



City Manager's Work Plan

1st Quarter Update | Fiscal Year 2024

Strategic Outcome Areas

Priorities

SERVICE



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Strategic Outcome Areas

1. Affordable Housing
 2. Economic Prosperity
 3. Education
 4. Partnerships
 5. Public Safety
 6. Recreation, Arts, Culture
 7. Climate Action
 8. Transportation
 9. Organizational Excellence
- + Commitment to Justice, Equity, Diversity, Inclusion



PRIORITIZING the Strategies

1. Affordable Housing

1. Public Safety

1. Organizational Excellence

2. Transportation

2. Climate Action

2. Commitment to Justice, Equity, Diversity, Inclusion

3. Partnerships

3. Education

3. Economic Prosperity

3. Recreation, Arts, Culture



Going Below the Surface

- ORGANIZATIONAL EXCELLENCE
 - **People Segment:** HR, Budget & Finance
 - **Infrastructure Segment:** IT, NDS, Public Works & Utilities
 - **Human Needs Segment:** Department of Social Services & Department of Human Services
- PUBLIC SAFETY + PARTNERSHIPS + HOUSING
 - **Community Safety & Support Operational Framework**
- COMMITMENT TO JEDI
 - **Social Equity Operational Framework**

Operational Frameworks

Path to Realizing Council's Vision
Guide for Achieving Council's Strategic Outcomes

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Community Safety & Support

- **Internal and External Focus**
- **Coordination required to sustain the response**
 - Enhances experiences
 - Improves efforts
 - Realizes outcomes
- The three collaborative areas:
 - **Mental Health Intervention & Prevention**
 - **Violence Interruption & Prevention**
 - **Homelessness Intervention & Housing Insecurity**



Mental Health Intervention & Prevention

Alternative
Response/Co-
Responder

Opioid
Abatement

Marcus Alert
Implementation



Violence Interruption & Prevention





Homelessness Intervention & Housing Insecurity





Gun Violence Fund - \$200,000

The VILLEage

\$30,000

Return of Black
Knights - Jefferson
District Youth Football

UHURU Foundation

\$95,000

Healthy, Wealthy &
Wise Program

Human Services + CPD

\$75,000

Pre-Arrest Diversion
Program



Deeper Strategic Planning

Cities United

\$120,000

Community Violence Reduction Planning

National Non-Profit

Recommendation from the Gun Violence Task Force



Social Equity

- **Fair, just, equitable** formation of public policy
- **Fair, just, equitable** implementation of public policy
- **Fair, just, equitable** management and distribution of public services

Realization results from the recognition of the absence of institutional and structural barriers

Tenets of New Public Administration:

1. Democratic citizenship
2. Public Interest
3. Public Policy
4. Service



Social Equity

- **Justice** - *dismantling barriers to resources and opportunities*
- **Equity** - *creating opportunities for the historically underrepresented through intentional and deliberate action*
- **Diversity** - *acknowledging and celebrating the differences that form the “US” that we are*
- **Inclusion** - *committing to the active, intentional and ongoing engagement with diverse people, practices, and communities*

Organizational Structure

Shifting for Success

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Announcements

- **STAFFING**

- Riaan Anthony – Interim Director of Parks & Recreation
- Steven Hicks - Interim Public Works Director & Interim Deputy City Manager for Operations

- **OFFICE DESIGNATIONS**

- Office of Emergency Management – Jeremy Evans
- Office of Sustainability – Kristel Riddervold



Designation of Offices

- **City Manager's Office Update**
 - Interviewing for Deputy City Manager for Administration
 - Advertising for Deputy City Manager for Operations
 - Revising Deputy City Manager for Racial Equity Diversity Inclusion
 - **New Title: Deputy City Manager for Social Equity**
 - Portfolio focus: Human Needs & Justice
 - Office of Sustainability will be in this portfolio
 - Office of Social Equity replaces Office of Equity and Inclusion
 - **How we conceptualize JEDI**
 - **How we realize Council's Commitment to JEDI**



CMO Portfolios

City Manager	Deputy City Manager Administration	Deputy City Manager Social Equity	Deputy City Manager Operations
Police	Human Resources	Human Services	Neighborhood Development Services
Fire	Finance	Social Services	Public Works
Emergency Management	Information Technology	Parks & Recreation	Transit
Communications & Public Engagement	Budget & Management	Human Rights	Utilities
Economic Development		Police Civilian Oversight Board	
Community Solutions		Sustainability	
City Attorney		Social Equity	



QUESTIONS



2nd Quarter Update: January 16, 2024