

Major Upcoming Project Title	Project Description
<b>Employee Attraction and Retention</b>	
Conduct Compensation Analysis and Program Development	This project will update the City's employee classification and pay system, addressing pay inequities and compression that have not kept pace with the local market. The project will involve a thorough market analysis and implementation of a cyclical benchmarking analysis program to ensure future adjustments remain aligned with the labor market, improving the City's ability to attract and retain talent. Key deliverables include a new compensation philosophy, competency-based classification system, and an implementation and communications plan.
Expand Recruitment Channels, with a high emphasis on hard to fill positions	Identify new avenues for recruitment, ensuring our postings reach the widest possible audience.
Implement NeoGov OnBoard and Perform Tools for Onboarding and Performance Management	Automate onboarding and performance management through implementation of NeoGov OnBoard and Perform tools.
Continue partnering with labor organizations in organization, contract negotiation, and contract implementation.	Ensure employees have a formal voice in workplace matters, strengthen labor-management relationships and enhance our ability to attract and retain new employees. Competitive compensation guaranteed through contracts, improved working conditions and meaningful engagement improve our ability to attract and support a healthy workplace.
<b>Housing Opportunities</b>	
Provide Permanent Supportive Housing	With DBHDS funding, DCHS and the Office of Housing are providing support for 35 Alexandrians with Serious Mental Illness to locate, outfit, afford and maintain Permanent Supportive Housing.
Implement the 2024 Healthy Homes Action Plan	Launched in 2022, the Healthy Homes Initiative works to ensure all Alexandrians have healthy and safe, hazard-free housing. The initiative is consistent with the city's ALL Alexandria resolution and includes several programs led by different city departments, community-based organizations, landlords, and homeowners in Alexandria. Each year, different programs will advance the Healthy Homes Initiative in different ways.
Prioritize Tenant Protections, including Legislative Actions and Eviction Prevention Strategies	The pandemic and recent small area planning processes have highlighted risks of eviction and potential displacement faced by renters facing disruption due to redevelopment, rehabilitation, rent and fee escalation (economic displacement), and/or poor and unsafe building conditions. In FY 2026 and beyond, Housing will prioritize City legislative efforts focused on enhancing tenant protections, ensuring due process, providing more local enforcements powers regarding habitability, and measures to stabilize rental housing cost.
Continue to strengthen mechanisms to facilitate housing supply, affordability, and accessibility.	P&Z is responsible for many of the mechanisms (small area plans, the zoning ordinance, development review etc) that can impact the supply of housing, the location of new housing, access to that housing, and its affordability. In close coordination with the Office of Housing, we will continue to investigate housing issues and recommend actions to support the Council's housing goals.
<b>Eliminate Community Disparities</b>	
Enhance Community Programs, Events and Services	Continued expansion of programming and services to meet community needs with a focus on underserved community members by investing in resources and facilities.
Build DCHS Service Integration and Comprehensive Service Approach	Building mechanisms to integrate services across the department to respond more effectively and comprehensively to the complex needs of individuals and families. Approaches may include single intake and screening tool, collaborative case planning, data sharing, expedited service referral, and shared outcome measurement.
Coordinate and Undertake Duke Street Corridor Planning Efforts	The Duke Street Transitway project will establish a bus rapid transit corridor connecting the King Street Metro to the West End Transit Center at the former Landmark Mall, linking with the West End Transitway. The project aims to enhance bus travel times, increase reliability, and improve the overall experience for riders, while also advancing safety for pedestrians and cyclists. While design of the street is underway, the City will undertake an update to the area's land use plan—the first since 1992—which will incorporate recommendations from the roadway planning effort. This initiative will be shaped by robust community engagement and aligned with the City's broader goals for sustainable, equitable, and transit-oriented development along the corridor.
Strengthen Economic Mobility and Youth Employment Efforts	Pursuing multiple strategies to advance economic stability and mobility for youth, individuals and families. Strategies include: strengthening Youth Employment approaches and resources; co-creating solutions with residents who are facing financial instability, collaboration with key partners, participating with COG GARE economic mobility cohort, shifting inaccurate narratives about those who experiencing poverty and applying the lessons learned from ARISE and other GBI efforts.
<b>Economic Strength</b>	
Increase Participation of Underrepresented Entrepreneurs in Multilingual Small Business Programs	Grow the participation of previously underrepresented entrepreneurs in small business programs, especially in languages other than English.
Market Catalyst Sites to Spur Development and Investment	Continue to aggressively market catalyst sites to spur development and increase investment in the City.
Implement Waterfront Small Area Plan	Flood mitigation project spanning from Duke Street to Queen Street to address stormwater and riverine flooding along the Potomac River Waterfront. The project will provide increased capacity stormwater infrastructure, including pump stations, to better convey more intense storms, to prevent tidal influence from backing up into streets and preventing effective stormwater discharge. The project will increase shoreline protection to prevent the most frequent tidal and riverine flood events.
OneStart: Strengthen Development Review Processes	Planning and Zoning is leading a broad series of reforms to streamline development reviews while continuing to secure the City Council's priorities for each project. Opportunities exist to achieve the same or greater public benefits more efficiently.