



6 MONTH LOOK AHEAD COUNCIL PRIORITIES

Priority Measurements

Percent of complaint cases responded to within 7-day timeline

90%

FY2025

Eviction Rate

3.9

FY2025

Percentage of households earning less than \$75K that are housing cost-burdened

82%

2023

Percent of 8th graders who have seen or heard violence or abuse at home

27%

2023

Percent of plans approved by Council in 1 year or less:

33%

As of October 2025

Percent of plans approved for construction in 1 year or less

20%

As of October 2025

Residential Share of Real Estate Tax Distribution

82%

2024

Turnover Rate

10.5%

2025

Complete three labor agreements and prepare for the organization of City's fifth bargaining unit

Advance Housing Opportunities

Zoning for Housing

Continue to monitor resulting projects & incorporate new data into the interim dashboard. Council to consider streamlined SUP process for commercial to residential conversions.

Housing 2040 Master Plan

January: Council Work Session
February: Workshop

Tenant Protections

Support policy changes through coordinated legislative engagement and resident storytelling

Healthy Homes Action Plan

Launch new resident tools for mold prevention and reporting and roll out improved 311 reporting categories for housing-related issues

Reduce Community Disparities

Community Health Improvement Plan

Launch three new coalitions on mental wellness & neighborhood health

Establish priority areas and strategies for CHIP 2030 implementation

Equity Action Plans

Complete remaining departmental equity action plans

Disparity Study (Finance)

Receive and review disparity study findings

Develop potential policy and procurement recommendations for City Council

Housing Support for Vulnerable Populations

Move participants into permanent supportive housing
Complete Home Rehabilitation boarding house project

Implement improvements to pilot rental assistance program

RPCA Community Programs, Events & Services

Use feedback from Citywide Program Interest Survey to align programs with community needs

2026 programs reflect feedback & expanded promotion through partners

Strengthen our Economy

Economic Mobility and Youth Employment

February: Plan and host Economic Stability & Upward Mobility Forum

Launch the Spring 2026 Shark Tank cohort

America250 Events

Plan Semiquincentennial events

June: Jazz Fest and Sail 250 at Waterfront Park

Market Catalyst Sites to Spur Development and Investment

Collect catalyst site info and create marketing content

Launch website, create outreach materials, possible catalyst event with site selectors

Waterfront Small Area Plan

Continue coordination with NPS on delayed Section 106 meetings & Integrate community feedback into updated plans

Implement Public Art Workplan

Issue calls for Public Art at City Hall/Market Square, Ewald Park, & Powhatan Park; Install art at Site/See 2026 & Colasanto Spray Park

Review public art concept for N Potomac Yard Park; Install Time & Place 250 project

Duke Street Corridor Planning Efforts

Advance West Taylor Run Parkway/Duke Street intersection design to 30% milestone

Release solicitation for Construction Manager at Risk

Attract and Retain Top Talent

Labor Partnership and Contract Implementation

Completion of three labor contracts

Begin negotiation on L&T successor contract

Expand Recruitment for Hard-to-Fill Roles

Use NEOGOV's Insight and recruiting tools to improve posting reach and track pipeline data

Review minimum qualifications requirements

Compensation Program Development

Analyze market data and align compensation with City pay philosophy

Refine pay structure, model costs, and prepare recommendations for Council

City Hall Renovation Project

Complete relocation of staff to swing spaces. Market Square garage and plaza demolition

Release of approved site plan and building permits construction

Employee Engagement Survey

Launch survey in February 2026

Analyze results and report findings



January - March 2026



April - June 2026



6 MONTH LOOK AHEAD ORGANIZATIONAL PRIORITIES

Priority Measurements

Percent satisfied with the ease of doing business with the City (bill pay, applications, permits)

63%

2025

Percent satisfied with the ease of doing business with the City (bill pay, applications, permits)

52%

2025

Percent satisfied with the overall quality of City services?

72%

2025

Streamline Organization Systems and Processes

Improve and Innovate

Core Services



January - March 2026



April - June 2026

Procurement Process Efficiency

Implement new procurement software integrated with MUNIS

Alexandria Justice Information System Replacement

Complete implementation of eProsecutor and Jail Management Systems

Continue developing new warrant module for APD OnCall Records

APEX Workflow

Migrate permitting system to the Cloud

Improve Customer Self Service portal & user instructions and update Tyler Cashiering

RevenueOne, Version 8

Begin Business Tax database upgrade

Complete upgrade

Transportation Data Management & Digital Twin

Begin implementation of \$2 million Digital Mobility Ecosystem Initiative

Standardize transportation data collection & sharing and advance digital twin development for mobility planning

Alex311 Customer Experience Initiative

Launch the updated 311 website, enabling future AI capabilities

Expand outreach through Healthy Homes Initiative

Citywide Strategic Communications Plan

Finalize and implement Citywide Strategic Communications Plan, aligned with Council Priorities and Strategic Plan

Launch production timeline to coordinate messaging with monthly themes

Advance Open Data and AI

Develop open data strategy to expand access and test and deploy AI pilots to improve efficiency

Environmental Sustainability and Clean Energy

Launch Phase 1 of waste reduction initiatives (curbside composting, glass recycling, code enforcement)

Prepare Phase 2 (PAYT feasibility, Spring FY26)

Traffic Signal Modernization and Optimization

Begin design for signal upgrades at 80 intersections and Complete Signal Optimization Study with winter recommendations

Advance ITS Phase IV and Adaptive Traffic Signal "smart corridor" projects

Vision Zero

Advance corridor projects (West Braddock Road, Beauregard, etc.) & Transition new School Speed Camera sites to full enforcement

Conduct West End High-Crash Intersection Audits

Flood Action Alexandria Program

Finalize Bid Documents and solicit for contractor on Cameron Run Work and for Commonwealth, Ashby & Glebe project; Continue community engagement plan development

Finalize the Flood Resilience plan and bring to City Council

Bus Rapid Transit Implementation

Advance engineering for Duke Street Transitway to improve transit, bike, and pedestrian access

Continue West End Transitway right-of-way acquisition (construction)

Parks Capital Improvement Projects

Begin Simpson Park Renovation construction

Holmes Run Site 1 and Simpson Park construction continues

Douglass Cemetery

Award construction contract and begin drainage and landscaping work

Stabilize site and develop long-term preservation strategy

Duke Street Corridor Planning Efforts

Advance West Taylor Run Parkway/Duke Street intersection design to 30% milestone

Release solicitation for Construction Manager at Risk

DASH Facility Expansion

Groundbreaking & Construction Mobilization

Construction