

City Council 3 Year Priorities Quarterly Update

Priority	Start	Finish	% Complete	Champion	December 2021 Status	April 2022 Status
2021 Council Priorities	7/1/2021	12/31/2023	36%			
Where WE All Come Together	7/1/2021	12/31/2023	12%			
Priority #1: Create a Diversity, Equity and Inclusion Office	7/1/2021	7/1/2022	29%	DEI Officer	DEI position advertised through end of July. 32 applications received. Equity Committee (Dori Martin, Lesley Moore, Chief Brian Layton, Jamie Jackson) selected 6 candidates for interviews. First/Second interviews conducted (Sept. 20, 21, 28, 29, and 30). October 20, recommended candidate meets with City Manager. Verbal offer extended on 10/20. Candidate declines job offer. Committee meeting set to determine next steps. Collaboration with FAM may occur near term.	<ul style="list-style-type: none"> Conducted Diversity training for employees on March 30. 150 employees attended. Recruitment for Human Resources Manager of Diversity and Training position will begin this month. The City has partnered with The Fredericksburg Museum (FAM) for hiring of Curator of African American History & Special Projects.
Priority #2: Continue telling a more complete history of our diverse community, including the history and contributions of African Americans	7/1/2021	12/31/2023	6%	DEI Officer	MOU with FAM accomplished July 2021. Recruitment underway for full time FAM employee.	<ul style="list-style-type: none"> FAM has begun interviewing for the Curator position. Hiring anticipated this month.
Employment Epicenter	7/1/2021	12/31/2023	48%			
Priority #3: Make business attraction the focus of economic development and bring family-sustaining careers to the City, focusing on integration with regional, statewide and global economies and industry clusters	7/1/2021	12/31/2023	61%	Bill Freehling	<ul style="list-style-type: none"> Business tax revenues (sales, meals, lodging, BPOL) have already recovered or are nearing recovery to pre-COVID levels The Liberty Place project is nearing build out, and excellent progress has been made on William Square – with more to come Regular meetings occur on development concepts for the City's large remaining development sites – including Hylton, Celebrate VA South and Acierno The Planning Department has completed its move to Executive Plaza, which will enable progress toward the one-stop permitting center An EDA committee has been formed to help update the strategic economic development plan Good business activity has occurred along the Princess Anne maker district (Sprelly, Haley's, Canal Quarter Arts, Woolen Mills, etc.) 	<ul style="list-style-type: none"> Sales tax revenues have hit all-time records, which is due to both organic business growth and the fact that online sales taxes now get assessed in Virginia. This trend is likely to continue as Fredericksburg's population grows and the shift toward online shopping continues. Meals, BPOL and lodging tax revenues have also recovered nicely. The Liberty Place project is nearing 100 percent buildout, and excellent progress has been made on the first two buildings at William Square. Vakos is working on plans for the third building on the former FLS footprint. Regular meetings occur on development concepts for the City's large remaining development sites – including Hylton, Celebrate VA South and Acierno. Some of these are likely to come before Council in the near future. The Planning Department has settled into the Executive Plaza, which will enable progress toward the one-stop permitting center. Planning and EDT are working together on the creation of a permanent permit dropoff kiosk on the first floor of Executive Plaza. The EDA has begun work updating the strategic economic development plan. This is likely to come before Council later this year. Good business activity has occurred along the Princess Anne maker district (Sprelly, Haley's, Canal Quarter Arts, Ike & Rita's, Woolen Mills, etc.). Planning and EDT communicate regularly regarding marketing opportunities for this and the Wolfe Street Warehouse District. Several well-known restaurant chains are close to signing deals to locate in Central Park.
Priority #4: Complete Three Area Plans - #10 South Lafayette/Route 1; #8 Mayfield; and #5 University/Central Route 1	7/1/2021	12/31/2023	32%	Chuck Johnston	<ul style="list-style-type: none"> RFP for Small Area Plans for areas 10, 5, 9 to be released January 2022. The amendments will go to the Planning Commission for vote on 12/8/21. 	<ul style="list-style-type: none"> Rhodeside Harwell Inc (RHI) selected as consultant for Small Area Plans for Areas 10 (S.Lafayette/S. Rt 1), 8 (Mayfield), 5 (College Heights). Contract will be signed in April. Initial project is Area 10: first community meeting planned for July.
Priority #5: Manage parking supply through strategies that optimize supply over time and consider the impact of future development, changes in transportation habits/multi-modal transportation, and the use of technologies (i.e. parking apps)	7/1/2021	2/2/2023	7%	Jamie Jackson	City staff is currently working with the Parking Advisory committee to identify and develop strategies for parking downtown. Currently working to make adjustments. This includes goals set to establish some guidance for parking permit standards and parking that impacts Downtown businesses. Staff is working with the committee on developing draft updates for parking and parking permit standards and for time-limited parking that was implemented during COVID to support local businesses.	<ul style="list-style-type: none"> Staff has updated the City Transportation website with related information regarding parking permits, how to access short term parking passes through the police department, and developed draft Parking Permit Form and Process. Parking Advisory Committee provided recommendations for enhancements and wayfinding signage for the Sophia Street Parking Deck.

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Priority #6: Create a top tier tourism effort	7/1/2021	12/31/2023	66%	M.C. Morris	<ul style="list-style-type: none"> • City Council on September 28 informally approved moving forward on plans to relocate the Visitor Center to 601 Caroline Street, entry level. • Video filming is nearly complete on the new Visitor Center orientation video. The VC will reopen its auditorium once the video is complete (early 2022). • Summer Restaurant Week was a success, and EDT is gearing up for Winter Restaurant Week in January. • Rebranding work for the tourism website has begun. The new website (FXBG.com) should be functional in April. VisitFred.com will remain the regional tourism website. Similar transitions will occur with social media accounts. • Staff has been facilitating information to the EDA for their potential purchase of 706 Caroline Street and the adjacent lot. • Downtown’s Holiday Open House Weekend (Nov. 13-14) and Christmas Tree Lighting (Nov. 20) are fully supported by tourism staff. • EDT is working on applications for U.S. EDA and Virginia Tourism Corporation (VTC) grants. EDA grant funds would build a stage, band covering, and bathroom at Riverfront Park-estimated to require roughly \$300,000 match. VTC funding would go toward the new Visitor Center. • Tourism (Group) Sales inquiries have begun to rebound in October. EDT staff will be attending recruitment shows through February. 	<ul style="list-style-type: none"> • Revamped tourism team led by Assistant Director of Tourism is in place. • Our new tourism website, FXBG.com, was launched in March and is now fully operational. • EDT is busy working on plans to relocate the Visitor Center to 601 Caroline Street, entry level. Staunton-based Frazier Associates Architects has been hired to meet with stakeholders and craft a vision for the space. This vision is scheduled to be presented publicly in June in conjunction with the plan to sell the current Visitor Center property to the EDA and lease it back during construction of the new space. The sales proceeds from the current property plus a \$200,000 grant from the Virginia Tourism Corporation will fund the buildout of the new space. • The Visitor Center auditorium will reopen this spring and will feature a new 15-minute orientation video. • EDT is gearing up for Summer Restaurant Week. • EDT continues to pursue a grant through the U.S. EDA for a stage, band covering, and bathroom at Riverfront Park. A \$300,000 local match would be required for this project. • Tourism (Group) Sales inquiries have begun to rebound, and the Tourism Sales Manager has been tapped as point person to oversee stadium-related group sales.
Priority #7: Engage in efforts to have the business community reflect the diversity of Fredericksburg	7/1/2021	12/31/2023	53%	Bill Freehling	<ul style="list-style-type: none"> • FXBG Diverse City has been completed, and plans are in the works to bring it back in 2022. • The EDA recently sponsored the Virginia Black Business Expo. • EDT staff (mainly Victoria Matthews) coordinated a fabulous event and panel commemorating the Freedom Riders’ stop in Fredericksburg 60 years ago. • Similar efforts are afoot for a panel outside the Dorothy Hart Community Center. • Ample focus is being placed on “better telling our community’s story” in the new Visitor Center welcome video. 	<ul style="list-style-type: none"> • FXBG Diverse City 2022 is in full swing with semi-monthly features. • The EDA will again this year sponsor the Virginia Black Business Expo. • EDT staff (mainly Victoria Matthews) coordinated a fabulous event and panel commemorating the 1950 incident outside the Dorothy Hart Community Center. • Ample focus was placed on “better telling our community’s story” in the new Visitor Center welcome video. • EDT is working on a host of events and other initiatives to share our community’s full story.
Building Community through Cultural Vibrancy	7/1/2021	12/31/2023	20%			
Priority #8: Support UMW's Performing Arts Center Initiative - Promote diverse event programming	10/1/2021	6/30/2023	1%	Tim Baroody	Dr. Paino has agreed to include City staff on Planning Team.	<ul style="list-style-type: none"> • Monies were maintained by the General Assembly. Awaiting final state budget.
Priority #9: Complete the Parks Strategic Plan and begin implementation	7/1/2021	12/31/2023	37%	Todd Brown	Complete review has been made by new director and finalizing document with the design firm in December/January. Presentation for council planned for January/February depending on contractor’s availability. Final document will be a executive summary type of document noting the few overall guiding principles and the related goals with strategic initiatives.	<ul style="list-style-type: none"> • Parks, Recreation and Events Master Plan 2021 is complete and is scheduled to be presented to the Recreation Commission and staff on April 27, 2022. With their endorsement, the final document will be presented by Lose Design to the City Council in May 2022. • Implementation of several initiatives and recommendations in the Master Plan have begun and are becoming a part of numerous operational plans. Larger recommendations that require significant funding will be part of future budget submissions.
Learning is a Way of Life	7/1/2021	12/31/2023	18%			
Priority #10: Jointly develop with School Board a school capacity plan, and begin implementation	7/1/2021	12/31/2023	30%	Mark Whitley	City Schools have selected a contractor under PPEA for the construction of a Middle School in Idlewild. Initial step of Interim Agreement under development and should be available for approval by City Council and School Board in January 2022.	<ul style="list-style-type: none"> • Council approved Interim Agreement March 2022.

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Priority #11: Facilitate collaborative work with partners to address existing and future workforce needs	7/1/2021	12/31/2023	20%	Bill Freehling	<ul style="list-style-type: none"> The City Council/School Board working group continues to pursue possibilities alongside Germanna Community College. City staff have actively pursued buildings near JMHS that could be suitable for a workforce development expansion. There has also been conversation about workforce development initiatives within a newly constructed school. Council's legislative agenda includes a request for CTE monies from the General Assembly. Some efforts under discussion confidentially in conjunction with Germanna Community College. 	<ul style="list-style-type: none"> The City Council/School Board/EDA working group has been meeting regularly to contemplate the possibility of taking ownership of the former hospital at 2300 Fall Hill Avenue and potentially converting part of it into a regional workforce development center. Germanna Community College could be part of that effort. That possibility was addressed in the recently published Moseley Architects feasibility report. City Council, after reviewing, has declined to advance on 2300 Fall Hill Ave. The City has been lobbying the General Assembly for Career and Technical Education funds. City leadership has participated with City Schools on visioning exercises about the school system in general and CTE programming specifically. <p>Tim to ADD MORE on brochure</p>
Priority #12: Continue efforts to develop plan to meet community needs through School/City shared services. Ensure inclusion of school facilities used for recreation in shared services inventory.	7/1/2021	6/30/2023	7%	Mark Whitley	City Schools have moved ahead with ABM to develop cost estimates for the energy lease savings proposal, based on needs to upgrade or replace equipment in the school buildings. The City is moving forward negotiations to begin the evaluation work in January. This effort is the result of the joint procurement effort between the City and Schools for energy efficiency projects using performance contracting, and further evaluation of consolidation can occur as projects are brought forward for development.	<ul style="list-style-type: none"> Once Parks Plan is adopted, staff will engage schools on facilities. City Investment Grade Audit evaluations are underway by ABM.
Distinct and Linked Neighborhoods	7/1/2021	12/31/2023	60%			
Priority #13: Working with neighborhoods, advance multimodal connectivity across the City	7/1/2021	12/31/2023	5%	Jamie Jackson	Fredericksburg Regional Transit is currently in the process of the development of its 2022-2032 Strategic Plan. This will identify connectivity needs for the regional and will include outreach efforts to neighborhoods, businesses, and organizations. It will also look at methods of connectivity among modes in the Region. The Transportation Division of the City is currently in progress of solicitation for multiple transportation projects. This includes the Twin Lake-Kensington Bike/Ped Connector, Riverside Manor Connector, Virginia Central Railway Trail Bridge, Downtown Pedestrian Improvements, and other related projects to improve connections, access, and promoting transportation alternatives in the City.	<ul style="list-style-type: none"> Fredericksburg Regional Transit is currently in the process of the development of its 2022-2032 Strategic Plan. This will identify connectivity needs for the regional and will include outreach efforts to neighborhoods, businesses, and organizations. It will also look at methods of connectivity among modes in the Region. The Transportation Division of the City is currently in the process of contract negotiation for its On-Call Transportation Contract to facilitate the execution of multiple transportation projects. This includes the Twin Lake-Kensington Bike/Ped Connector, Virginia Central Railway Trail Bridge, Downtown Pedestrian Improvements, and other related projects to improve connections, access, and promoting transportation alternatives in the City. The City completed preliminary engineering and design work for its Riverside Manor Connector Project. This effort will move to construction in the Fall of 2022.
Priority #14: Implement the Neighborhood Enhancement Program to support neighborhood improvements	7/1/2021	12/31/2023	90%	Diane Beyer	Contacted Braehead home owners to identify a project. Discussions underway.	<ul style="list-style-type: none"> Discussing legal issues.
Priority #15: Address CSX tanker storage	7/1/2021	12/31/2023	44%	Jamie Jackson	Monthly newsletter updates to the City from CSX. Staff is working with CSX on continued opportunities to engage the Mayfield Community. This includes the key steps of information gathering and sharing with the community. The City held community meetings in August and September 2021 on Emergency Evacuation Planning. Evacuation plan has been developed and disseminated to the community. Staff is currently working with DRPT to raise awareness of hazardous material issues.	<ul style="list-style-type: none"> Monthly newsletter updates to the City from CSX. Staff is working with CSX on continued opportunities to engage the Mayfield Community. This includes the City's Fire Department canvass of the community in April, where City Fire Department staff distributed evacuation zone/emergency kit flyers to each household.

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Priority #16: Identify challenges to neighborhood livability and quality of life throughout the City then research, develop, and adopt amendments to the UDO, City policies, or the general City Code to respond to those challenges	7/1/2021	2/1/2023	56%	Chuck Johnston	Ordinance amendments for: - Transfer Development Rights, - Neighborhood Mixed Use Zoning District, - PD-C and PD-MU revisions, - Public/Institutional/Open Space (PIOS) Zoning District, - Affordable Housing / Accessory Dwelling Units	<ul style="list-style-type: none"> • Ordinance amendments for: - Affordable Housing / Accessory Dwelling Units <i>Draft text written, under review in CA office</i> - Neighborhood Mixed Use Zoning District, - PD-C and PD-MU revisions, - Public/Institutional/Open Space (PIOS) Zoning District, <i>Draft text being written</i> - Transfer Development Rights <i>TBD</i>
Cutting Edge Transportation Solutions	7/1/2021	6/30/2023	21%			
Priority #17: Develop plans within City departments that promote multimodal transit and transportation options and will facilitate transit oriented development within the City	7/1/2021	6/30/2023	26%	Jamie Jackson	Fredericksburg Regional Transit is currently in the process of the development of its 2022-2032 Strategic Plan. This is a requirement of the Department of Rail and Public Transportation and will serve as the guiding planning document for the transit system for the next 10 years. The solicitation was released in September 2021 and is in the procurement process as of December 2021.	<ul style="list-style-type: none"> • Fredericksburg Regional Transit is currently in the process of the development of its 2022-2032 Strategic Plan. This is a requirement of the Department of Rail and Public Transportation and will serve as the guiding planning document for the transit system for the next 10 years. The project will kick off in May 2022.
Priority #18: Complete gateway improvement study	1/1/2022	12/31/2022	1%	Tim Baroody	Scoping work for gateway pilot has begun.	<ul style="list-style-type: none"> • Scoping work continues
A Proven Leader in Historic Preservation	7/1/2021	12/31/2023	9%			
Priority #19: Continue to build a community that capitalizes on its greatest historic assets and embraces its physical and cultural diversity and diverse perspectives on the past.	7/1/2021	12/31/2022	20%	Kate Schwartz	Initial conversation about Advisory Committee began; discussion at Council to occur in January 2022.	<ul style="list-style-type: none"> • Advisory Committee received proposal for committee structure from Historic Preservation working group to be discussed with City Council in June. • Updated Design Guidelines online and Historic District information on City website. • Professional training by National Alliance of Preservation Commission to be provided to ARB in April. Council, PC, other staff invited to also attend. • Contract to be signed in April with preservation consultant to assess demolition by neglect and economic incentives.
Priority #20: Determine what to do with historic City properties (Renwick, Lodge)	7/1/2021	12/31/2023	3%	Bill Freehling	Staff continues to work with Washington Heritage Museum on a plan for the Lodge.	<ul style="list-style-type: none"> • Staff is meeting with now established Washington Heritage Museum Committee on Lodge. • Staff has formed an internal Renwick RFP drafting committee - they are to meet in April.
Priority #21: Enhance incentives and non-regulatory tools for preservation	1/1/2022	12/31/2023	5%	Tim Baroody Kate Schwartz	Work program to address issues will be developed in third quarter of FY22, after establishment of Historic Resources Advisory Committee	<ul style="list-style-type: none"> • Economic Development Strategy Historic Preservation: Steering Committee should be formed after Advisory Committee in Priority 19 is structured. • Expand/modify real estate tax exemption program. Promote public awareness of the program. • Contract to be signed in April with preservation consultant to recommend ordinance changes.
Green, Clean Environment	7/1/2021	12/31/2023	33%			

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Priority #22: Move toward our vision of 100% renewable energy for City facilities	7/1/2021	12/31/2023	15%	Diane Beyer	Environmental Sustainability Coordinator has been hired. Work has begun on developing partnerships and the sustainability plan.	<ul style="list-style-type: none"> Plan will be developed through use of facilitator contract. Environmental Sustainability Coordinator is developing an outline and scope for plan development. EVSE (Electric Vehicle Safety and Equipment) and IJA (Infrastructure Improvement and Justice Act) grants are still being monitored for application availability.
Priority #23: Expand conservation and sustainability efforts	7/1/2021	12/30/2023	50%	Tyler Gelles, Scott Rae	Discussions continue with Rboard regarding markets. Offsite recycling of brush/wood continues. This is part of the ZERO WASTE tree program. The plastic bag tax will take effect Jan 1 for all City convenience, grocery and drug stores.	<ul style="list-style-type: none"> R-Board offers free monthly Backyard Composting classes that are available to City residents. Offsite recycling of brush/wood continues. This is part of the ZERO WASTE TREE PROGRAM. R-Board has reached out to community representatives to sit on the R-Board technical review board. The first meeting will be held 06/2022.
Priority #24: Improve environmental sustainability of public facilities	7/1/2021	12/31/2023	28%	Mark Whitley	Environmental Sustainability Coordinator hired Nov 2021 as well. Collaborative procurement with schools resulted in agreement with ABM. City staff will work to scope a project to analyze city buildings	<ul style="list-style-type: none"> MOU for City Government buildings was completed December 2021. City Government IGA is in progress. IGA Project Proposal Presentation is scheduled for 06/2022. Money is available in the recommended FY23 Budget to advance ESCO (Energy Saving Contract) Priorities.
Priority #25: Continue to develop stormwater programs and initiate projects Citywide to meet MS4 goals and mitigate flooding	7/1/2021	12/30/2023	35%	Diane Beyer	<ul style="list-style-type: none"> City stormwater permit MS4 40% pollution reductions reqrd by June 30, 2023. Projects currently include <ol style="list-style-type: none"> Pond D Retrofit to a 'wet pond' to meet criteria- 30% design complete: final plan development pending and Idlewild Stream Restoration of degraded stream has preliminary environmental (ie wetland, pogonia, mature trees) studies performed; Design-Build evaluation on-going to determine appropriate process (or not). Staff are also developing a 'stormwater policy' for City Manager review to apply to City staff response to overland flow, sump discharges, curb line modifications, and similar. Pond D is under review as a high-hazard impoundment- initially installed to manage watershed development, state impounding regulations have changed, structure to be upgraded for compliance with regulations. 	<ul style="list-style-type: none"> Stormwater Local Assistance Grants have been awarded for candidate Pond D retrofit (\$977,783) and stream restoration (\$2,277,379) projects Pond D Retrofit to a 'wet pond' to meet criteria- 30% design complete: RFP under development for construction plan Attended Idlewild HOA's April 12 board/membership meeting to discuss project Consultant has been advised to proceed with RFP for design.

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Priority #26: Monitor, maintain, and improve our canal to ensure that it is healthy and attractive	7/1/2021	6/30/2023	20%	Diane Beyer	<ul style="list-style-type: none"> • Army Corps of Engineers has recently acknowledged that the federal government will contribute \$100,000 through their Continuing Authority Program. • ACOE staff will develop variety of alternatives and Rough-Order-of-Magnitude construction costs intended to address aeration system, improve circulation, and improve ecological performance. • City will be provided alternatives and cost-share selected opportunity (City25%/Federal 75%) <p>The RFQ to address bridges over the canal is near completion for advertisement. As a cost savings, the scope of the project will include removing the Gordon W. Shelton Bridge and construction of a new path from the Mary Washington Blvd. to the existing trailway. Trail users will be directed to cross the canal via the new Fall Hills Bridge The Normandy Bridge and the Tom & Ruth Higgins Bridge will be replaced. The Nick Lopomo Bridge is proposed to be repaired and painted.</p>	<ul style="list-style-type: none"> • Army Corps of Engineers is preparing a scope for the City.
Public Services - The Backbone of our Community	7/1/2021	12/31/2023	40%			
Priority #27: Continue the assessment of our City's water/sewer system and determine the capital improvements necessary to improve the system	7/1/2021	6/30/2023	42%	Diane Beyer	<p>City Council adopted a resolution regarding a Legislative Agenda for the 2022 General Assembly session, and a related resolution specifically on the Waste Water Treatment Plant (WWTP). The first included objectives for seeking funds for WWTP improvements and expansion. The second was specific in addressing the pursuit of a non-consolidated wastewater approach, which now gives staff specific direction for identifying and planning CIP projects.</p>	<ul style="list-style-type: none"> • General Assembly lobbying was a success. The City has 27 million (12+15=27) in special appropriations to be utilized for needed City sewer Infiltration and Inflow (I&I) repairs (12 million) and the wastewater treatment plant (WWTP) upgrade and expansion (15 million) in the Governors budget. • The City also successfully joined the Enhanced Nutrient Removal Program which designates the City's WWTP project as a priority and better positions the city for further funding requests and assistance. • The City also retained Dukes to complete an I&I sewer analysis of all eight (8) sewer sheds, three of eight have been completed with priority projects identified. • The City has requested a Capital Improvement Project (CIP) for a sewer and water system master plan and Pro Rata development. • The RFQ is out for the WasteWater Treatment Plant and the WQIF (Water Quality Improvement Fund) application has been submitted. • RLF (Revolving Loan Fund) application is in process. • City plans on hiring a Utilities Project Manager pending FY23 budget approval.
Priority #28: Reduce chronic unsheltered homelessness	7/1/2021	6/30/2023	13%	Tim Baroody	<p>City worked with CoC to host a regional Homelessness Summit in October 2021. All major providers participated, with more than 70 community leaders coming together.</p>	<ul style="list-style-type: none"> • Toured Charlottesville's "The Crossings" project. • Working with Virginia Supportive Housing and Micah on potential MOU to advance partnership.
Priority #29: Implement new ERP Software	7/1/2021	11/1/2022	30%	Suzanne Tills	<p>City is required to perform an Upgrade to meet federal reporting requirements (W-2's and 1099's). The City is currently testing version 2019.1 for the upgrade. Due to this requirement and resource constraints, Tax go-live will be June 2022. Energov (Community Planning and Building Development) is currently in the building stages.</p>	<ul style="list-style-type: none"> • The upgrade To Version 2019.1 Scheduled For June 2022 • Tax Go Live July 2022 • Business License Go-Live September 2022 • Energov Is On Hold waiting For A New Tyler Technology Project Manager • Phase 6 (Asset Mgmt./Work Orders) Is Tentatively Scheduled To Kick-Off In July • Misc. A/R and General Billing will be implemented internally beginning July with a phased roll out. • Successful first year W-2 and ACA reporting from new system.
Priority #30: Plan and construct new fire super-station, and address other fire safety needs	7/1/2021	6/30/2023	19%	Mike Jones	<p>Evaluating site in front of current Police Department to see if it is economically feasible to continue pursuing as a viable site. This includes looking at site work costs vs. building size and location.</p>	<ul style="list-style-type: none"> • Eliminated site in front of Police Department. Evaluated a site on school property (Hugh Mercer) behind and between existing school and existing Police Department building. • Had test fit of potential fire station size to fit on location and it was positive. • Briefed City Council on progress in March 2022. CM has talked with Superintendent of Schools about site and she will brief her board. No decision yet.

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Priority #31: Pursue a strategy that ensures the FPD's continued commitment to professionalism, 21st Century policing practices, and the highest level of community trust	7/1/2021	12/31/2023	69%	Brian Layton	The FPD continues work toward National reaccreditation with the 2nd year of a 4 year review occurring December 2021. 63 of 66 PERF recommendations have been implemented into FPD policy/practice. FPD and RACSB intend to have the mental health crisis co-response team up and running by April 2022. Training targeting senior city staff will re-occur in 2022.	<ul style="list-style-type: none"> • The FPD successfully passed its 2 year CALEA proofs review during December 2021 and is one step closer to attaining reaccreditation in 2023. • During March 2022, FPD selected Officer Heather Shepherd to be the agencies first Crisis Intervention Response Team (CIRT) co-responder. RACSB intends to select their co-response clinician during April 2022. We expect CIRT to be up and running by early summer. • Training targeting senior city staff will re-occur in 2022 as planned.
Priority #32: Employee Attraction, Development and Retention	7/1/2021	12/1/2022	39%	Lesley Moore	Berkley Group selected to conduct market update near term which will inform the budget. Efforts on a comprehensive update to classification and compensation will continue for the long term.	<ul style="list-style-type: none"> • Completed Phase I of Class and Comp Study. • RFP for Phase II of Class and Compensation study released on Friday, April 8. This phase will include: job analysis, benefit and policy review. Responses due back May 9th.