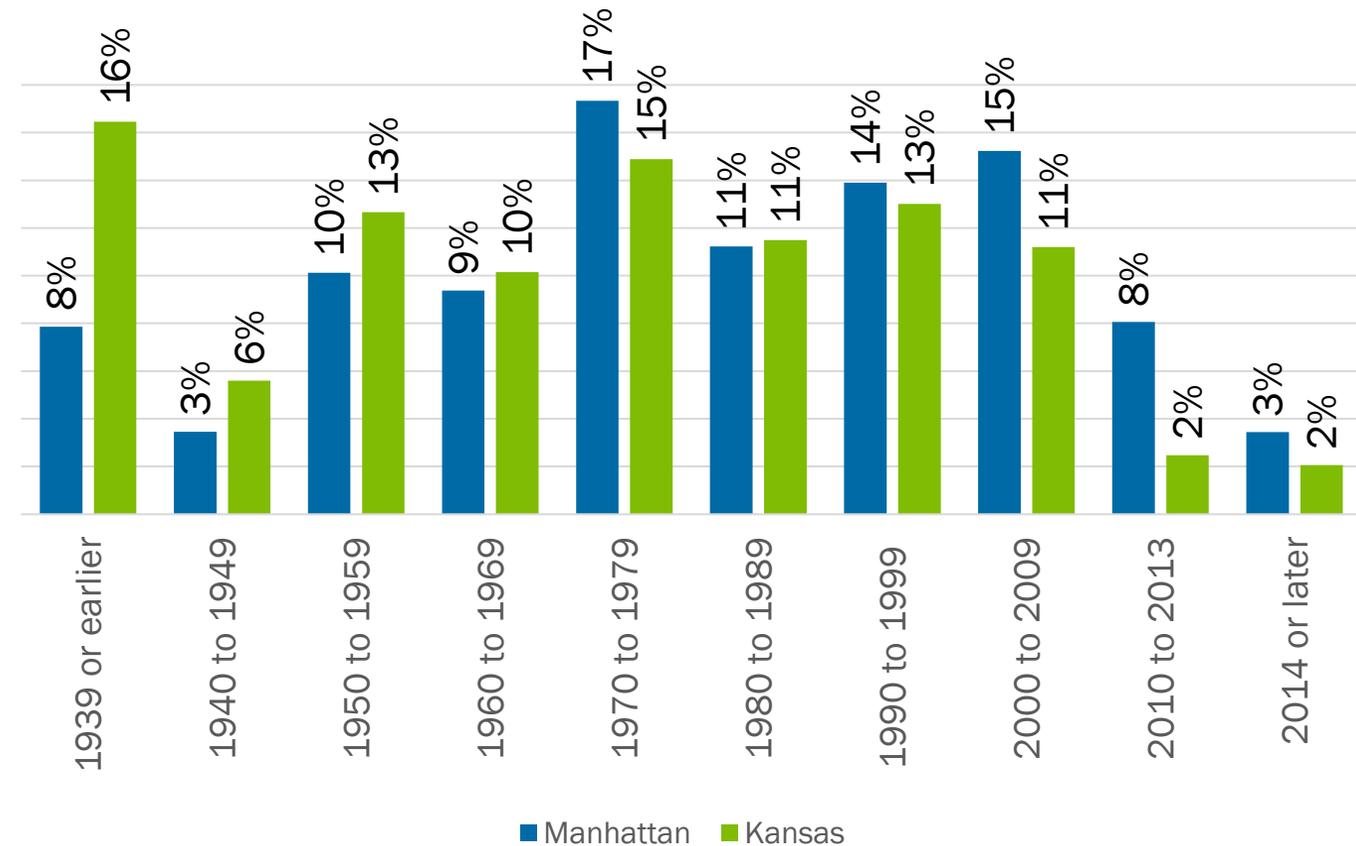


Sources: Decennial Census and 2019 ACS 5-Year Estimates

Highest portion of homes were built in the 1970s

- Housing development rose between the 1970s to 2009
- After 2010, housing development slowed down
- 3% of the housing stock was built after 2014

Built Year of Residential Homes



Sources: Decennial Census and 2019 ACS 5-Year Estimates

Manhattan has a mix of housing types

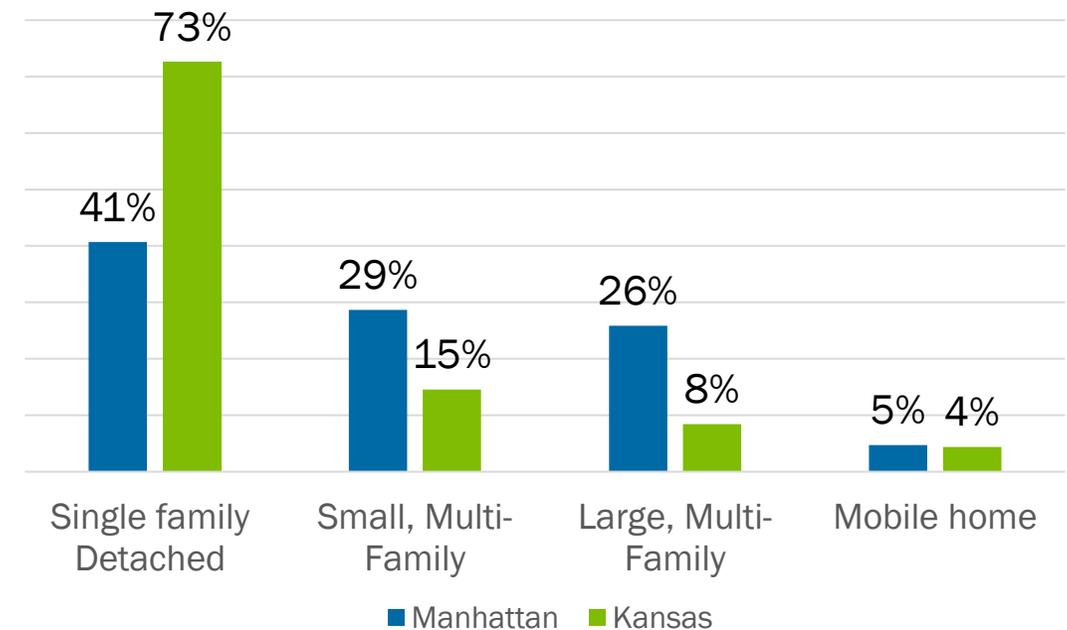
- 41% of housing unit types are single family, detached
- Other housing unit types in the City are small and large multi-family homes, and mobile homes
- More housing types are available in the City compared to the State

Notes:

Small multi-family – 1 unit attached, and 2 to 9 units within a structure

Large multi-family – 10 or more units within a structure

Housing Types in Manhattan vs. Kansas

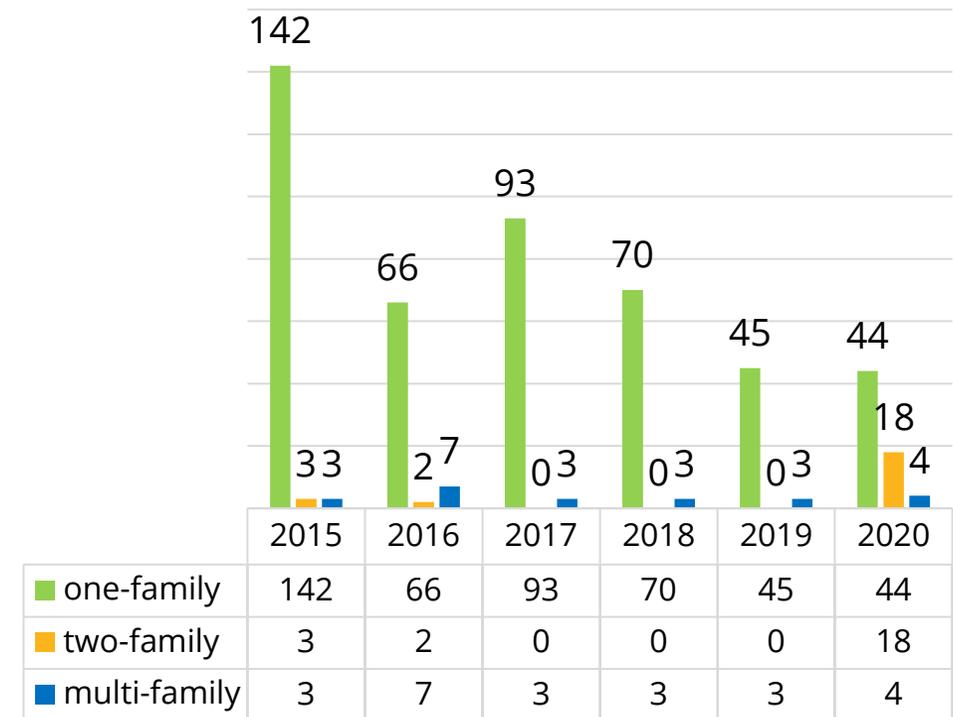


Sources: Decennial Census and 2019 ACS 5-Year Estimates

In the last 5 years, the City issued 506 residential building permits, but are declining

- Most issued permits were for one-family homes
- Number of residential permits issued for one-family homes decreased 70% between 2015 to 2020
- Two-family homes increased 6x from 2015 to 2020
- Multi-family homes remain steady

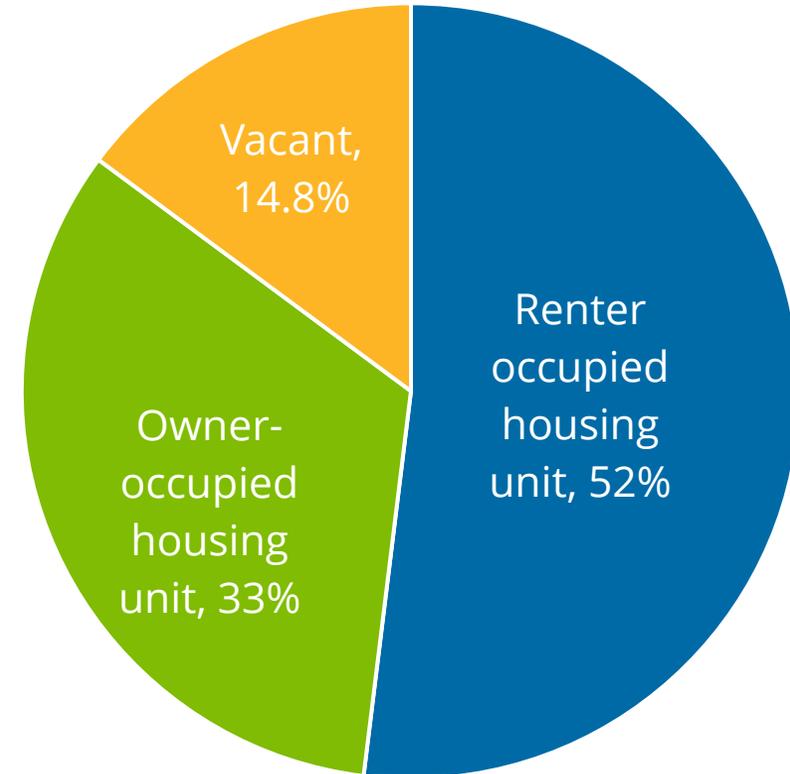
New Residential Permit (2015-2020)



Source: City of Manhattan website - <https://cityofmnhk.com/1536/Construction-Permit-History>

Rental housing makes up 50% of the total occupied housing units

- Manhattan has approximately 22,778 housing units (rental and ownership)
- Rental units have increased almost twice as much as owner-occupied units
 - *1.5% growth in rental units verses 0.8% for owner occupied (2010-2019)*
- Out of the total vacant units:
 - *3% is homeowner housing*
 - *11% is rental housing*



Sources: Decennial Census and 2019 ACS 5-Year Estimates

Median home values and rents are higher in the City compared to the State

- Although housing cost have increased, the rate slowed down from 79% (2000-2010) to 21% (2010-2019)
- Median house value is 44% and median rent is 10% more than the State of Kansas.

Manhattan
\$209,700
Median Home Value
2019

\$910
Median Rent
2019

Kansas
\$145,400
Median Home Value
2019

\$831
Median Rent
2019

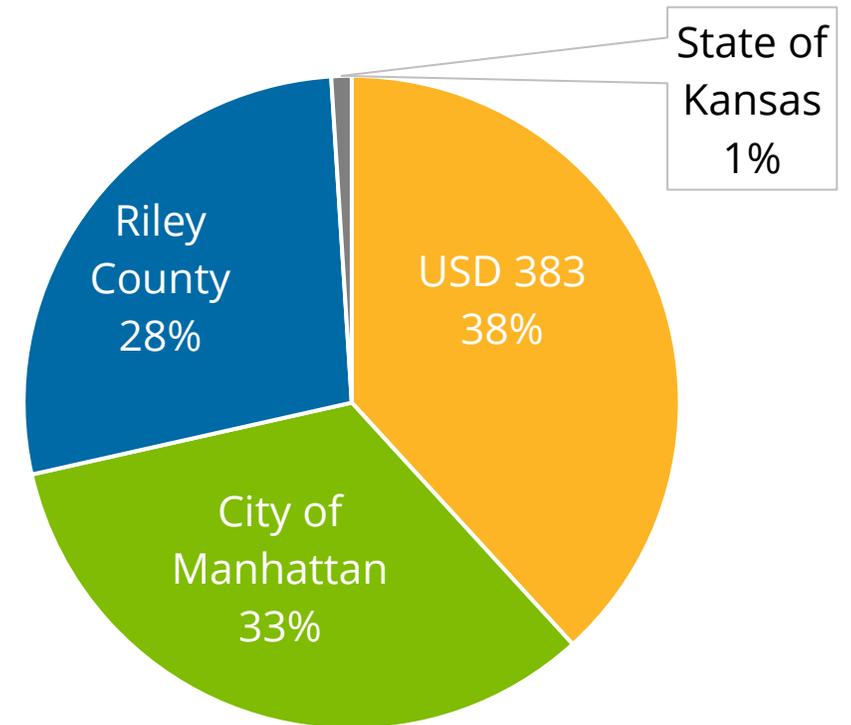
Sources: Decennial Census and 2019 ACS 5-Year Estimates

Median home value and the assessed property value are increasing

- Based on a median home value of \$209,700, the tax liability of that home is \$3,534.32
- Since 2010 the property assessment value has increased 24%
- Property value follows a similar growth pattern with the median home value between 2010 to 2019
 - *Increase of 21%*

Assessed Property Value - The taxable value of any real or personal property. The taxable value of residential real estate is 11.5% of market value. The taxable value of commercial property is 25% of market value.

Note: Distribution of tax dollar for a property in 2019 are as follows:



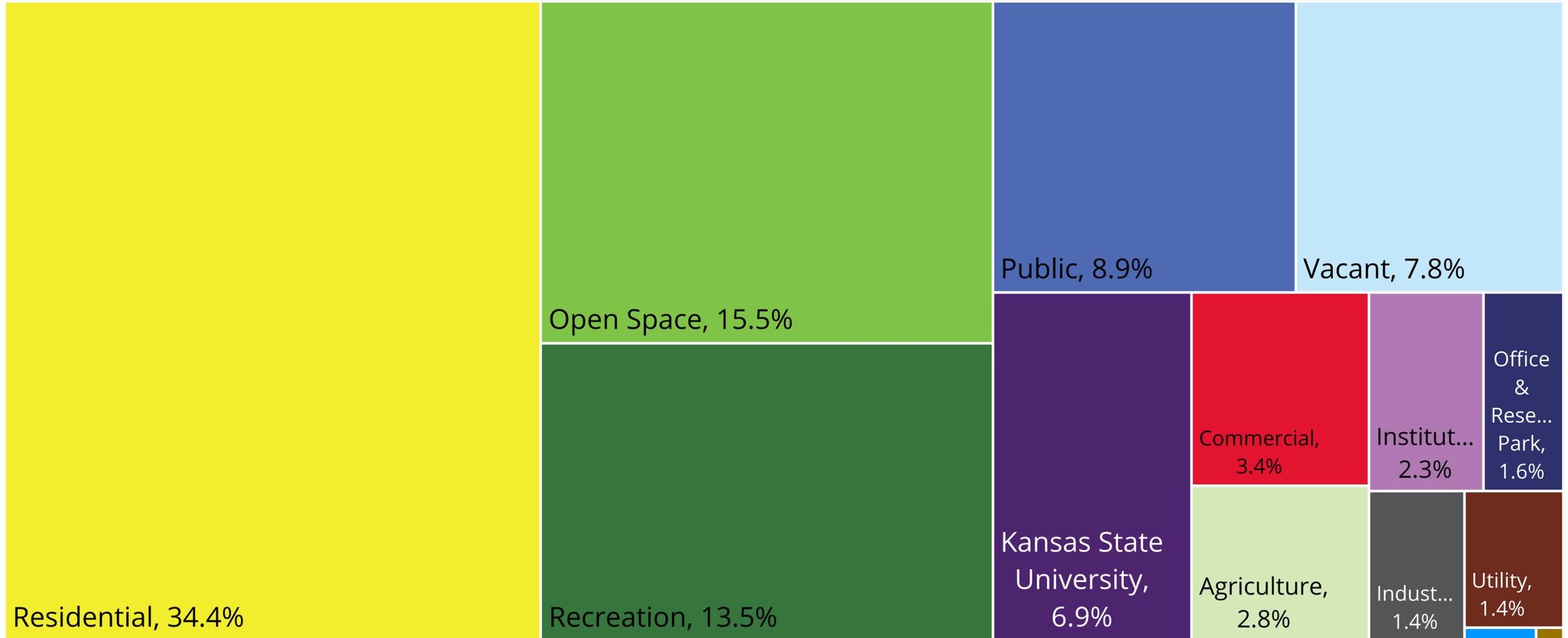
11 cents of each property tax dollar goes toward city operations



Property Tax Recipients	Mill Levy Allocation	Paid by You (per dollar)
State of Kansas	1.5	1 cent
Riley County	42.292	27 cents
USD 383	61.645	40 cents
City of Manhattan	49.835	32 Cents
General Fund	6.743	4 cents
Fire Equipment Reserve	0.791	1 cent
Bond & Interest Fund	4.687	3 cents
Employee Benefit Fund	3.812	2 cents
Fire Pension KP&F	0.866	1 cent
Library Fund	4.431	3 cents
Library Employee Benefit Fund	1.120	1 cent
Riley County Police Department	27.348	17 cents
Total City Tax Bill	155.272	\$1.00

11%
towards
City
operations

35% of the existing land use is residential, followed by 15% open space



Source: Community Development Department at the City of Manhattan

A variety of employment sectors are available within the Greater Manhattan Area (includes Riley and Pottawatomie counties)

- Although Kansas State is a major employer within the City, there is a mix of employment opportunities in the Greater Manhattan Area (2016)
- Although not included in the 2016 list, National Bio and Agro-defense Facility is expected to include 400 employees

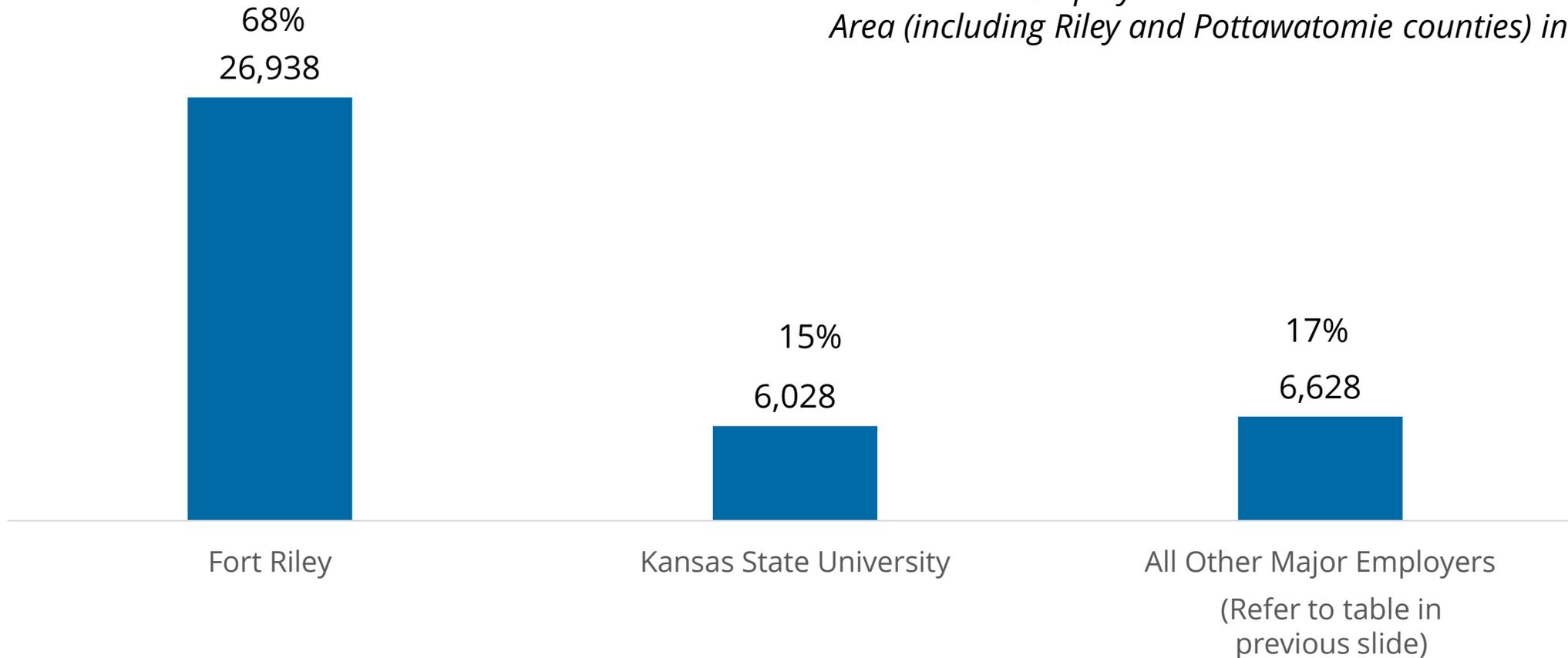
Table lists the 2016 employers in the Greater Manhattan Area with employee counts greater than 300

Fort Riley Military Base (Military Training)	19,468	Fort Riley
Fort Riley Military Base (Civilian)	7,470	Fort Riley
Kansas State University	6,028	Manhattan
USD #383	1,350	Manhattan
Mercy Regional Health Center	795	Manhattan
GTM Sportswear	693	Manhattan
Caterpillar Work Tools, Inc	500	Wamego
Walmart	480	Manhattan
Community Healthcare System, Inc	450	Onaga
City of Manhattan	427	Manhattan
Brinks Home Security	300	St. Marys /Manhattan

Sources: 2020; Greater Manhattan Economic Partnership - 3rd quarter, 2016 and US Department of Agriculture (National Bio and Agro-Defense Facility (NBAF) FAQs)

Although Fort Riley is a major employer, there are other employers in the City (2016)

Comparison Major Employers in Kansas State, Fort Riley and All Other Employers within the Greater Manhattan Area (including Riley and Pottawatomie counties) in 2016.



Source: 2020; Greater Manhattan Economic Partnership - 3rd quarter, 2016

Since 2016, despite the employment size, Fort Riley Base and Kansas State have declined

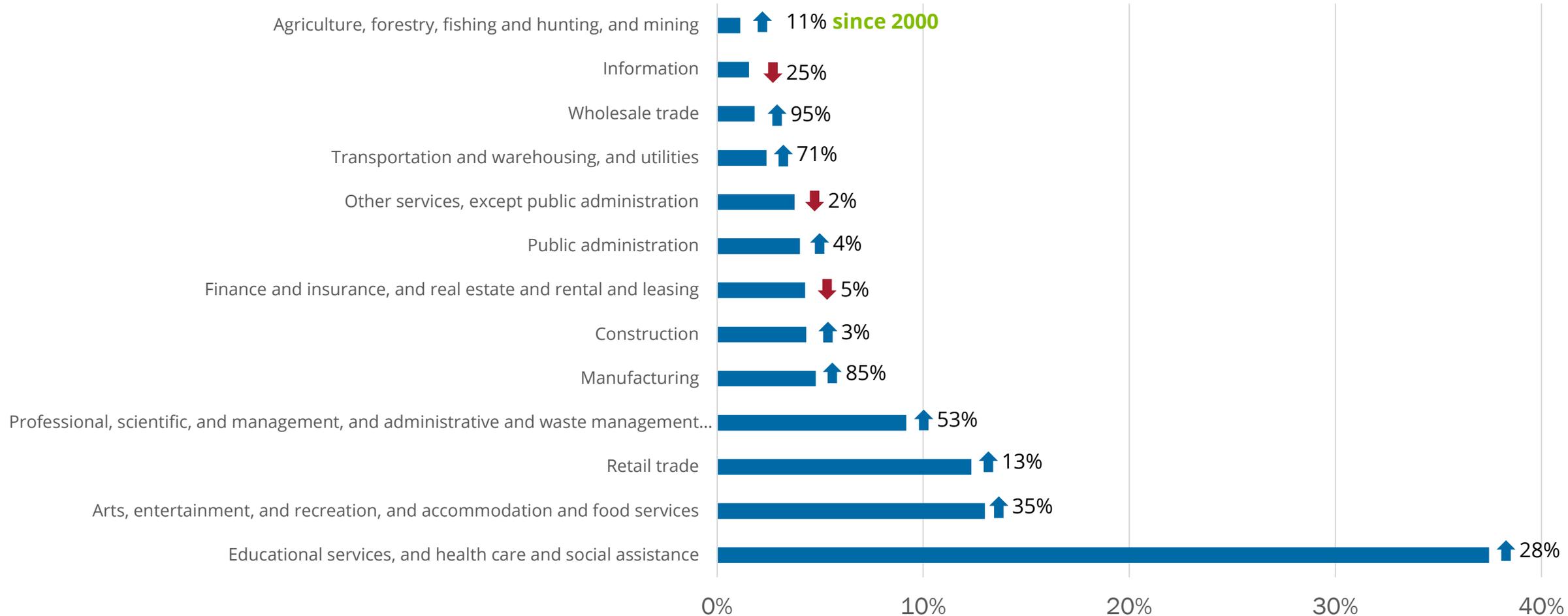
	2016 (Chamber of Commerce - Greater Manhattan Economic Partnership)	2019 (Manhattan Operational Budget 2020)	Percent Change
Fort Riley Military Base (Military Training)	19,468	15,009	-23%
Fort Riley Military Base (Civilian)	7,470	5,625	-25%
Kansas State University	6,028	5,865	-3%

Sources: Manhattan Operating Budget Book, 2020; Greater Manhattan Economic Partnership - 3rd quarter,

Unemployment rate in 2019 was on par with the State and Nation

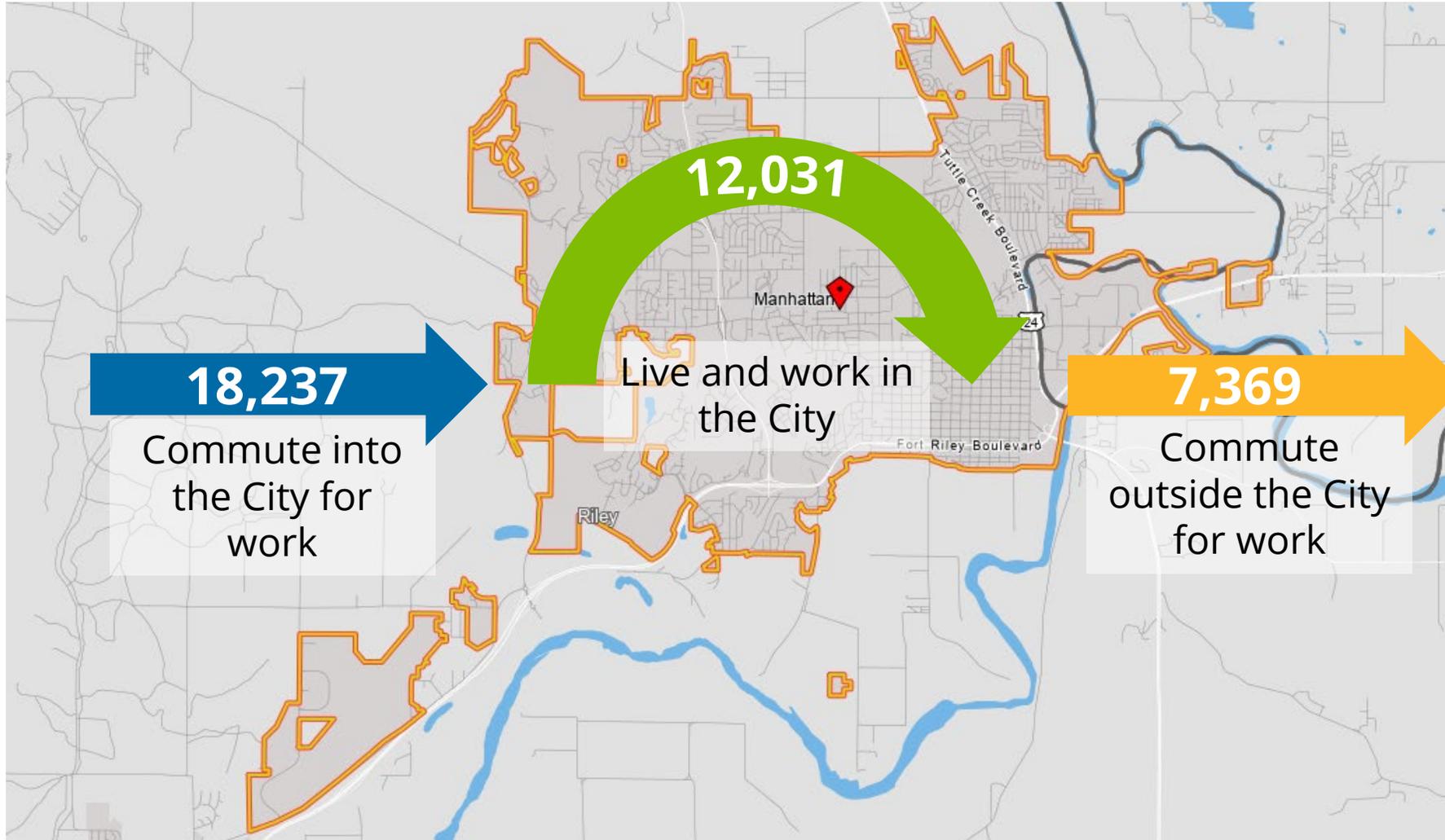
- Employment for population over 16 years old is 62% (23% increase since 2000)
 - *Kansas: 63%*
 - *National: 60%*
- Unemployment is 5% (2019)
 - *Kansas: 4%*
 - *National: 5%*

Education/health care and social assistance industries have increased (2000-2019)



Sources: Decennial Census and 2019 ACS 5-Year Estimates

Majority of people (60%) commute into the City for work (2018)



Source: <https://onthemap.ces.census.gov/>

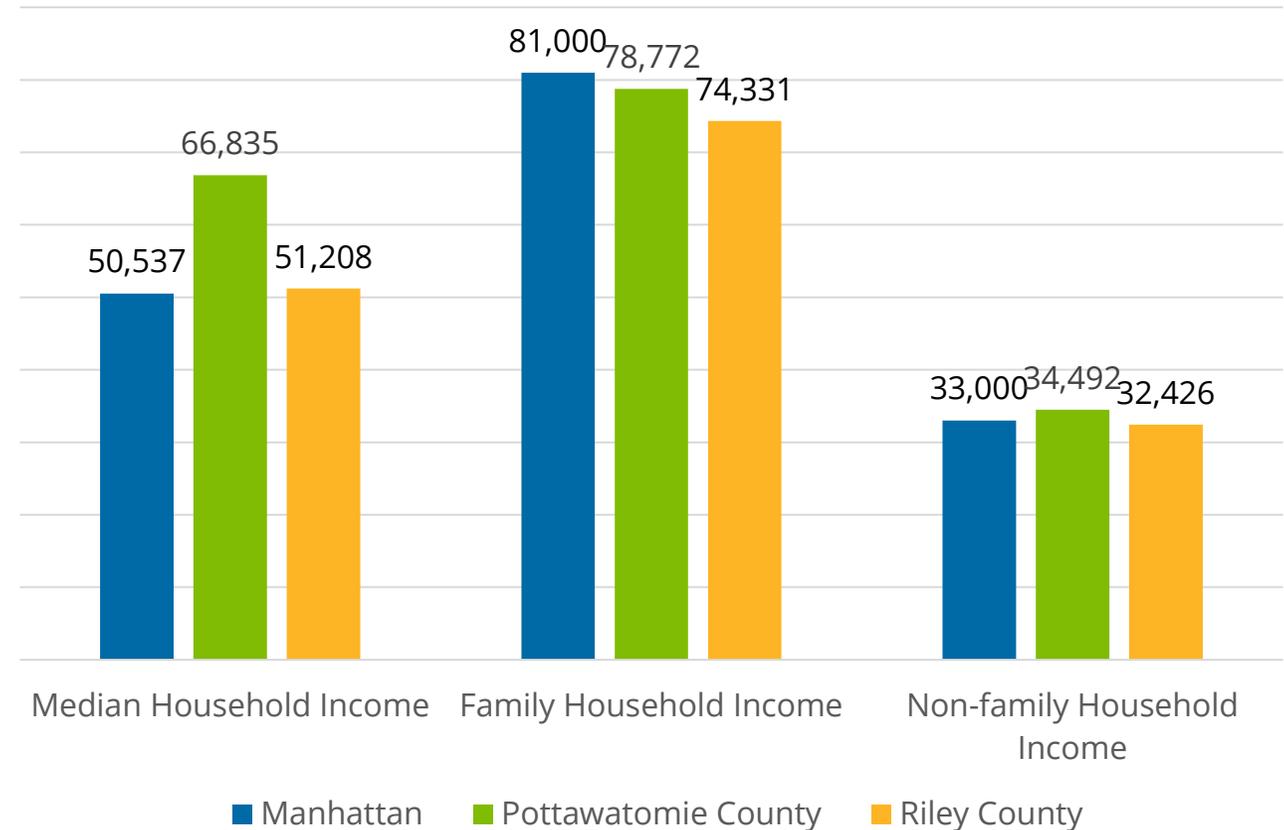
Only 49% of City employees live within Manhattan city limits

- 210 out of 427 total city employees live in the City (includes full and part time employees).

Median household income is below the State level

- The median household income in the City is \$50,537 versus \$59,597 in the State
- A family median income is just over \$81,000
- Non-family median income of almost \$33,000
- The younger adults likely affect the City's income
 - *Younger adults may be students from Kansas State or entry-level professionals establishing a career after graduation*

Median Income (\$) by Household



Source: 2019 ACS 5-Year Estimates

Cost burden for rental and owned housing are on par with State trends

RENTAL

- Almost half of the people who pay rent spend less than 30% of their income on monthly rent
- 44% are paying more than 30% of their income on rent
- The trend is also on par with the State

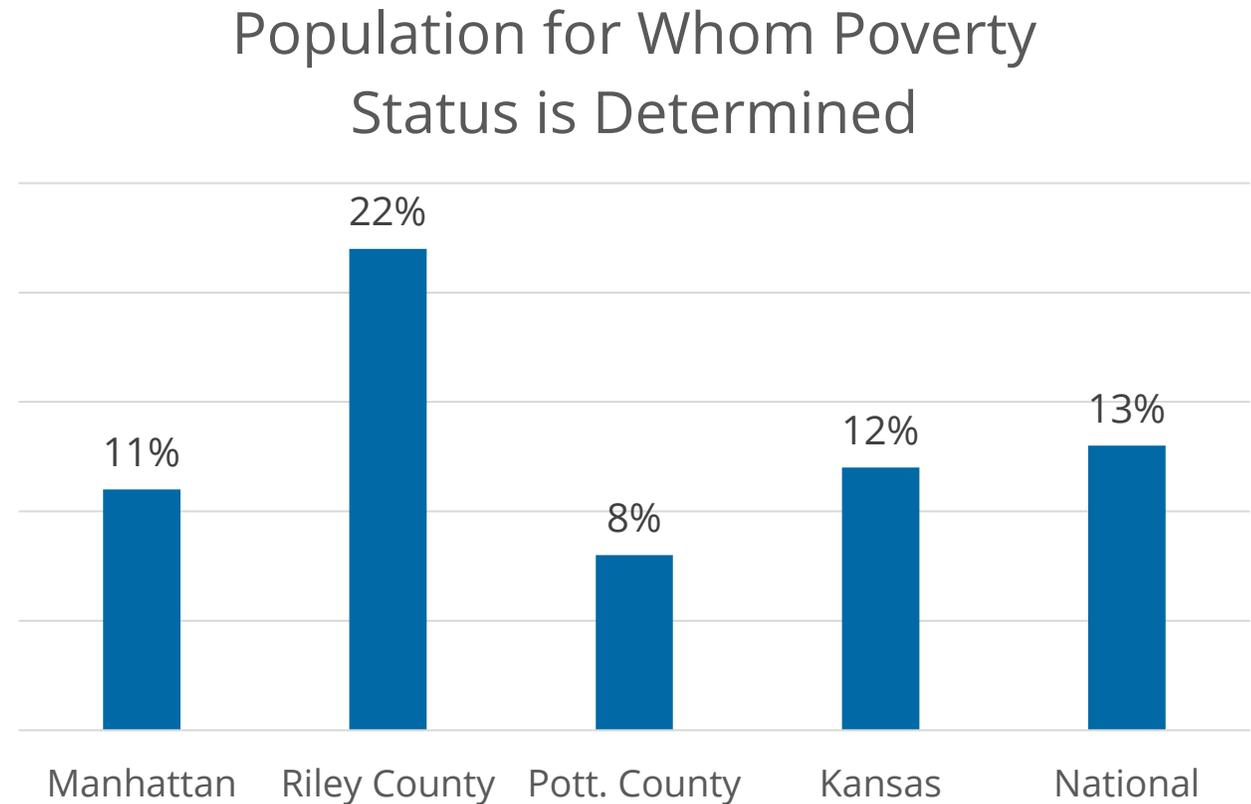
HOMEOWNERS

- More than 75% of people who own a home with a mortgage spend less than 30% of their income on housing
- 22% of the population are paying more than 30% of their income on housing
- The trend is also on par with the State

Note: household paying more than 30 percent of their gross monthly income for housing (whether as rent or a mortgage) is considered cost burdened.

When the student population is removed, the poverty rate is on par with Pottawatomie County and the State

- When the student population is removed, the poverty rate is 11% (4,408) of the population
- Poverty rate is half of Riley County's
- Is on par with Pottawatomie County, the State and nation



Source: 2019 ACS 5-Year Estimates

Poverty among families and children are similar across Manhattan, Riley County and Kansas

	Manhattan	Riley County	Pott. County	Kansas
All Families	7%	7%	7%	8%
Related children under 18 years	11%	12%	12%	13%

Sources: 2019 ACS 5-Year Estimates and National Center for Education Statistics

About 40% of students received free or reduced-price lunches

- Out of the total 6,606 students within Manhattan-Ogden USD 383 school district (2018-2019 school year):
 - *32% received free lunch*
 - *11% received reduced-price lunch*

Note: Military families are able to apply, but must also meet eligibility criteria.

School	Total Students	Free Lunch	Reduced Lunch
Amanda Arnold (Manhattan)	597	13%	5%
Bluemont Elementary School (Manhattan)	309	46%	8%
Dwight D Eisenhower Middle School (Manhattan)	476	37%	11%
Frank V Bergman Elementary (Manhattan)	530	37%	7%
Lee Elementary (Manhattan)	515	44%	46%
Manhattan High School West/East Campus (Manhattan)	1777	28%	8%
Marlatt Elementary (Manhattan)	458	21%	7%
Northview Elementary (Manhattan)	596	45%	14%
Susan B Anthony Middle School (Manhattan)	440	24%	7%
Theo Roosevelt Elementary (Manhattan)	508	50%	6%
Woodrow Wilson Elementary (Manhattan)	400	17%	6%
TOTAL	6,606	32%	11%

Source: National Center for Education Statistics – Common Core of Data

School district growing in student population and education services

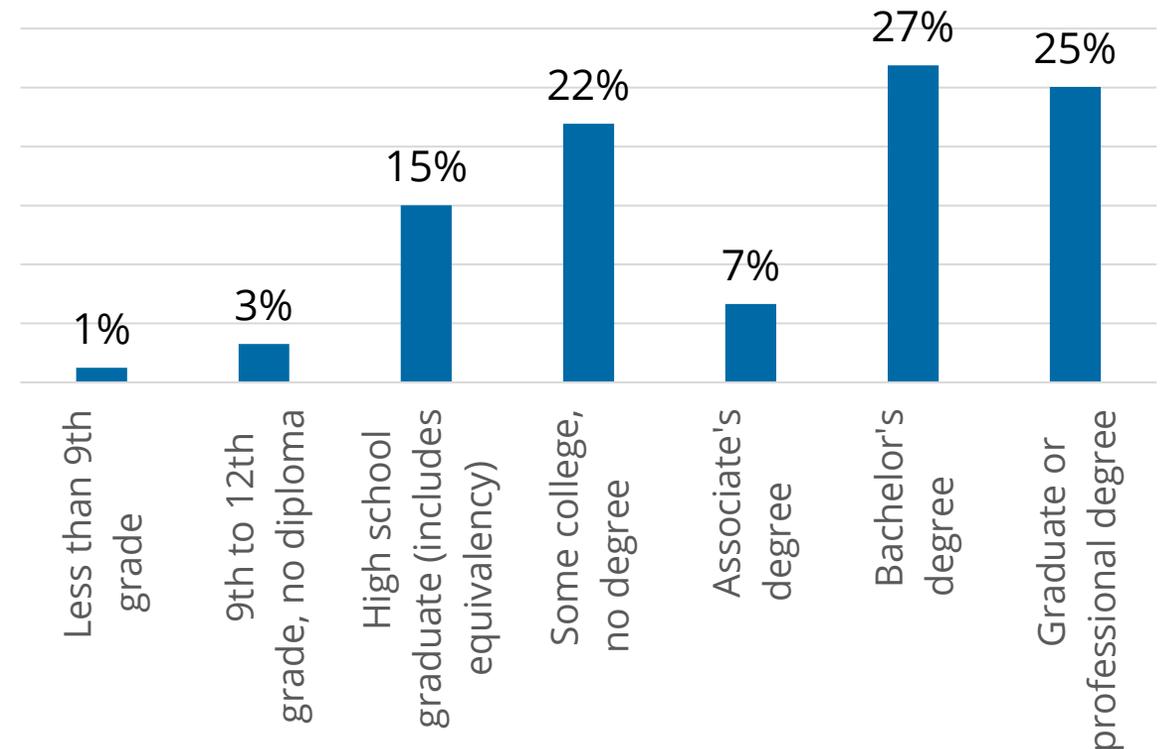
- Enrollment increased 10% since 2010 (6,193 students). Up to 6,836 students enrolled in 2020
- Since 2010, students receiving free or reduced-price lunches across the district increased to 25% (2,087 students)
- Substantial increase in graduation rate between 2010 and 2020
 - *65% in 2010 up to 82% in 2020*

Source: Kansas State Department of Education 2021 - https://datacentral.ksde.org/report_gen.aspx

A highly educated population

- High portion of the population has attained post-secondary education:
 - 27% Bachelor's degree (increased 44% since 2000)
 - 25% Graduate or professional degree (increased 25% since 2000)
- Fastest-growing educational attainment is the Associate's degree
 - Increased 91% since 2000

Educational Attainment of Population Over 25 Years Old



Sources: Decennial Census and 2019 ACS 5-Year Estimates

Manhattan is located within healthy counties. Riley County:

- Outperforms the State in 18 of 20 key health indicators
- Ranked 5th (out of 104) in the State for Health Outcomes
 - 3rd in Length of Life and 4th in Clinical Care
 - Ranks 92nd for Physical Environment (higher air pollution and housing problems [overcrowding, high costs, lack of kitchen or plumbing facilities] than state)

Health indicators include: exercise, nutrition & weight, immunizations & infectious diseases, maternal, fetal & infant health, substance abuse, diabetes, mortality, wellness & lifestyle, crime, poverty, and heart disease & stroke

Health Outcomes is calculated using the combined scores for Length of Life and Quality of Life

Manhattan is located within healthy counties. Pottawatomie County:

- Outperforms the State in 13 of 20 key health indicators
 - I.e. Exercise, Nutrition, & Weight and Maternal, Fetal, & Infant Health
- Ranked 2nd (out of 104) in the State for Health Outcomes
 - 3rd in Length of Life and 5th in Social & Economic Factors (education, unemployment and children in poverty)
 - Ranks 51st for Physical Environment

Health indicators include: exercise, nutrition & weight, immunizations & infectious diseases, maternal, fetal & infant health, substance abuse, diabetes, mortality, wellness & lifestyle, crime, poverty, and heart disease & stroke

Health Outcomes is calculated using the combined scores for Length of Life and Quality of Life

Since the older adults are rapidly growing, the aging needs in the City will be important to consider

- Top aging needs identified in the City neighborhoods:
 - *Medical care*
 - *Affordable prescriptions*
 - *Independent living*
 - *Assisted living options*
 - *Affordable housing*
 - *Ease of mobility*

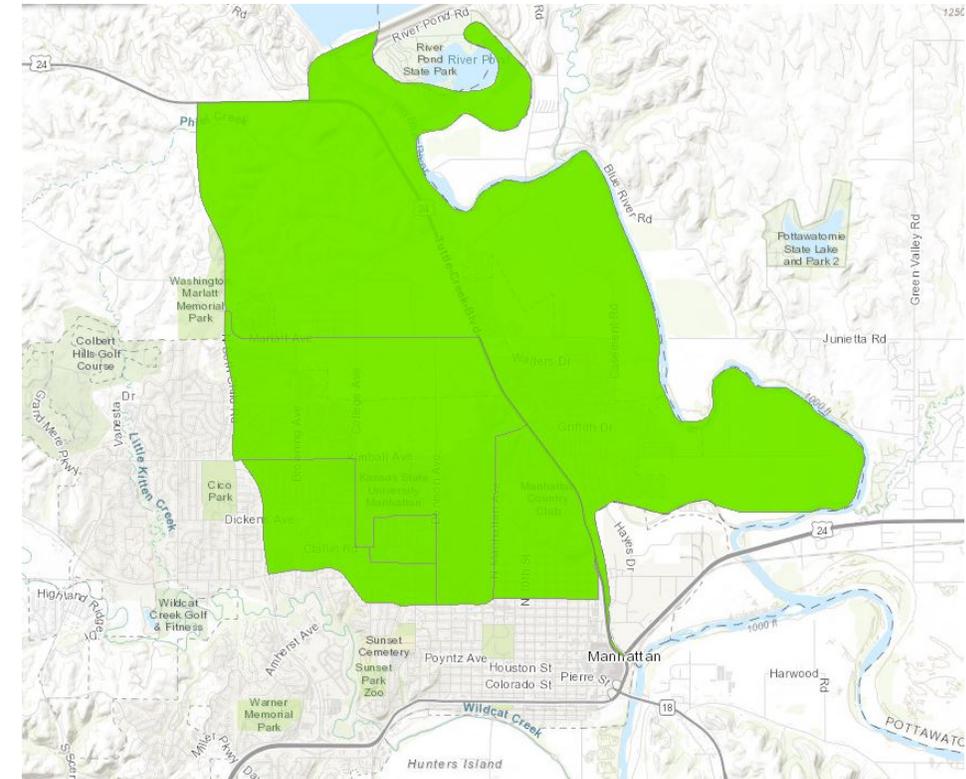
Riley County conducted a community needs assessment survey in 2020. It asked respondents to identify top aging needs. The results were reported per neighborhood areas in Manhattan

Source: Riley County Community Needs Assessment, Feb. 2020 and Summary via interactive report <http://www.rccnainteractive.org/>

Manhattan and Riley County have areas classified as food deserts

- According to 2015 USDA data, Manhattan and Riley County have areas classified as Food Deserts
- 1,344 Manhattan households receive Supplemental Nutrition Assistance Program benefits (6.6% of all households)
 - 56% of SNAP recipient households in Manhattan have children under the age of 18

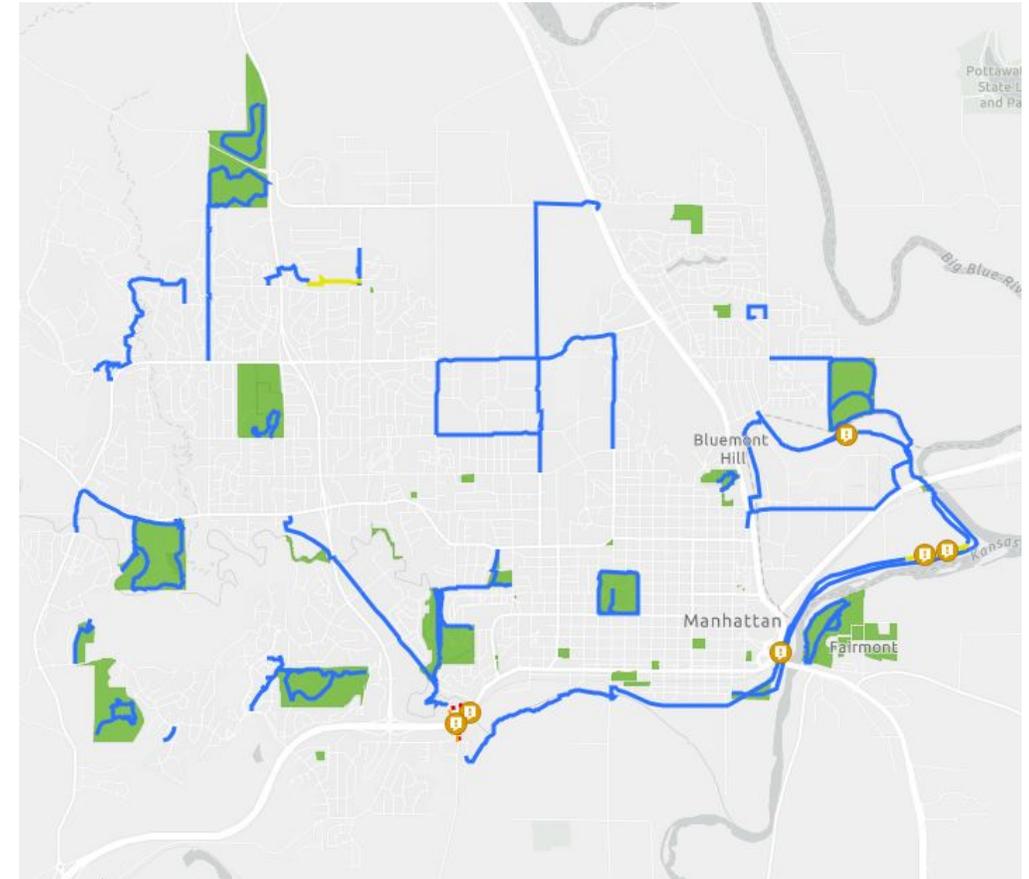
Note: Places meet the definition of a Food Desert if a substantial portion of the population are low income and more than 1 mile (urban) or 10 miles (rural) away from a grocery store



■ Area Classified as Food Desert

Manhattan has high access to recreational opportunities

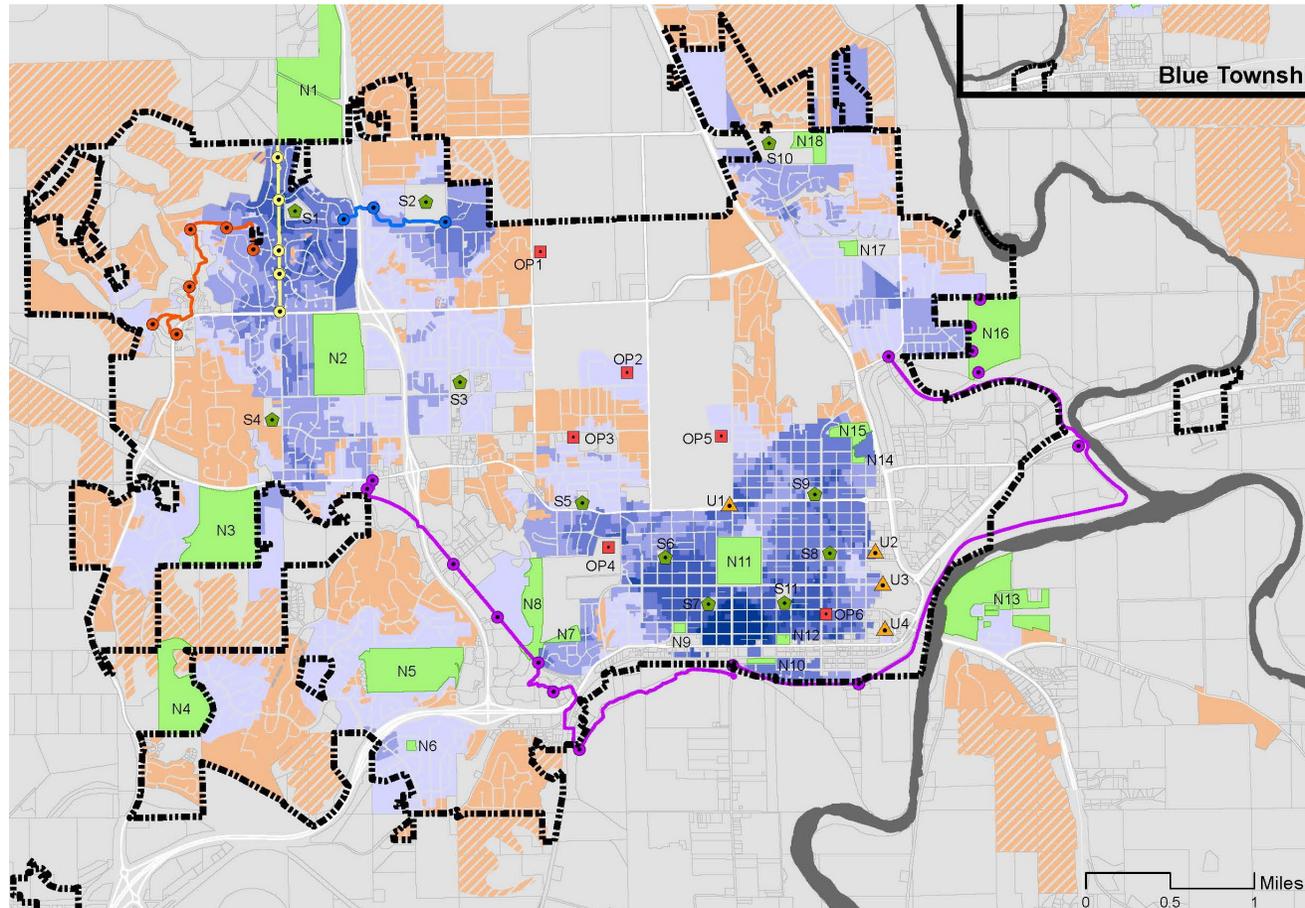
- 29 City parks
- More than 40 miles of walking trails
- Ranked as a bronze-level bicycle friendly community
 - One of only four bike-friendly communities in Kansas
 - Current network has approximately 48 miles of bikeways (266% increase since the previous Bicycle Master Plan in 1998)
 - Additional 78 miles of bike facilities proposed



■ City Park — Trail

Source: Parks and Rec Department & Manhattan Bike Plan

More than 60% of residences are within a half-mile of recreational opportunities

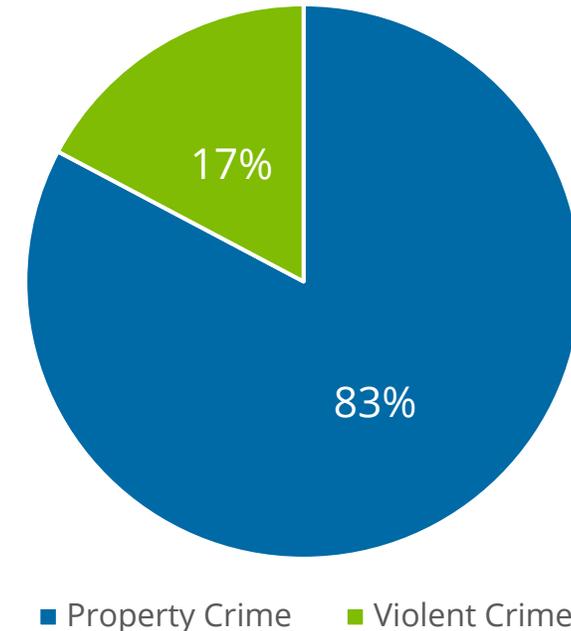


Source: Manhattan Urban Area Comprehensive Plan, 2015

Riley County is a safe county

- Riley County PD reported 1,567 Crime Index Offenses in 2019
 - Crime Index Rate of 21.2 (per 1,000)
 - Slight increase compared to 1,552 offenses in 2018
- 83% of these offenses were Property Crime
 - Defined as property that is stolen or destroyed, without the use or threat of force against the victim
 - Includes Burglary and Theft

2019 Riley County PD
Crime Index Offenses

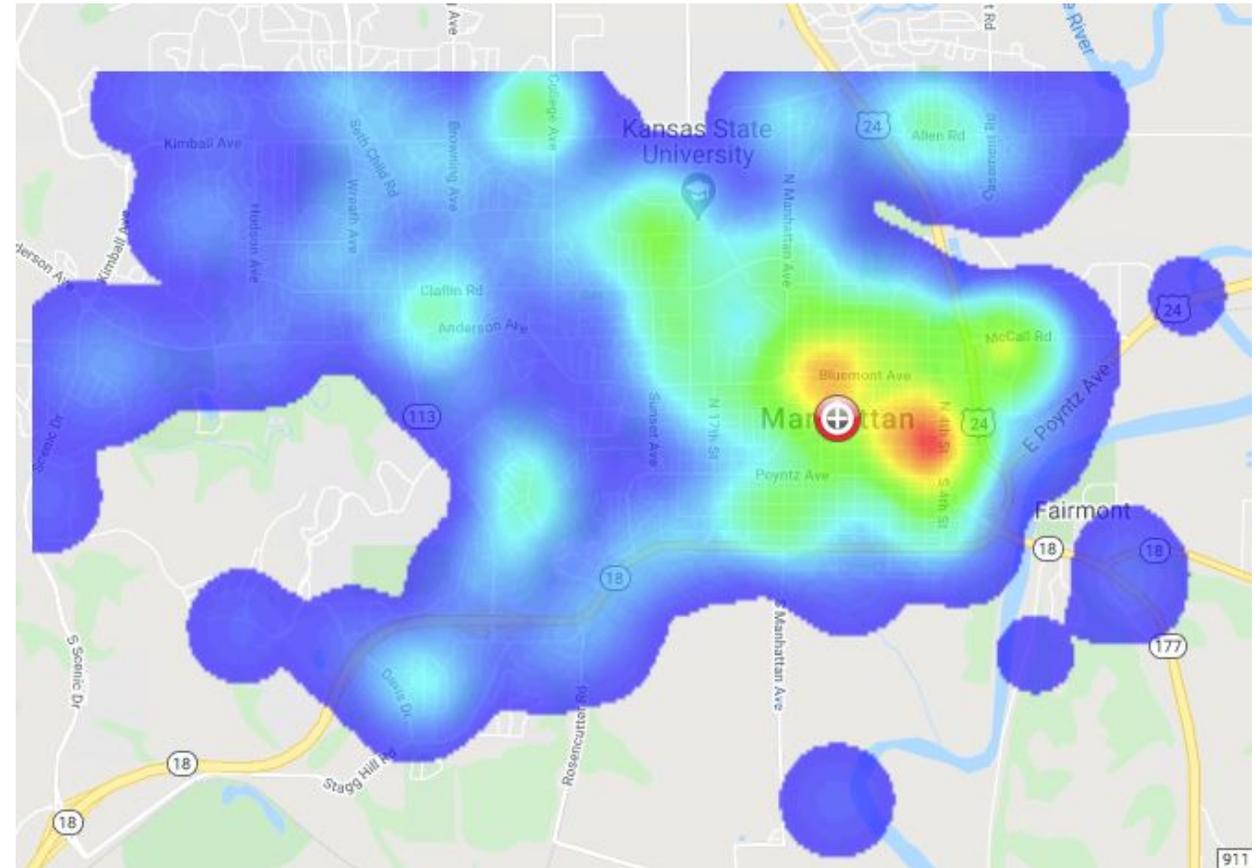


Source: [Kansas Bureau of Investigation](#)

While crime is low, most crime occurs in the downtown area and Kansas State campus area

- Most common crimes include theft, residential burglary, and motor vehicle theft

2020 Crime Density Map



Source: LexisNexis Risk Solutions

Source: Community Crime Map <https://www.communitycrimemap.com/>

In the last year, fire incidents have decreased, and response rates have increased

- 7% decrease from 2019
- 54% of these incidents were Rescue & EMS
- Only 4.2 % of incidents were Fires
- 2020 Average Response Rate increased to 5:16 minutes
 - 2019 Average Response Rate was 4:58 minutes

Note: Average Response Rate is defined as from page time until on scene

Incident Types in 2020	
Rescue and EMS	54%
False Alarm / Call	19%
Hazardous Conditions	9%
Good Intent	9%
Fires	4%
Service Calls	4%

Good Intent: Cancelled in route, wrong location, controlled burn, barbeques, smoke or odor in the area.
Special Incident Type: Citizen's Complaint. Includes reports of code or ordinance violation.

The City is strategically located to support commercial travel

- Highway 18 is a heavily traversed corridor
 - *Estimated 12,500 vehicles travel on Hwy 18 daily*
 - *785 trips related to commercial freight (highest in region outside of I-70, 4,000 per day)*
- Union Pacific rail line provides direct connections to major destinations
 - *Connecting Kansas City (east) to Denver (west)*
 - *Corridor is part of a larger network of 32,200 miles of rail line, from Chicago to west coast*

Multi-modal transit is accessible across the City

- Flint Hills Area Transportation Agency (FHATA) operates five fixed-public transit routes serving Manhattan and K-State Campus
 - *Over 109,000 riders in 2019*
 - *83% of Manhattan Residences and 100% of Manhattan Grocery Stores and Medical Services are within a 5-minute walk of an ATA Bus Stop*
 - *K-18 Route connects the Ogden residents to Manhattan employment.*
- Robust trail and sidewalk system composed of over 230 miles of paths
 - *202 miles of sidewalk supporting Safe Routes to Schools and other public initiatives*
 - *Missing gaps in connectivity is a community focus outlined in the comprehensive plan*

Airport is a unique commercial service asset

- Daily regional jet service provided by American Airlines to two major hubs
 - *Dallas Ft. Worth and Chicago O'Hare allow passengers to connect to anywhere in the world*
- Supports operations that provide service for K-State and Ft. Riley
 - *Over 77,000 people getting on board in 2019*
 - *New passenger terminal constructed, as well as a new FBO facility*
 - *Parking improvements recently completed*
- Significant growth over a ten-year period
- Future plans include reconstructing the primary runway and taxiway

Sources: Manhattan Regional Airport Master Plan, 2020 & Manhattan Regional Airport Annual Report, 2020

City Scan



The mission of the City of Manhattan is to sustain order and protect public safety, promote public health, preserve the built environment, and enhance economic vitality. The City supports a regional community in which individuals and families develop and thrive.

- Mission statement created in 1990 by former City Manager

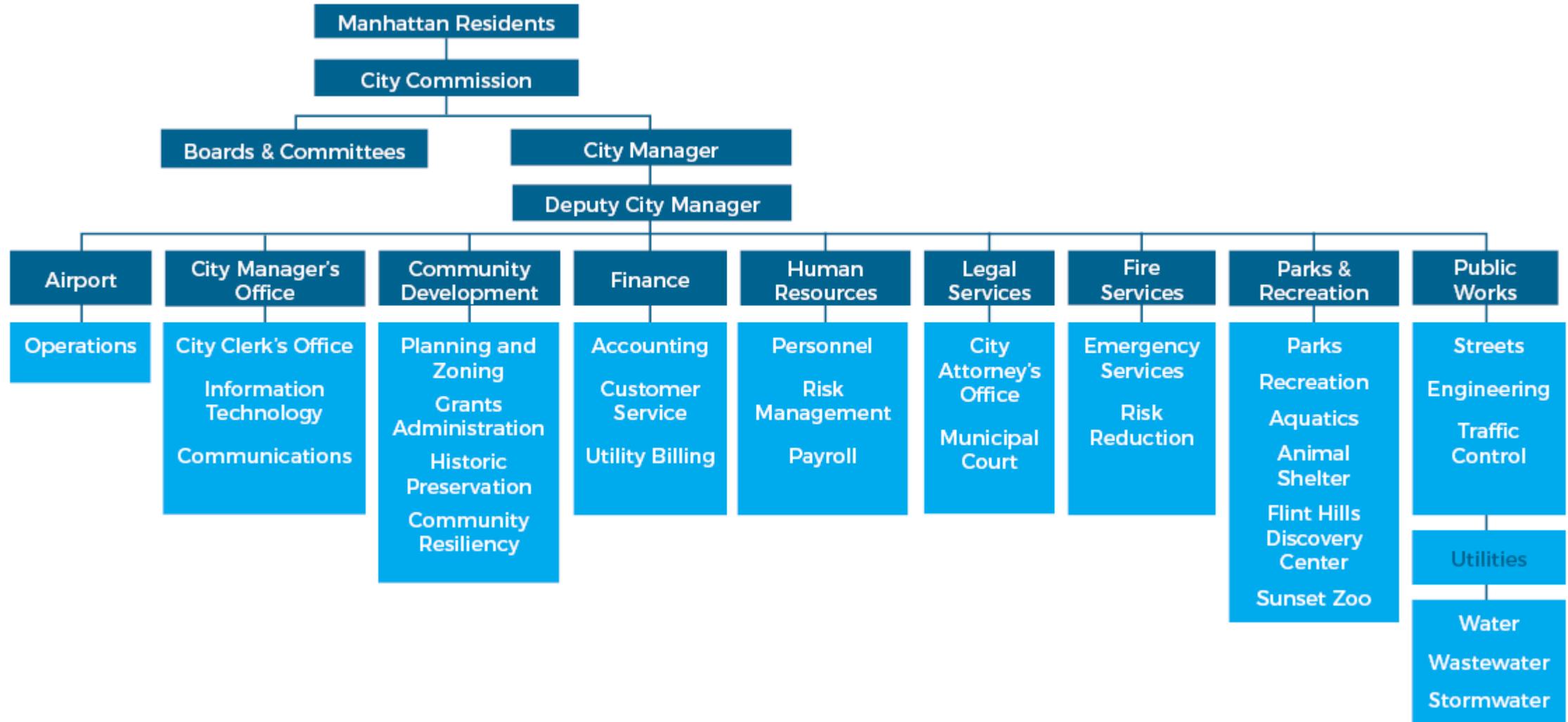
Source: <https://cityofmhk.com/202/City-Commission>

There are 21 City-sponsored and 1 outside agency advisory boards and committees that assist the City Commission by providing recommendations on policy issues

1. Aggieville Business Improvement District
2. Airport Advisory Board
3. Arts and Humanities Advisory Board
4. Bicycle and Pedestrian Advisory Committee
5. Board of Zoning Appeals
6. Cemetery Board
7. City-University Special Project Fund Committee
8. Code Appeals Board
9. Douglass Center Advisory Board
10. Downtown Business Improvement District
11. Flint Hills Discovery Center Advisory Board
12. Food and Farm Council
13. Historic Resources Board
14. Housing Appeals Board
15. Human Rights & Services Board
16. Manhattan Urban Area Planning Board
17. Municipal Audit Committee
18. Parks and Recreation Advisory Board
19. Partner City Advisory Committee
20. Social Services Advisory Board
21. Special Alcohol Funds Advisory Committee
22. Riley County Police Department Law Board (outside agency)

Source: City of Manhattan Website - <https://cityofmhk.com/437/Advisory-Boards-Committees>

City Organization



Source: Manhattan Budget Operating Book 2020

Operational Services the City Provides



Public Works

- **Maintenance** and repairs of streets, alleys, storm sewers, drainage systems, levee system, maintenance of city vehicles and equipment, snow and ice removal, and emergency response.
- **Engineering** design and plan review for public improvement projects.
- **Traffic** signal control & maintenance, installation and repair of street signs, and the placement of roadway pavement markings.

Public Works - Utilities

- **Water.** Deliver metered water services to approximately 16,500 local customers. Water Treatment Plant facility treating up to 30 million gallons of water per day. 291 miles of water mains and over 2,000 fire hydrants.
- **Wastewater.** Wastewater Treatment Plant with capacity to treat up to 11 million gallons per day. 248 miles of sanitary sewer lines.
- **Stormwater.** Maintain the city's underground and detention stormwater system, capital stormwater projects, to comply with the Federal Clean Water Act.

Operational Services the City Provides



Parks

- **Parks.** Maintain and improve the quality and amenities of 1,200+ acres of parks, 13 playgrounds, two cemeteries, and building maintenance of over 20 city facilities.
- **Horticulture.** Maintenance and care of various streetscapes, roundabouts, planting beds, fountains, and parks.
- **Forestry.** Planting, care and removal of all city trees.

Waterparks

- Maintain and operate three public waterparks with over 250 season employees.

Recreation

- **Indoor & Outdoor Recreation Facilities.** Anthony & Eisenhower Recreation Centers. Douglass Recreation and Activity Centers, soccer and ball fields.
- **Recreation Programing** including youth and adult sports, arts, crafts, music and performing arts, fitness and wellness, senior and therapeutic recreation, tournaments and special events and ice skating.

Sunset Zoo

Flint Hills Discovery Center

Aquatics

Animal Shelter

Operational Services the City Provides



Manhattan Fire Department

- **Fire** suppression, rescue, and hazardous material incident responses from five fire stations located throughout the City.
- **Risk Reduction.** Administer and enforce City codes and zoning regulations relating to health, safety, nuisances and property maintenance. Review of building plans and permits, fire inspections, inspect new building construction, additions, and alterations.

Community Development

- **Planning and Zoning.** Address community needs in the areas of current and long planning, housing, economic development, and historic preservation. Commercial, Industrial, and residential development review. Federal Community Development Block Grant (CDBG) Administration.

Manhattan Regional Airport

- Commercial Airline and General Aviation services to customers in the Flint Hills region. Jet charters supporting Fort Riley and Kansas State University and other private charters.

Administrative Services the City Provides



Finance

- Financial forecasts, capital improvement program, annual budget, and financial reporting. Receipt of all city revenues. Payment and financing of all city expenditures. Financial consulting for organization.
- **Customer Service.** Processing utility billing payments and other program registrations, issuing permits and licenses.

Information Technology

- Acquisition, support and maintenance of the City's computing and network systems (e-mail, phone system, voicemail, file servers, software, and other operational and telecommunication systems).

Human Resources

- Personnel, human relations, payroll, hiring, training and risk management related activities for all employees.

Legal Services

- **City Attorney's Office.** Legal advice to the municipality. Drafting, creation and review of city documents.
- **Municipal Court.** Administration of all legal and judicial activities relating to violations of the City's municipal codes.

City Manager's Office

- Responsible for performance and productivity of all City Departments.
- **City Clerk's Office.** Custodian records, agreements, contracts, ordinances, resolutions, agendas and minutes.

Services the City Does Not Provide/Oversee



* Services controlled by other agencies may receive funding from the City in various ways

Police Programs & Services

- Operated by Riley County Police Department, which is overseen and controlled by the Riley County Police Law Board. By Kansas statute, 80% of operating expenses are funded through City property taxes. RCPD oversees police services throughout the entire city limits of Manhattan (including areas within Pott. County) and all of Riley County.

Schools (Pre-K, K-12, Colleges)

Flint Hills ATA Bus

Pawnee Mental Health

Social service agencies

Manhattan Area Chamber of Commerce

Manhattan Convention and Visitor's Bureau

Manhattan Public Library

Trash services

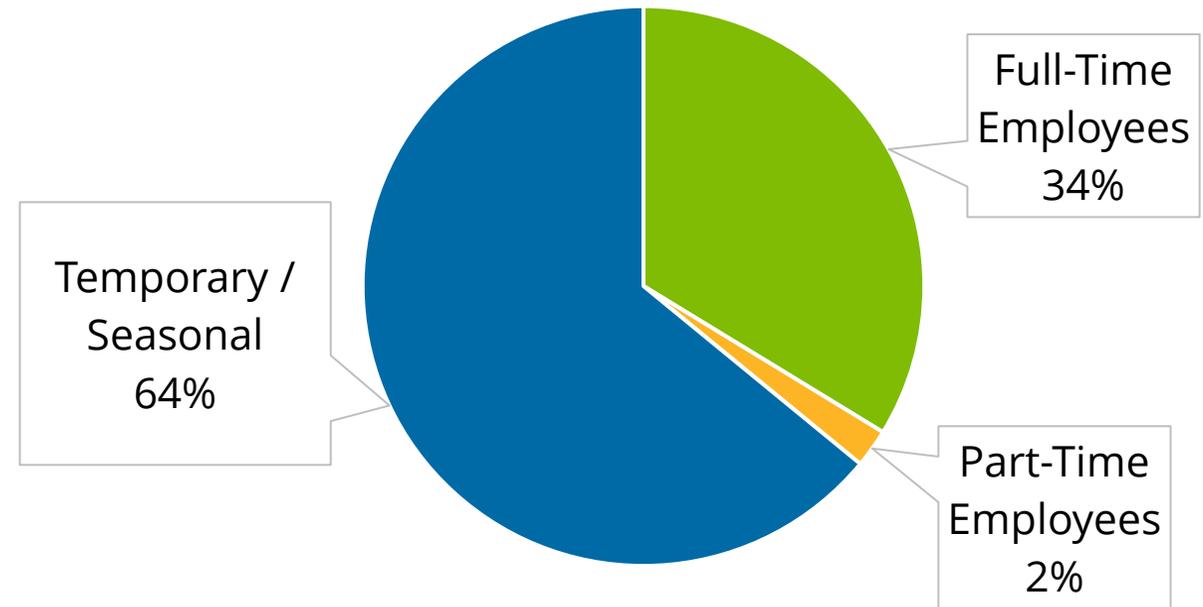
County services and programs (controlled and funded by Riley and/or Pottawatomie County governments)

- Infrastructure (roads, bridges, parks etc.) outside city limits
- Tax appraisal of real estate
- Collection & distribution of property taxes
- District Court
- Elections
- Driver and vehicle registration
- Emergency medical services (EMS)
- Emergency management
- Health Department
- Child care licensing
- Food & lodging inspections
- And more

The City government is made up of 65% temporary or seasonal employees

- Total 2020 employee estimate count was 1,218
- Temporary employees
 - *over 700 temporary or seasonal employees are hired annually to support the parks, recreation and waterparks divisions*
- Estimate of 411 full-time employees

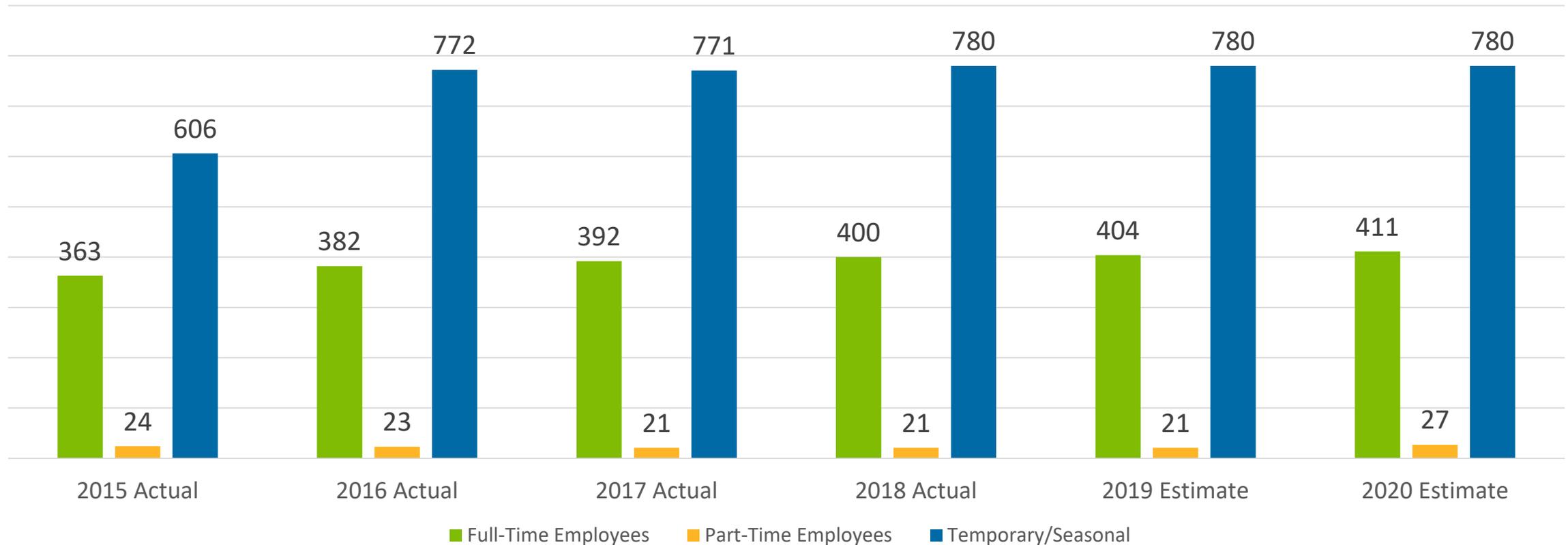
2020 Employee Estimate



Source: Manhattan Budget Operating Book 2020

Employee count has remained relatively consistent over the past 5 years

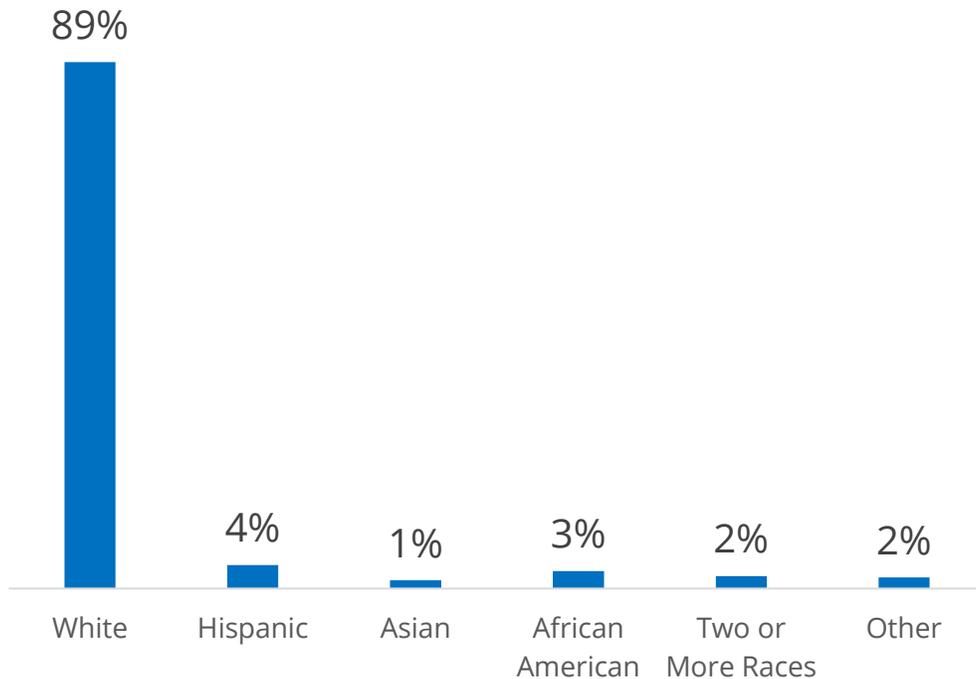
Total Employees



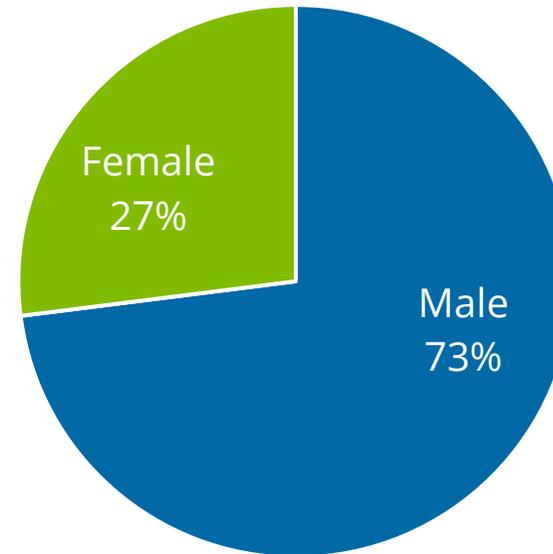
Source: Manhattan Budget Operating Book 2020

Currently, City staff is not reflective of the City's diversity

City Employees by Race/Ethnicity



City Employees by Gender



City of Manhattan Race & Ethnicity breakdown (2020):

- White - 76%
- Hispanic - 9%
- Asian - 5%
- African American - 6%
- Two or More Races - 8%
- Other - 4%

City of Manhattan Gender breakdown (2019):

- Female - 49%
- Male - 50%

Sources: City of Manhattan, Kansas Data Insights provide by the City of Manhattan, and US Census Decennial and 5-year estimates



Thank you!



CROSSROADSMHK

Shape what matters.
Choose our path.