

ID	Initiative	Responsible Department	Budgeted Funding Amount	2022 Accomplishments
5.0 Civic Governance				
5.22	<p>COMPLETE CITY CHARTER REVIEW</p> <p>Pursuant to Section 6.02 of the City Charter, “there shall be a Charter commission which shall periodically review the provisions of the City’s Charter and the actual experience and operation of the City government and suggest and recommend to the mayor and council and to the General Assembly any changes to the Charter. Such suggestions and recommendations shall be contained in a written report to the mayor and council and to the legislative delegation representing the City.” The review of the charter is required every five years beginning July 1, 2017. As such, members of the next Charter Review Committee must be appointed by June 1, 2022, and the review report must be submitted by December 31, 2022.</p>	City Attorney	Included in Responsible Department Operations	Completed
5.23	<p>DEVELOP SUCCESSION PLANNING POLICY FOR CITY BOARDS AND COMMISSIONS</p> <p>Following incorporation in 2012 and the initial establishment of the City boards and commissions, the City has not developed a robust strategy to pass on leadership roles to new individuals. Doing so will ensure that the City continues to run smoothly after elected officials and volunteer leaders move on to new opportunities. In 2022, the City will develop a formal succession planning policy and program for its boards and commissions.</p>	City Clerk	Included in Responsible Department Operations	
5.24	<p>CONTINUE SOCIAL JUSTICE, RACE, & EQUITY COMMISSION (SJREC) COMMUNITY ENGAGEMENT EFFORTS</p> <p>The SJREC was created in 2020 to review the City’s Vision and Mission Statement and Charter, procurement and hiring practices and policies, public engagement and communication outreach, and the Brookhaven Police Department’s use of force policy, oversight and accountability. The SJREC’s four subcommittees – Vision and Mission, Hiring and Retention, Procurement and Contracting, Policing Use of Force – have taken a deep dive into these areas in 2021. The Commission will present recommendations in December 2021 for City Council consideration.</p>	City Manager’s Office in conjunction with the City Council	\$20,000	<p>As part of the 2022 City Charter Review Committee, the Chair of the SJREC was appointed a voting member. This was a specific recommendation of the SJREC.</p> <p>The Administration is working with a community survey firm to assess the City’s overall performance, with specific questions concerning the police department.</p> <p>The Brookhaven 2021 annual use of force report was completed and posted on the City website.</p> <p>The City’s procurement documents have been amended to encourage minority and small business participation.</p> <p>The Human Resources Department is now collecting applicant demographic data (voluntary only) to discern any biases or barriers to applying for employment with the City of Brookhaven.</p>
5.25	<p>COMMENCE GENERAL LEADERSHIP ACADEMY COURSE</p> <p>In an effort to foster connections among citizens and future leaders of Brookhaven, the City will establish a leadership development program for select individuals interested in participating. Candidates, who will be chosen through an application process, will attend weekly sessions designed to enhance their understanding of the various economic, social, and political factors affecting the community and prepare them for the issues that future leaders will face. With an emphasis on strength in diversity, the course is designed to build the ties between members of all sectors and deepen the relationships and insights across the community. Due to the COVID-19 pandemic, the development of this effort was put on hold; however, it is anticipated that the initiative will be established fully in 2022.</p>	City Manager’s Office in conjunction with the City Council	TBD	<p>This effort is on hold. However, the Administration is encouraging staff and community leaders to attend leadership development training. For example, the Chair of the Arts and Culture Commission is attending Leadership Dekalb in 2022.</p>
5.26	<p>PARTNER WITH LOCAL BUSINESSES TO PROMOTE SUSTAINABLE PRACTICES AND INITIATIVES</p> <p>There are a variety of ways businesses within Brookhaven exercise sustainable practices. These businesses minimize negative impact, or potentially create positive effects on the local community or environment through waste and energy reduction, labor policies, responsible sourcing, and other initiatives. The City will highlight and strive to incentivize enterprises which consider the impacts of their operations or products and make extra effort to contribute to a Sustainable Brookhaven. Due to the COVID-19 pandemic, the development of this effort was put on hold; however, it is anticipated that the initiative will be established fully in 2022.</p>	City Manager’s Office in conjunction with Explore Brookhaven	TBD	<p>This effort is on hold due to a vacancy in Economic Development Director position.</p> <p>However, the Administration will work with the Brookhaven Chamber of Commerce to collaborate on pushing out sustainability ideas for restaurants and office buildings. These entities can easily be identified via the City’s licensing and permitting data.</p> <p>Explore Brookhaven participated in the Certified Diversity Travel Professional program and developed a Diversity, Equity, and Inclusion plan.</p>

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5.27	<p>DEVELOP A NEW RESIDENT GUIDE</p> <p>In line with the City's knowledge management efforts, this initiative is intended to quickly give new Brookhaven residents accurate and comprehensive information that will provide them with situational awareness. Information about pertinent ordinances, whom to connect with regarding different topics, opportunities for engagement with boards, commissions, and local groups, as well as direction on how to sign up for notifications from a variety of City-sponsored platforms or participate in public meetings are examples of key resources that would provide newcomers to the City with everything they need to know when settling in. Due to the COVID-19 pandemic, the development of this effort was put on hold; however, it is anticipated that the initiative will be established fully in 2022.</p>	<p>City Manager's Office Communications Explore Brookhaven</p>	TBD	Carry over
5.28	<p>DEVELOP NEW ELECTED OFFICIALS GUIDE</p> <p>In furtherance of the knowledge management efforts of the City, a guide for newly elected officials will be developed to ensure that councilmembers are familiar with City administration, legislative and policymaking processes, public hearing and open meetings requirements, budgeting, procurement, planning and land use, ethical standards, and other operational items that keep local government running. This guide will allow this information to be combined into a central document readily available for reference by new and existing elected officials.</p>	City Manager's Office	Included in Responsible Department Operations	Completed
5.29	<p>CONTINUE DEVELOPMENT OF A CONSOLIDATED HOMEOWNERS' AND CIVIC ASSOCIATION CONTACT LIST</p> <p>Maintaining strong connections with community representatives is important to both elected officials and City staff. In addition, maintaining these connections fosters succession planning efforts for City boards, commissions, and the Council as part of a Sustainable Brookhaven. In 2021, the City began developing a consolidated list of homeowners' and civic association to ensure connections with organized resident groups throughout the City. This effort will continue into 2022.</p>	City Manager's Office	Included in Responsible Department Operations	Completed
5.30	<p>CONTINUE EFFORTS TO INCREASE ENGAGEMENT IN THE LATINO COMMUNITY</p> <p>Sustainable civic governance seeks to engage all members of society in education, awareness, and participation. The Spanish-speaking community in Brookhaven accounts for approximately 25 percent of the population, and the City has increased efforts to provide information to this demographic. The City leverages its strong relationship with the Latin American Association to connect with the community, and in 2017, the Communications Department created a position for a bilingual public engagement specialist. The department continues to reach out to the Hispanic community via social media and by providing translations of annual and quarterly publications and utilizing Spanish-language Facebook and Instagram account. This effort is ongoing and will continue in 2022.</p>	Communications	Included in Responsible Department Operations	