



CITY OF ALEXANDRIA

2025-2027 City Council Priorities

May 27, 2025





Summary

Council Action:

1. Discuss and consider the proposed 2025-2027 City Council Priorities, as developed during the winter City Council Retreat.
2. Receive draft business plans for each priority and schedule for quarterly updates.



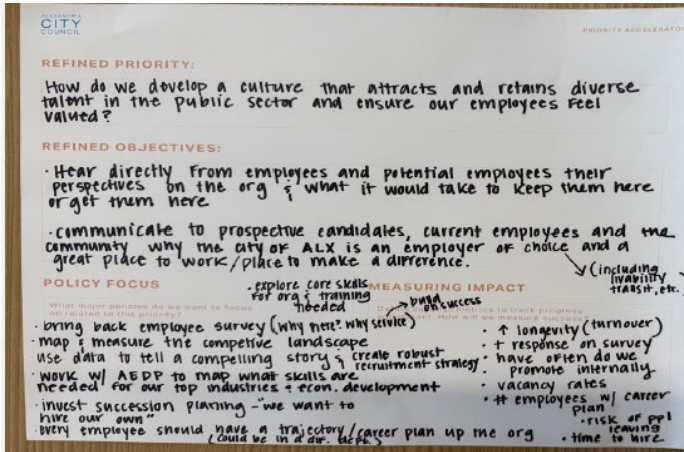
City Council Retreat

- Held January 31 and February 1 to clarify expectations and shape the 2025–2027 City Council Work Program
- Council Members refined their priorities and discussed a shared vision for Alexandria's future
- Council Members discussed their top priorities and outlined clear expectations for each one, building on the framework established by the previous City Council in 2022
- On the second day of the retreat, Council and School Board Members held significant engagement and discussion on shared priorities

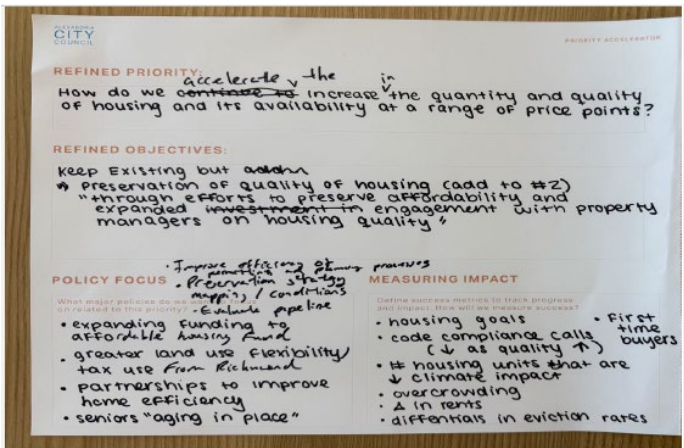




2025-2027 City Council Priorities



- **Housing Opportunities:** How do we accelerate the increase in the quantity and quality of housing and its availability at a range of price points?
- **Economic Strength:** How do we increase the economic strength of the City and its residents to ensure future financial stability by further diversifying the tax base and increasing revenue?
- **Eliminate Community Disparities:** How do we refine our existing communication strategies to more effectively engage with the city information and services they need?
- **Employee Attraction and Retention:** How do we develop a culture that attracts and retains diverse talent in the public sector and ensure our employers feel valued?





Strategic Plan Framework

Our Why

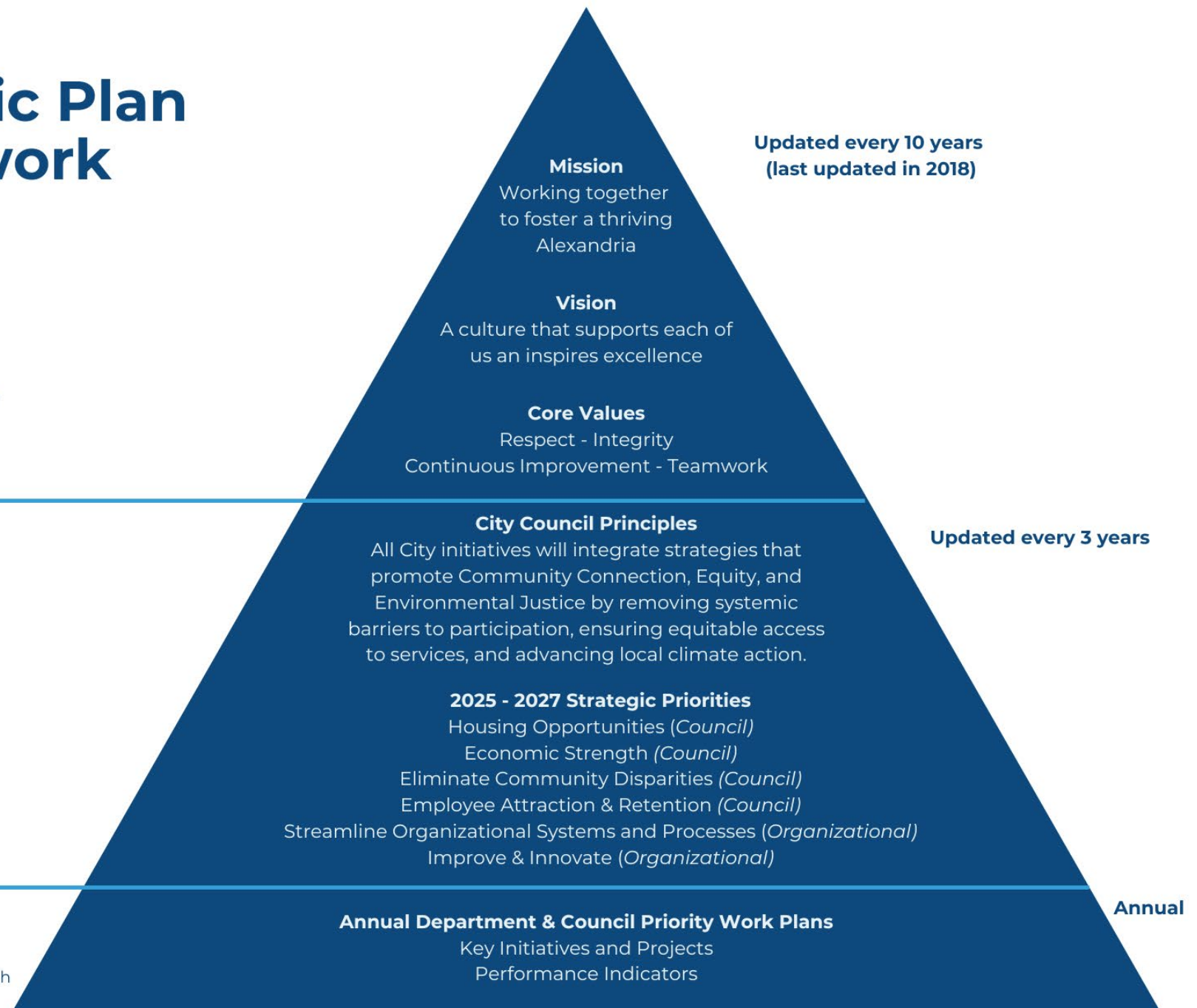
What is our basic purpose, our intended future, and our standards for accomplishment?

Our What

What is our current focus in achieving our mission & vision?

Our How

Captures our projects and initiatives that establish outcomes in our priorities.





Council Priority Work Plans

Employee Attraction and Retention: How do we develop a culture that attracts and retains diverse talent in the public sector and ensure our employers feel valued?

- Conduct Compensation Analysis and Program Development
- Expand Recruitment Channels, with a high emphasis on hard to fill positions
- Implement NeoGov OnBoard and Perform Tools for Onboarding and Performance Management
- Continue partnering with labor organizations in organization, contract negotiation, and contract implementation

Housing Opportunities: How do we accelerate the increase in the quantity and quality of housing and its availability at a range of price points?

- Provide Permanent Supportive Housing
- Implement of the 2024 Healthy Homes Action Plan
- Prioritize Tenant Protections, including Legislative Actions and Eviction Prevention Strategies
- Continue to strengthen mechanisms to facilitate housing supply, affordability, and accessibility



Council Priority Work Plans

Eliminate Community Disparities: How do we refine our existing communication strategies to more effectively engage with the city information and services they need?

- Enhance Community Programs, Events and Services
- Build DCHS Service Integration and Comprehensive Service Approach
- Coordinate and Undertake Duke Street Corridor Planning Efforts
- Strengthen Economic Mobility and Youth Employment Efforts

Economic Strength*: How do we increase the economic strength of the City and its residents to ensure future financial stability by further diversifying the tax base and increasing revenue?

- Increase Participation of Underrepresented Entrepreneurs in Multilingual Small Business Programs
- Market Catalyst Sites to Spur Development and Investment
- Implement Waterfront Small Area Plan
- OneStart: Strengthen Development Review Processes

*May be updated to reflect the Economic Summit and forthcoming Economic Strategic Framework, expected Summer 2025



Next Steps

Quarterly updates on these sixteen initiatives will align with the schedule used for Council's capital project reports:

Council Meeting		
Q1	July-Aug	November
Q2	Oct-Dec	March
Q3	Jan-Mar	June
Q4	April-May	August (written update)

Updates will include any significant changes in key performance indicators related to Council priorities and associated initiatives.

City Council priorities and workplan updates will be included in the annual communications plan to help raise community awareness and ensure consistent, effective promotion of key initiatives.