

Council Priorities Summary

Task Name	% Complete	Champion	July 2023 Status
<b>2023 Council Priorities</b>	<b>20%</b>		
<b>Where WE All Come Together</b>	<b>13%</b>		
<b>Priority #1: Tell a more complete history of our diverse community, including the history and contributions of African Americans</b>	<b>23%</b>	Dr. Gaila Sims & Lesley Moore	<ul style="list-style-type: none"> <li>• Civil Rights Trail launched. Second phase of trail development in progress.</li> <li>• African American History brochures in the works.</li> <li>• City website history summary and timeline in progress.</li> <li>• Dr. Sims plans to brief City Council in August.</li> </ul>
<b>Priority #2: Engage in efforts to increase the participation and connection of under-represented voices and communities in civic life</b>	<b>2%</b>	Lesley Moore	<ul style="list-style-type: none"> <li>• Performing assessment of board and commission members.</li> <li>• Research is being gathered for a language access plan.</li> </ul>
<b>Employment Epicenter</b>	<b>21%</b>		
<b>Priority #3: Complete a joint Economic Development Strategic Plan that supports Council’s goals with a focus on diversity, compatibility, and sustainability</b>	<b>41%</b>	Bill Freehling	<ul style="list-style-type: none"> <li>• Worked with Chmura Economics &amp; Analytics on a macroeconomic presentation to Council and a survey of FXBG business owners. Incorporated these findings into the plan.</li> <li>• Brought the draft plan to the EDA at a regular meeting, and to City Council at work session. Revised the plan based on their feedback.</li> <li>• Got the EDA’s full endorsement in early 2023.</li> <li>• Council approved this plan at its May 23 meeting. The plan was posted to the new Economic Development website.</li> <li>• EDT staff will now turn focus toward implementing the plan.</li> </ul>

<p><b>Priority #4: Complete the Small Area Plans over the next three fiscal years (2023-2025), including the acquisition of outside expertise as required.</b></p>	<p><b>6%</b></p>	<p>Chuck Johnston</p>	<ul style="list-style-type: none"> <li>• Area 10: The consultant has completed its work. Planning staff is developing Comp. Plan Amendments for PC/Council consideration in August and subsequent adoption. Planning staff is preparing ordinances to implement rezoning policies, in coordination with City Attorney.</li> <li>• Area 5: Consultant has begun neighborhood review and developing plans for public meetings in August/ September</li> </ul>
<p><b>Priority #5: Work with community partners to be a premier destination by leveraging our many assets (i.e. history, river, Riverfront Park, stadium, downtown, cultural diversity, etc.) in new Visitor Center</b></p>	<p><b>17%</b></p>	<p>Bill Freehling &amp; M.C. Morris</p>	<ul style="list-style-type: none"> <li>• Hired Richmond-based Enteros Design, PC to be the architect of record for the Visitor Center and EDT office projects following a competitive solicitation.</li> <li>• Worked extensively with Enteros on preliminary designs for both VC and EDT office.</li> <li>• Met with City Council on May 9 to get feedback on the preliminary plan for the VC. Plan to be revised based on this feedback.</li> <li>• Met with ARB on May 22 to offer preliminary plans for exterior changes.</li> <li>• Planning to go to bid on the EDT office soon, and to go to bid on VC space in July. Anticipating start of VC construction in early November (after the election).</li> <li>• Anticipate that the EDT office will be ready by the end of 2023, and that the new VC will be ready by June 30, 2024.</li> <li>• EDT staff will be working with our many partners to ensure the VC space reflects the many things to experience in FXBG.</li> </ul>

<p><b>Priority #6: Engage in efforts to have the business community reflect the diversity of Fredericksburg</b></p>	<p><b>32%</b></p>	<p>Bill Freehling</p>	<ul style="list-style-type: none"> <li>• The new Economic Development website will better promote the FXBG Diverse City feature by giving it its own section. This is expected to increase engagement. This year's most-read post had about 33 percent more impressions than last year's.</li> <li>• The EDA's Invest FXBG loan program continues to target women- and minority-owned businesses, with several loans being made of late.</li> <li>• The assistant director of tourism has been holding regular conversations about efforts to attract more minority visitors.</li> <li>• The EDA recently sponsored a workforce development program run by UMW.</li> </ul>
<p><b>Priority #7: Facilitate collaborative work with partner institutions to address existing and future workforce needs/attraction</b></p>	<p><b>17%</b></p>	<p>Bill Freehling</p>	<ul style="list-style-type: none"> <li>• Progress on this goal has been mostly limited to continued conversations between EDT staff and partners with Germanna, City Schools and UMW.</li> <li>• EDT staff has been in close contact with Germanna about FredCAT and is working with the school to keep the facility in FXBG.</li> <li>• The EDA recently sponsored a workforce development program through UMW that should provide opportunities for training for City businesses.</li> </ul>
<p><b>Building Community through Cultural Vibrancy</b></p>	<p><b>8%</b></p>		
<p><b>Priority #8: Continue to enhance the opportunities for cultural vibrancy and diverse event programming through support of UMW's Performing Arts Center Initiative and the use of other spaces in the city</b></p>	<p><b>8%</b></p>	<p>Todd Brown</p>	<ul style="list-style-type: none"> <li>• Staff have reached out to UMW staff to schedule a meeting to discuss the new Performing Arts Center and additional spaces. This meeting will be confirmed in July 2023.</li> <li>• Have also started with schools on a new MOU that promotes more diverse programming and shared facility use.</li> </ul>

<p><b>Priority #9: Implement the Parks Strategic Plan, including development of individual park plans</b></p>	<p><b>13%</b></p>	<p>Todd Brown</p>	<p>A draft of the implementation plan of the 2021 Master Plan has been written. Recording progress on each project has begun.</p> <ul style="list-style-type: none"> <li>• A Request for Proposals was sent out to seek a contractor to complete two site level master plans, including Old Mill Park/Ficklen Island and Alum Springs Park.</li> <li>• 9 proposals have been received. Agreement should be awarded in July.</li> <li>• Parks, Recreation and Events have been using two school sites for several camps and sports league play in 2023. PRE's Outdoor Education staff provided education programs on meaningful watersheds at the schools. It included a site visit to Dixon Park for the students. Additional shared facility use initiatives continue to be discussed as facilities increase or shift in use.</li> </ul>
<p><b>Priority #10: Enhance the public art mural and sculpture program</b></p>	<p><b>5%</b></p>	<p>Bill Freehling</p>	<ul style="list-style-type: none"> <li>• The EDA has continued to be supportive of the rotating outdoor sculpture program.</li> <li>• The EDA is considering sponsoring a mural of sorts on the Purina Tower that will welcome people to Fredericksburg.</li> <li>• EDT staff have worked to facilitate the touch up of several murals in need of repair.</li> <li>• EDT staff have continued to discuss plans for a new mural at Executive Plaza after the Visitor Center moves.</li> <li>• EDT staff promotes the Otterly Amazing sculpture program at the Visitor Center and on FXBG.com.</li> <li>• EDT staff are upgrading the mural page on FXBG.com.</li> </ul>
<p><b>Priority #11: Prepare for City's 300th Anniversary celebrations</b></p>	<p><b>0%</b></p>	<p>Tim Baroody</p>	<ul style="list-style-type: none"> <li>• Work to begin in 2025</li> </ul>

<b>Learning is a Way of Life</b>	<b>13%</b>		
<b>Priority #12: Create a process where the Council and School Board work together to create a detailed joint vision and process to have education meet the needs of the City</b>	<b>1%</b>	Mark Whitley	<ul style="list-style-type: none"> <li>• Meeting is scheduled in July for the City/Schools working group. A forward path will be developed.</li> </ul>
<b>Priority #13: Encourage partnerships to address lifelong learning needs (i.e. libraries, parks and recreation, etc.)</b>	<b>17%</b>	Bill Freehling	<ul style="list-style-type: none"> <li>• EDT staff works regularly with the Central Rappahannock Regional Library on programming at and promotions of the MakerLab.</li> <li>• The EDT and Parks and Rec directors are in regular communication about possible programming.</li> <li>• The EDA recently sponsored a workforce-related training program through UMW.</li> <li>• EDT recently did a promotional video about UMW's Great Lives lecture series.</li> </ul>
<b>Priority #14: Support FCPS in building a new middle school</b>	<b>16%</b>	Mark Whitley	<ul style="list-style-type: none"> <li>• Construction is underway</li> </ul>
<b>Distinct and Linked Neighborhoods</b>	<b>37%</b>		

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<p><b>Priority #15: Continue to ensure trail system evolves to link additional neighborhoods</b></p>	<p><b>58%</b></p>	<p>Mike Craig</p>	<ul style="list-style-type: none"> <li>• Downtown Engineering RFP drafted; to be released mid-June.</li> <li>• PC made recommendations regarding paving in CIP budget process; grant sources ongoing.</li> <li>• CTB to vote on funding Dixon Park and VCR connector, as well as Bankside Trail in June. Projects recommended for funding by state staff. FAMPO Policy Committee approved engineering funding for Gateway/Idlewild Trail (Rt 3 to new middle school).</li> <li>• Roffman Road sidewalk/street light improvements complete! Riverside Manor sidewalk connector award issued 6/16/23.</li> </ul>
<p><b>Priority #16: Monitor and address CSX issues and activities</b></p>	<p><b>15%</b></p>	<p>Jamie Jackson</p>	<ul style="list-style-type: none"> <li>• This is an ongoing item that the City performs monitoring and is included in the City Manager’s reports. Issues and activities are also addressed with CSX as they arise.</li> <li>• CSX briefed Council at the May 9th meeting and reported zero tanker storage since September 2022</li> </ul>
<p><b>Priority #17: Enhance Housing Opportunities and Options</b></p>	<p><b>29%</b></p>	<p>Chuck Johnston</p>	<ul style="list-style-type: none"> <li>• RFP being prepared to obtain professional services to update to 2023 Comp Plan Chapter 2, Community Profile. Working with Department Directors to update to 2023 Comp Plan Chapter 4, Public Facilities.</li> <li>• Proffer Policy Guidelines being finalized with City Attorney for Council review.</li> <li>• ADU ord under review by Council. Residential regulation update complete for PD-R; broader residential regulation revision at PC. Workforce Housing amendments under review in City Attorney office.</li> <li>• Staff is preparing to participate in GWRC's fall Affordable Housing Summit</li> </ul>
<p><b>Cutting Edge Transportation Solutions</b></p>	<p><b>32%</b></p>		

<p><b>Priority #18: Develop plans that promote multimodal transit, transportation systems, multimodal connectivity and facilitate transit oriented development within the City</b></p>	<p><b>30%</b></p>	<p>Jamie Jackson</p>	<ul style="list-style-type: none"> <li>• The Transit Strategic Plan is in process.</li> <li>• The consultant has completed the data gathering portion and the first two chapters of the plan (Chapter 1: Overview of Services and Strategic Vision and Chapter 2: System Performance and Operations Analysis).</li> <li>• The consultant is anticipating to be complete with the project for the Final Document Endorsement by March 2024.</li> <li>• Four of the six SMART Scale, Round 5 projects have moved forward to the CTB for recommendation</li> <li>• VRE is currently working on a project to extend the passenger platform and repair their overpasses.</li> </ul>
<p><b>Priority #19: Complete gateway improvement study</b></p>	<p><b>40%</b></p>	<p>Tim Baroody</p>	<ul style="list-style-type: none"> <li>• Council has approved monies in FY24 to advance engineering and design work.</li> <li>• Staff has begun researching best forward path</li> </ul>
<p><b>A Proven Leader in Historic Preservation</b></p>	<p><b>7%</b></p>		
<p><b>Priority #20: Continue to build a community that capitalizes on its greatest historic assets and embraces its physical and cultural diversity and diverse perspectives on the past</b></p>	<p><b>8%</b></p>	<p>Kate Schwartz</p>	<ul style="list-style-type: none"> <li>• Historic Resources Standing Advisory Committee structure developed, but not yet authorized by Council.</li> <li>• Overgrown vegetation on Downman House structures treated (1st of 3) in May 2023. Downman House "curtilage" boundary field verified and engineer making adjustments.</li> <li>• Historic Resources Planner participating in FAM's process to develop a City-wide diverse history interpretive plan, which is in draft stage.</li> </ul>

<p><b>Priority #21: Determine what to do with historic City properties (Renwick complex, Old Stone Warehouse)</b></p>	<p><b>12%</b></p>	<p>Tim Baroody</p>	<ul style="list-style-type: none"> <li>• Created a working group to develop recommendations for Council on next steps for the Renwick Complex. Working Group recommendations expected to be made at Dec. 12, 2023 Council Meetings. Working group includes 2 City Council members, the City Manager (ex officio) and representatives from the National Park Service, UMW, HFFI, ARB, EDA, the Arts Commission, Main Street, as well as a historic preservation contractor and lender. The first meeting is tentatively scheduled for July 13th.</li> <li>• The City has hired the contractor to do cost estimate and recommendations for getting the Old Stone Warehouse into a shell state with utilities for a future tenant.</li> </ul>
<p><b>Priority #22: Explore best practices and consider strategies and resources to avoid “demolition by neglect”, promote maintenance of historic structures, and incentivize preservation</b></p>	<p><b>5%</b></p>	<p>Kate Schwartz</p>	<ul style="list-style-type: none"> <li>• Planning staff worked with preservation planning consultant Dan Becker through the Spring and reviewed the draft report in May 2023.</li> <li>• A final report was delivered on June 12, 2023 detailing assessment and recommendations for demolition by neglect policies and economic incentives for historic preservation.</li> <li>• A preliminary discussion was held with the EDA also on June 12, 2023. Staff will coordinate with the EDA to make recommendations for next steps to the City Council.</li> </ul>
<p><b>Green, Clean Environment</b></p>	<p><b>17%</b></p>		
<p><b>Priority #23: Move toward our vision of 100% renewable energy and improve environmental sustainability of City facilities</b></p>	<p><b>4%</b></p>	<p>David Brown</p>	<ul style="list-style-type: none"> <li>• Contract to perform identified improvements has been executed.</li> <li>• The Facilities Division is obtaining permits for the lighting upgrades.</li> <li>• Design for the two solar arrays for mounting on selected structures are in progress.</li> <li>• Filling of current vacancy for Environmental Sustainability Coordinator is underway. Interviews late June</li> </ul>



<p><b>Priority #24: Expand conservation and sustainability efforts</b></p>	<p><b>26%</b></p>	<p>David Brown</p>	<ul style="list-style-type: none"> <li>• The objectives and pillars of the environmental sustainability plan have been developed and presented to City Council.</li> <li>• Preliminary design for individual residential charging conductors are being evaluated.</li> <li>• The Environmental Sustainability Coordinator had developed and provided the R-Board representatives with flyers and graphics to utilize for this task.</li> <li>• Filling of current vacancy for Environmental Sustainability Coordinator is underway. Interviews late June</li> </ul>
<p><b>Priority #25: Monitor, maintain, and improve our canal to ensure that it is healthy and attractive</b></p>	<p><b>22%</b></p>	<p>David Brown</p>	<ul style="list-style-type: none"> <li>• The initial phase involved the removal of the trees and limbs that have fallen into the canal over the past years.</li> <li>• The next phases will involve development of plans for maintenance of vegetation along the embankments, bank stabilization, and assessment of existing bulkheads and storm infrastructure draining into the canal.</li> </ul>
<p><b>Public Services - The Backbone of our Community</b></p>	<p><b>33%</b></p>		
<p><b>Priority #26: Complete the water/sewer assessment and necessary capital improvements</b></p>	<p><b>25%</b></p>	<p>David Brown</p>	<ul style="list-style-type: none"> <li>• The I/I Study has been completed.</li> <li>• The draft RFP for the sanitary sewer and water master plan is near completion and expected to be out this summer.</li> <li>• The City is working with Spotsylvania and Stafford Counties on the long range state mandated Regional Water Supply Plan</li> </ul>
<p><b>Priority #27: Work with community partners to reduce homelessness</b></p>	<p><b>73%</b></p>	<p>Tim Baroody</p>	<ul style="list-style-type: none"> <li>• MOU executed by Council in 2022</li> <li>• MOU partners continue to meet monthly, now target Spring 2024 for application to the state for vouchers</li> </ul> <p>Council just adopted PDR Ordinance changes</p>

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<p><b>Priority #28: Plan and construct new fire station and address other fire safety needs</b></p>	<p><b>8%</b></p>	<p>Mike Jones</p>	<ul style="list-style-type: none"> <li>• Department members and CMO have done site visits to current newer fire stations and discussed what options are available to the City.</li> <li>• We have authorized moving forward with soil borings on current site at Fall Hill Ave. and are in the process of getting this done.</li> </ul> <p>Provisional approval achieved. Design funds included in Nov 2022 GO bonds and FY24 CIP</p>
<p><b>Priority #29: Pursue a strategy that ensures the FPD’s continued commitment to professionalism, 21st Century policing practices, and the highest level of community trust</b></p>	<p><b>19%</b></p>	<p>Brian Layton</p>	<ul style="list-style-type: none"> <li>• The two-year CALEA self-assessment phase of the 911 center will begin late summer 2023.</li> <li>• Three new supervisory positions have been staffed: patrol executive officer (Lt.); traffic sergeant; and CALEA sergeant.</li> <li>• DCJS grants for one FT SRO and one PT SRO have been awarded for FY 2024.</li> </ul> <p>From the Sheriff:</p> <ul style="list-style-type: none"> <li>• The Fredericksburg Sheriff’s Office will undergo their initial assessment for state accreditation through the Virginia Law Enforcement Professional Standards Commission (VLEPSC) at the end of August 2023.</li> <li>• Accreditation is the ongoing process whereby agencies evaluate policy and procedure against established criteria, and have compliance with that criteria verified by an independent and authoritative body.</li> <li>- Becoming an accredited law enforcement agency is a vital step in building trust with our community leaders and residents within the City of Fredericksburg and neighboring jurisdictions.</li> <li>- Accreditation means we are increasing the effectiveness of our office and ensuring that our team is trained appropriately to meet Department of Criminal Justice (DCJS) requirements.</li> <li>- Accreditation will promote professionalism and show that we are in compliance with our own departmental policies and procedures.</li> </ul>
<p><b>Priority #30: Work to implement the Classification and Compensation Study recommendations to ensure employee attraction, development, and retention</b></p>	<p><b>15%</b></p>	<p>Lesley Moore</p>	<ul style="list-style-type: none"> <li>• Bolton study completed. Results reviewed and analyzed by CMO and Classification and Compensation Committee. Recommendations presented and approved by City Council. Information provided to Department Heads for discussion review. Memos distributed to employees. Pay adjustments will be effective first full pay in July.</li> </ul>