



ALBEMARLE

NORTH CAROLINA

Water. Air. Land. Opportunity.

Strategic Plan Year 2 Final Report

OUR THREE-YEAR GOALS

ORGANIZATIONAL CAPACITY

Invest in our workforce to enhance City operations and efficiency to better serve the community.

SAFETY & SECURITY

Enhance resources and improve practices to protect our residents and safeguard the city in order to improve quality of life.

INFRASTRUCTURE

Invest in infrastructure needed to ensure reliable and consistent service delivery.

COMMUNITY & ECONOMIC GROWTH OPPORTUNITIES

Guide growth and facilitate economic opportunities in order to benefit all residents and businesses.

INCLUSIVE COMMUNITY ENGAGEMENT

Enhance community amenities, programs, and services to engage residents of different backgrounds, lifestyles, and generations.

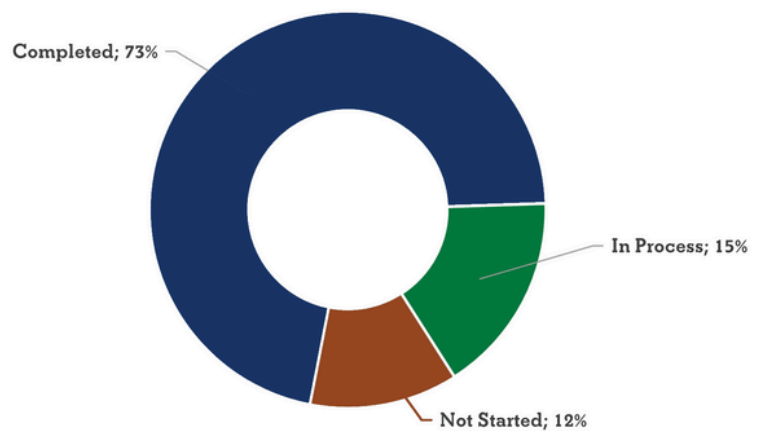
OUR PROGRESS

Fiscal year 23/24 was the second year of the 3-year plan. In this second year, the City team continued to collaborate on procedures, forms, and processes necessary to track our progress on the FY 2023 Tactics.

Significant progress was made in Year 2. We tracked and monitored 89 Tactics, supporting 5 Goals. Tactics are the action items the City committed to in order to accomplish the Goals of the Strategic Plan.

In our second year of implementation and monitoring we were able to set into motion 89% of Tactics, with only 11 not started due to lack of funding or capacity.

Workplan Progress



HIGHLIGHTS OF YEAR 2

Organizational Capacity

- Fund additional staff:
 - Assistant Parks & Recreation Director; Paralegal; Fleet Maintenance Mechanic, Customer Service Representative; Firefighters (grant funded); School Resource Officer; Electric Line Supervisor
- Commit to fully funding elements of compensation philosophy, i.e. merit, certification incentives, and compensation study

Safety & Security

- Fire Engine No. 2 In Service
- Replace police officer laptops.
- Implement new radios city-wide

Infrastructure

- Continue funding Public Utilities transition Advanced Meter Infrastructure (smart meters) with outage management system
- Continue street-light conversions to LED bulbs.
- Purchase new JetVac Truck, Boom Truck, and Bucket Truck

Community & Economic Growth Opportunities

- Site pad completion for Albemarle Business Center
- Complete Alleyway (Courthouse Plaza) project

Inclusive Community Engagement

- Complete Community Survey
- Continue offering after school programming through Parks & Recreation
- Install self-service kayak rental at City Lake Park