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Title: Extending The Council’s Appreciation For The Professionalism Of The City Of Albuquerque’s Employees In Addressing The Complex Challenges They Encounter In Their Positions, Acknowledging The Efforts Of City Employees To Obtain And Maintain Their Professional Reputations, Appointing A Task Force To Identify Methods To Improve And Expand The Opportunities For City Employees To Obtain And Maintain Certifications And Degrees, And Requiring A Final Report To City Council (Borrego)

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11/19/2020	1	City Council	Sent to Mayor for Signature	
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11/2/2020	1	President	To be heard at the Council Meeting	
11/2/2020	1	City Council	Introduced	

CITY of ALBUQUERQUE
TWENTY FOURTH COUNCIL

COUNCIL BILL NO. R-20-111 ENACTMENT NO. _____

SPONSORED BY: Cynthia D. Borrego

RESOLUTION

Extending The Council’s Appreciation For The Professionalism Of The City Of Albuquerque’s Employees In Addressing The Complex Challenges They Encounter In Their Positions, Acknowledging The Efforts Of City Employees To Obtain And Maintain Their Professional

Reputations, Appointing A Task Force To Identify Methods To Improve And Expand The Opportunities For City Employees To Obtain And Maintain Certifications And Degrees, And Requiring A Final Report To City Council (Borrego)

EXTENDING THE COUNCIL'S APPRECIATION FOR THE PROFESSIONALISM OF THE CITY OF ALBUQUERQUE'S EMPLOYEES IN ADDRESSING THE COMPLEX CHALLENGES THEY ENCOUNTER IN THEIR POSITIONS, ACKNOWLEDGING THE EFFORTS OF CITY EMPLOYEES TO OBTAIN AND MAINTAIN THEIR PROFESSIONAL REPUTATIONS, APPOINTING A TASK FORCE TO IDENTIFY METHODS TO IMPROVE AND EXPAND THE OPPORTUNITIES FOR CITY EMPLOYEES TO OBTAIN AND MAINTAIN CERTIFICATIONS AND DEGREES, AND REQUIRING A FINAL REPORT TO CITY COUNCIL.

WHEREAS, the City of Albuquerque exists in a global world, that has continuing challenges and burgeoning opportunities for managing the natural resources, and the social institutions that allow human civilizations to succeed and thrive; and

WHEREAS, the people who compose the City of Albuquerque's workforce are crucial to the community's ability to meet these challenges and provide for the public health, welfare and safety; and

WHEREAS, City employees are dedicated, hardworking, diligent and place the interest of the tax payers of the community before any personal interest so as to provide the people of Albuquerque with strong civic institutions, a safe place to live, a thriving economy, and protection and conservation of New Mexico's enchanting cultures and natural environment; and

WHEREAS, City Employees apply multiple codes of ethics, for both their respective discipline and the City'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 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 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 1st, 2021 that provides recommendations that address the issues stated in Section 4 of this Resolution.

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