## **CITY of ALBUQUERQUE TWENTY FOURTH COUNCIL**

COUNCI		L BILL NO.	R-20-111	ENACTMENT NO.
SPONSO		RED BY:	Cynthia D. Borrego	
	1			RESOLUTION
	2	EXTENDIN	IG THE COUNCIL'S A	PPRECIATION FOR THE PROFESSIONALISM
	3	OF THE CI	TY OF ALBUQUERQ	JE'S EMPLOYEES IN ADDRESSING THE
	4	COMPLEX	CHALLENGES THEY	ENCOUNTER IN THEIR POSITIONS,
	5	ACKNOW	EDGING THE EFFOR	RTS OF CITY EMPLOYEES TO OBTAIN AND
	6	MAINTAIN	THEIR PROFESSION	IAL REPUTATIONS, APPOINTING A TASK
	7	FORCE TO	DIDENTIFY METHODS	S TO IMPROVE AND EXPAND THE
	8	OPPORTU	NITIES FOR CITY EM	PLOYEES TO OBTAIN AND MAINTAIN
	9	CERTIFICA	ATIONS AND DEGRE	ES, AND REQUIRING A FINAL REPORT TO
on '	10	CITY COU	NCIL.	
	11	WHI	EREAS, the City of Al	buquerque exists in a global world, that has
- New Deletion	12	continuing	g challenges and burg	geoning opportunities for managing the natural
등 - - -	13	resources	, and the social instit	utions that allow human civilizations to
[Bracketed/Underscored Material] [Bracketed/Strikethrough Material]	14	succeed a	nd thrive; and	
Ma	15	WHI	EREAS, the people w	ho compose the City of Albuquerque's
ored gh ♪	16	workforce	are crucial to the cor	nmunity's ability to meet these challenges and
PISC PTOU	17	provide fo	r the public health, w	elfare and safety; and
a general de la company de la	18	WHI	EREAS, City employe	es are dedicated, hardworking, diligent and
	19	place the i	nterest of the tax pay	ers of the community before any personal
sket eted	20	interest so	as to provide the pe	ople of Albuquerque with strong civic
Bra ack	21	institution	s, a safe place to live	, a thriving economy, and protection and
<u></u>	. 22	conservati	ion of New Mexico's e	enchanting cultures and natural environment;
	23	and		
	24	WHI	EREAS, City Employe	es apply multiple codes of ethics, for both their
	25	respective	discipline and the Ci	ty's Employee Code of Ethics; and

WHEREAS, the City's employees have prepared for their careers through years of self-sacrifice in obtaining education, professional certifications, and the job experience required to thrive in their respective positions, and the City should continue to support and recognize their professional efforts; and

WHEREAS, the City should encourage each department to create programs which recognize employees for going above and beyond their duties for personal growth and professional development and also provide financial assistance in these endeavors whenever possible; and

WHEREAS, each respective professional discipline should be recognized and appreciated for its essential contributions to providing for the residents of Albuquerque a healthy economy, working infrastructure and strong community civic institutions; and

WHEREAS, as the world rapidly changes, updating skills and receiving on the job training is increasingly important for the City's workforce. Yet, to meet other budget demands, the City has been unable to provide for many positions the most updated training, or reimburse employees for continuing education in their fields; and

WHEREAS, a combined effort by the Administration of the City of Albuquerque and the Albuquerque City Council to improve the opportunities for City employees to master their respective fields of endeavor through education, professional certification and work experience would ultimately lead to a stronger community.

BE IT RESOLVED BY THE COUNCIL, THE GOVERNING BODY OF THE CITY OF ALBUQUERQUE:

SECTION 1. That the City of Albuquerque City Council expresses its appreciation and gratitude to all of the City's employees for their personal sacrifice and diligent effort to prepare themselves for their fields and for continuing to improve their skills to meet the many arising challenges they encounter in their positions.

SECTION 2. That the City of Albuquerque City Council expresses a desire to work with the Administration to work within the confines of available funding to; identify deficiencies in staff training, improve financial support to

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staff members seeking professional certifications and maintaining such
certifications, work with New Mexico's secondary and post-secondary
education institutions and certified education programs to providing employee
training and apply for funding available through state and federal agencies for
training.
SECTION 3. A City staff task force is hereby created to identify methods to

SECTION 3. A City staff task force is hereby created to identify methods to accomplish such goals. The Task Force will be overseen by and supported by the City of Albuquerque's Employee Learning Center, and will be composed of 7 representatives, including the manager of the Employee Learning Center, a member of the City Council Staff, and five City employees appointed by the Chief Administrative Officer that represent a broad array of positions and fields of practice within the City Government.

SECTION 4. It will be the charge of the Task Force to provide recommendations; on improving support for City Employees seeking to obtain and maintain professional certifications, expanding on the job skills training programs, and identifying opportunities to better utilize the resources of New Mexico's secondary and post-secondary education institutions for employee training.

SECTION 5. The Task Force shall submit a report to the City Council by May 1<sup>st</sup>, 2021 that provides recommendations that address the issues stated in Section 4 of this Resolution.