

**City of Gainesville Strategic Plan
2022 – 2023 Update Summary**

To do the important work of building community and providing exceptional services to all Gainesville neighbors, on August 6, 2020 the City Commission adopted a 5-Year Strategic Plan for the City of Gainesville. This Strategic Plan brings commonality and focus to our work with a unified vision, mission and a shared set of values. The plan identifies five specific goals, each of which has a series of prioritized action items. The goals and action items serve as the foundation for all of our budgetary and policy considerations. While the 2020 Strategic Plan is based on a 15-year vision for the City, the more immediate term 5-year mission is driven by an action agenda that is updated annually. Taking time each year to reflect on the status of our goal achievement and the action items in progress, the City is able to adjust our work and priorities based on the evolving needs in our community and the steps required to stay on track with achieve our long-term vision.

On March 30, 2022, the six Charter Officers presented an update to the City Commission on the accomplishments made towards our Strategic Plan in the past year, as well as a unified recommendation to address Goal 5 “Best in Class Neighbor Services” as the highest priority during 2022-2023. More specifically, the Charter Officers highlighted four areas where the City is facing challenges and recommended that the City Commission approve of staff focusing immediate attention on these areas to ensure a strong foundation for the City. The four challenge areas, later defined as “Critical Needs,” were presented as follows:

- Employee Vacancies
- Organizational Culture
- General Government Financial Services
- Technology Upgrades

The City Commission approved of this recommendation and asked staff to bring back an action plan for how to address these four challenge areas at the following Strategic Planning session scheduled for April 19th. The City Commissioners also requested that staff provide an opportunity for the Commission to revisit the items listed as priorities within the 2021-2022 Action Agenda of the Strategic Plan in order to reprioritize any items as appropriate.

On April 19, 2022 the Charter Officers met the City Commission’s requests by proposing actionable steps that staff will take over the next several months to address the four challenge areas highlighted during the previous session. These action steps were approved by the City Commission, with a reconfirmation that the City will focus on addressing these four challenge areas over 2022-2023. One modification was made to include “Facilities Upgrades” as a component of the “Technology Upgrades” item, as the City Commission recognizes this as a critical need of the City as well.

The City Commission then discussed the items listed as Top and High Priorities within the 2021-2022 Action Agenda, aiming to determine whether reprioritization was necessary. Considering the work accomplished over the past year, as well as the fact that some of the priority items overlapped with others, the City Commission decide to consolidate a few items and remove those which have already been accomplished. The revised plan is reflected in the updated graphic attached, which will serve as the guiding document for the 2022-2023 Strategic Plan operations.