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

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

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

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

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

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

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

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

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1 staff members seeking professional certifications and maintaining such
2 certifications, work with New Mexico’s secondary and post-secondary
3 education institutions and certified education programs to providing employee
4 training and apply for funding available through state and federal agencies for
5 training.

6 SECTION 3. A City staff task force is hereby created to identify methods to
7 accomplish such goals. The Task Force will be overseen by and supported by
8 the City of Albuquerque’s Employee Learning Center, and will be composed of
9 7 representatives, including the manager of the Employee Learning Center, a
10 member of the City Council Staff, and five City employees appointed by the
11 Chief Administrative Officer that represent a broad array of positions and
12 fields of practice within the City Government.

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

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