



A handwritten signature in black ink that reads 'Timothy J. Baroody'.

**TO:** Mayor Mary Katherine Greenlaw and Members of Council  
**FROM:** Timothy J. Baroody, City Manager  
**DATE:** June 22, 2023 (for June 26 Council Meeting)  
**RE:** Council Priorities Phase Four – 1<sup>st</sup> Quarterly Update for 2023-2025

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**ISSUE**

Staff has transmitted their progress report on the first quarterly update for Council *Priorities* Phase Four for 2023-2025 under the categories of the nine desired future states for Council's 2036 Vision.

**RECOMMENDATION**

Staff requests Council's review of transmittal. Staff will more formally brief out on this report at the July 11, 2023 Council Meeting.

**BACKGROUND**

Council met for their biennial offsite in October 2016 to craft a 20-year community Vision. Once a draft was endorsed, the Mayor and Council began a conversation about what was needed to begin to live that Vision. They agreed on *Eight Desired Future States* and 35 community *Priorities*, and appointed a two-member Committee of Council to refine the Vision statement.

Senior staff met in December 2016 during a two-day exercise meant to prepare strategies to live priorities and develop a framework to report on projects/priorities, with the goal of reporting back to Council an achievable plan. After several work sessions Council finalized their Vision, and endorsed the implementation plan. A Community Brochure and Gantt chart were crafted, and Council held community sessions to disseminate and promote the *Vision* and *Desired Future States*. The *Vision* was well received from the community with a good turnout of engaged citizens.

Throughout 2017 and 2018 senior staff updated Council on the achievements and progress of the 35 *Priorities* with five quarterly updates in work session settings. This information was also made available to the public on the City's website. In early October 2018 Council had their biennial off-site to review progress and update *Priorities*. Staff also presented a *Final Report of Progress and Action on the 2016-18 Priorities* (Phase One) and was pleased to show that work on the 35 *Priorities* had achieved 64% completion in the first two years of this three-year work plan. See Phase One report on the website at [www.fredericksburgva.gov](http://www.fredericksburgva.gov).

Council finalized changes and the City Manager brought the changes back to senior staff and they again worked on a draft implementation plan to achieve Council's new 34 *Priorities* (Phase Two). At the March 2019 work session the final draft plan was presented by the City Manager. The plan

was adopted in April 2019 and three successful and well attended community meetings were held that summer for community engagement and to communicate the continued *Vision, Desired Future States and new Priorities* for the next three years. Staff reported back quarterly on progress through six quarterly updates to Council and the community. Staff gave a final report in December 2020 of the Council Priorities for 2018-20 (Phase Two) and achieved a 60% completion in the first two years of the three-year work of the 34 Priorities. See [www.fredericksburgva.gov](http://www.fredericksburgva.gov)

Due to the issues caused by the COVID-19 pandemic the Council held a virtual budget and financial work session on December 11-12, 2020 with the plan to hold a more comprehensive Priority setting session (the regular Council biennial offsite), including important conversations on racial equity in Spring 2021 (when Council could meet face to face with the hopes of the pandemic issues easing). In this work session they discussed economic impacts of the pandemic and important budget updates as well as public safety issues and racial equity.

On May 13 and 14, 2021, Council held their delayed biennial planning off-site and reflected on the Vision, Priorities and Desired Future States. Council eagerly agreed to add a new Desired Future State on equity: "Where We All Come Together." Some Priorities were completed and removed from the listing and some were slightly modified, and others were added. The City Manager brought the updated Council Priorities back to senior staff and they discussed and worked on a draft implantation plan to achieve Council *Priorities (Phase Three)*. A work session was held on July 13, 2021 to continue discussions and update the Council on the staff's task list and work plan. A communications plan was presented for community and council engagement with a plan to bring the updated Council Priorities back out to the community again for in-person meetings in convenient community locations. At the August 10, 2021 work session the City Manager had the entire executive leadership team present to offer their perspectives on the new updated priorities – now totaling 32 Priorities. On August 24, 2021 Council adopted the Priorities and held community engagement meetings on September 16 and 18, 2021. The Council received quarterly updates as staff and the community made progress on this important work.

On October 6 -7, 2022 Council held their biennial planning off-site and again reviewed the Vision, Desired Future States and Priorities. Some Priorities were completed and removed from the listing and some were slightly modified, and others were added. The City Manager brought the updated 30 Council Priorities back to senior staff and they met and worked on a draft implantation plan to achieve Council 2023-2025 *Priorities (Phase Four)*. A work session was held on January 10, 2023 to update Council on the staff's task list and proposed work plan. On January 24, 2023 Council adopted the Priorities. Now that the FY2024 budget process is behind us, regular quarterly updates will continue to inform Council on staff progress.

Council will continue to adopt a three-year plan every two years at their biennial offsite planning meeting with a promised two-year check in and restart. Under this prescribed path the work plan is never 100% complete, but is always progressing as Council Priorities (and our environment) progress/evolve to accomplish the 2036 Vision.

Attachments: Phase Four – 1<sup>st</sup> Quarterly Updated Task List (will be transmitted and posted by Monday, June 26)