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1 **OBJECTIVE 3. Convert at least 100 hotel rooms into safe affordable rental**
2 **units. (Family & Community Services)**

3 **OBJECTIVE 4. House 120 unsheltered individuals using wrap-around**
4 **encampment response teams. (Family & Community Services)**

5 **OBJECTIVE 5. Renovate and furnish the community room at the Westside**
6 **Emergency Housing Center (WEHC) to provide classes and workshop. (Family**
7 **& Community Services)**

8 **OBJECTIVE 6. The Gateway Emergency Housing program will be**
9 **operational in FY/24 and will provide low-barrier, trauma informed overnight**
10 **beds and case management to navigate individuals into housing. (Family &**
11 **Community Services)**

12 **OBJECTIVE 7. An Equity Manager will be hired to ensure inclusivity for**
13 **housing efforts. (Family & Community Services)**

14 **OBJECTIVE 8. Initiate and complete the design phase for Brillante Early**
15 **Education Center at the Explora Science Center & Children's Museum by June**
16 **30, 2024. (Arts & Culture)**

17 **OBJECTIVE 9. In a collaborative effort between the Transit Department, Rio**
18 **Metro, Bernalillo County, transit stakeholders, and members of the**
19 **community, conduct a network study through a series of public engagements**
20 **to gather fundamental choices for choosing the transit network. From the**
21 **public input, the goals and priorities for the future transit network will be**
22 **designed with network alternatives and improvements. Update to be provided**
23 **by the end of the second quarter of FY/24. (Transit)**

24 **PUBLIC SAFETY: The public is safe and secure, and shares**
25 **responsibility for maintaining a safe environment.**

26 **OBJECTIVE 1. Improve community safety in the SW mesa area by starting**
27 **the design and construction of New Fire Station 23. This new station will**
28 **improve Advanced Life Support and Fire Suppression services to over 27,000**
29 **citizens and this area is one of the most densely populated and fastest-**
30 **growing areas in ABQ. (Fire)**

31 **OBJECTIVE 2. Improve and maintain EMS service delivery through EMS**
32 **transport revenue by implementing progressive smart dispatching software**

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1 technology to divert certain low acuity EMS calls out of the 911 system so that
2 the right resources are dispatched at the right time. (Fire)

3 OBJECTIVE 3. Improve the operational efficiency, management, and
4 effectiveness of AFR's ADAPT program by having its own training program
5 and increasing the number of trained inspectors and their capabilities. (Fire)

6 OBJECTIVE 4. Improve emergency response by increasing ALS/Paramedic
7 service throughout the City and improve unit response times, to achieve and
8 maintain the Center for Public Safety Excellence Goal 5. Increase the number
9 of AFR units that provide ALS/Paramedic response, increase paramedic
10 staffing, and improve paramedic retention and training opportunities. (Fire)

11 OBJECTIVE 5. Develop an Animal Protection Officer (APO) training
12 program, which will include all of the necessary technical training, as well as
13 customer service, de-escalation and investigative report writing. This will help
14 to bolster recruiting opportunities for these hard to fill positions. (Animal
15 Welfare)

16 OBJECTIVE 6. Develop a communication process and standard operating
17 procedure (SOP) for after-hour emergencies in collaboration with AFR, APD
18 and EHD when it involves pets. This will provide AFR and APD officers the
19 support they will need for them to focus on the emergency at hand. (Animal
20 Welfare)

21 OBJECTIVE 7. Develop an "adopt in place" virtual system that will allow
22 potential owner surrenders to participate virtually in collaboration with AWD to
23 get their pet adopted from the comfort of their own home, in lieu of bringing
24 them to the shelter. This program will increase the pet's chances of getting
25 adopted, reduce kennel stress associated with shelter pets and reduce risk of
26 contagious disease. (Animal Welfare)

27 OBJECTIVE 8. Improve the safety and security infrastructure at Senior
28 Affairs facilities to provide an environment that enhances participants' well-
29 being while engaging in our activities and services. (Senior Affairs)

30 OBJECTIVE 9. Hire and implement necessary personnel to achieve 24/7
31 coverage citywide including expanded supervisory hierarchy and capacity for
32 the Albuquerque Community Safety Department (ACS). The expansion
33 strategy will be based on data from first year of operations and will include

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1 streamlining communications with the emergency dispatch center.

2 (Community Safety)

3 OBJECTIVE 10. Recruit, develop, and retain a highly effective workforce for
4 the Albuquerque Community Safety Department (ACS). Transition the ACS
5 Academy to a 3-month program to include classroom and on-the-job training
6 and partnerships with local universities to create a pipeline of recruits for
7 ACS. (Community Safety)

8 OBJECTIVE 11. Increase community outreach and engagement through the
9 Community Emergency Response Team (CERT) program, using a proactive
10 approach in engaging non-governmental community partners. (Emergency
11 Management)

12 OBJECTIVE 12. The Chief of Police and the Deputy Chief of Field Services
13 will each attend 6 Community Policing Council meetings for a total of 12, to
14 continue gathering citizen input on public safety needs. (Police)

15 OBJECTIVE 13. APD will continue to encumber and utilize the most
16 advanced technologies to assist in the apprehension of violent offenders and
17 case solvability, to further efforts in reducing violent crime. (Police)

18 OBJECTIVE 14. In an effort to better serve the community, APD will
19 increase recruitment and retention of police officers through outreach,
20 regionally competitive pay, and retention incentives. (Police)

21 OBJECTIVE 15. Coordinate the Park Ranger PSA program to track effort
22 and outcomes for increasing public safety in park, trails, and open space
23 areas. (Parks & Recreation)

24 OBJECTIVE 16. Recruit, develop, and retain a highly effective security
25 workforce for the Metro Security division of the General Services Department
26 (GSD). Fully staff the division to provide safe and secure facilities and
27 grounds for the entire City. Support a retention program that includes
28 continuous training and vocational growth opportunities. (General Services)

29 PUBLIC INFRASTRUCTURE GOAL: The community is adequately and
30 efficiently served with well planned, coordinated, and maintained
31 infrastructure.

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1 **OBJECTIVE 1. Analyze and complete a full infrastructure needs**
2 **assessment at all City facilities and develop a comprehensive five-year plan to**
3 **invest in their upkeep and maintenance. (General Services)**

4 **SUSTAINABLE COMMUNITY DEVELOPMENT: Communities throughout**
5 **Albuquerque are livable, sustainable and vital.**

6 **OBJECTIVE 1. Revitalize metropolitan redevelopment areas through**
7 **community- based planning, innovative finance techniques and public private**
8 **partnerships. (Metropolitan Redevelopment)**

9 **ENVIRONMENTAL PROTECTION: Protect Albuquerque’s natural**
10 **environments – its mountains, river, bosque, volcanoes, arroyos, air and**
11 **water.**

12 **OBJECTIVE 1. Establish and promote environmental sustainability as an**
13 **essential element to creating a healthy community that protects the**
14 **environment, defends environmental and social injustices, and encourages**
15 **responsible economic development that considers the needs of all citizens.**
16 **(Environmental Health)**

17 **OBJECTIVE 2. Report on the Transit Department’s efforts to transition to all**
18 **zero emission buses by 2040. This will include an analysis of current electric**
19 **buses. Update to be provided by the end of FY/24. (Transit)**

20 **OBJECTIVE 3. Improve documentation and tracking of tree planting on**
21 **both public and private lands in Albuquerque. Increased tree planting on**
22 **private lands, and accurate tracking of those efforts, is key to achieving the**
23 **goal of the Let's Plant Albuquerque campaign, which is an important**
24 **component of the City's efforts on environmental/climate resilience. (Parks &**
25 **Recreation)**

26 **OBJECTIVE 4. Expand and enhance our energy sustainability efforts**
27 **through continued work on the Balanced Resource Acquisition and**
28 **Information Network (B.R.A.I.N.) to produce energy efficiencies and loss**
29 **controls through real-time analysis and system-wide monitoring and**
30 **improvement. (General Services)**

31 **ECONOMIC VITALITY: The economy is vital, diverse, inclusive, equitable,**
32 **sustainable, and works for all people.**

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1 **OBJECTIVE 1.** Through its advocacy, education and service delivery, the
2 Senior Affairs Department will create a platform to elevate the discussion of
3 aging and the impact on the vibrancy of the community. (Senior Affairs)

4 **OBJECTIVE 2.** Organize and implement multiple trade missions to help
5 increase engagement and visibility of new global market opportunities for our
6 local businesses and industries. (Economic Development)

7 **OBJECTIVE 3.** Train 300 employees and 100 businesses through the Job
8 Training Albuquerque (JTA) program. (Economic Development)

9 **COMMUNITY AND CULTURAL ENGAGEMENT:** Residents are engaged in
10 Albuquerque’s community and culture.

11 **OBJECTIVE 1.** Launch a multi-faceted Route 66 Centennial celebration by
12 May 1, 2024. (Arts & Culture)

13 **OBJECTIVE 2.** Open the BioPark Heritage Farm expansion by January 31,
14 2024. (Arts & Culture)

15 **OBJECTIVE 3.** Make city government more inclusive and responsive by
16 providing training and technical assistance to city departments and by
17 providing public information, inclusive community outreach, and engagement
18 of diverse populations using language services, data, tool kits, community
19 events, workshops and other strategies. (Equity & Inclusion)

20 **OBJECTIVE 4.** Make significant progress on five place-making park
21 projects: (1) complete expansion of Wells Park, (2) launch renovation of Phil
22 Chacon Park, (3) initiate construction on the Rail Trail/Spurline section, (4)
23 complete Phase 1 expansion of Manzano Mesa Pickleball Complex, and (5)
24 finalize site location and requirements for construction of the USS
25 Albuquerque monument. (Parks & Recreation)

26 **GOVERNMENTAL EXCELLENCE and EFFECTIVENESS:** Government is
27 ethical, transparent, and responsive to its citizens. Every element of
28 government contributes effectively to meeting public needs.

29 **OBJECTIVE 1.** Loss Prevention (LP) will provide Safety Incentive Program
30 information, along with the annual OSHA report, to department directors and
31 identify sedentary light duty placements throughout the city. (DFAS- Risk
32 Management)

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- 1 **OBJECTIVE 2. Loss Prevention will implement new advanced**
- 2 **video/interactive classes for employee safety training to increase staff**
- 3 **engagement and safety awareness. (DFAS- Risk Management)**
- 4 **OBJECTIVE 3. Create a systematic data tracking and planning process to**
- 5 **align priority objectives, performance measures and budget requests for the**
- 6 **Senior Affairs Department. (Senior Affairs)**
- 7 **OBJECTIVE 4. Issue policy recommendations within Albuquerque and New**
- 8 **Mexico for instituting anti-sexual harassment training within film training**
- 9 **programs. (Economic Development)**
- 10 **OBJECTIVE 5. Develop and implement training programs for Human**
- 11 **Resource Coordinators (HRC’s) within all Human Resources Centers of**
- 12 **Excellence, such as employment, talent acquisition, classification &**
- 13 **compensation, etc. Update to be provided by the end of FY/24. (Human**
- 14 **Resources)**
- 15 **OBJECTIVE 6. The Human Resources Employment Testing Division and**
- 16 **Albuquerque Fire Rescue (AFR) Subject-Matter Experts, as selected by the**
- 17 **Fire Chief, will work collaboratively in the revision of the Fire Rescue**
- 18 **Promotional Procedures. Update to be provided by the end of FY/24. (Human**
- 19 **Resources)**
- 20 **OBJECTIVE 7. Create a comprehensive benefit strategy to attract and retain**
- 21 **a multi-generational population of employees. Update to be provided by the**
- 22 **end of FY/24. (Human Resources)**
- 23 **OBJECTIVE 8. Continue to implement R-21-205 (4-H Park as Sacred Burial**
- 24 **Site); R-21-231 (Language Access); R-21-229 (Denouncing Anti-Asian Hate); R-**
- 25 **20-75 (Racial Equity); R-20-85 (Equity Criterion in CIP); R-18-7 (Promoting**
- 26 **Public Safety); 0-18-45 (Commission on American Indian Affairs); R-20-84**
- 27 **(Supported Employment for People with Disabilities); and the City’s Minority**
- 28 **and Women’s Business Enterprises Ordinance. (Equity & Inclusion)**
- 29 **OBJECTIVE 9. Achieve the Fiscal Year 2024 milestones required for**
- 30 **conversion from the Posse software system to Tyler Tech to meet the**
- 31 **scheduled go-live in September 2024. (Planning)**
- 32 **OBJECTIVE 10. Identify and implement process improvements to expedite**
- 33 **plan reviews and approval of developments. (Planning)**

1 SECTION 2. That each Department Director shall provide an update to the
2 City Council summarizing the progress made toward implementation of the
3 one-year objectives through the reporting platform designated by the Council
4 Services office, at least semi-annually unless otherwise noted. Any formal
5 report called for in this resolution shall be submitted in the form of an
6 Executive Communication from the Mayor to the City Council, unless
7 otherwise specifically noted.

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