

ID	Initiative	Responsible Department	Budgeted Funding Amount	2023 Accomplishments
5.0 Civic Governance				
5.31	<p>COMPLETE DESIGN AND BEGIN CONSTRUCTION OF CITY HALL</p> <p>In furtherance of prioritizing inclusiveness, the City will design and begin construction on an approximately 55,000 square foot building including event and exhibit space to create sense of community and belonging for neighbors and the business and development communities. City Hall, which will be located at the Brookhaven-Oglethorpe University MARTA station, will anchor the area identified in the City Centre Master Plan.</p>	City Manager	\$60,000,000	<p>The City Council approved the initial space plan in August 2022, and the contract with The Sizemore Group for design and engineering services in September 2022. In December 2022, the City Council approved the Construction Manager at Risk (CMAR) contract. There have been multiple community engagement efforts including a community visual preference survey, pop-up events at several City celebrations, presentations at public meetings, and public charette sessions. On March 28, 2023, the City Council was briefed on the 50% development design. A project website has been established at: https://www.brookhavenga.gov/publicworks/page/city-hall-project</p>
5.32	<p>CONTINUE SOCIAL JUSTICE, RACE, and EQUITY COMMISSION (SJREC) IMPLEMENTATION PLAN EFFORTS</p> <p>The Brookhaven Police Department (BPD) is working with the Human Resources Department (HR) by exploring opportunities to form an intercultural council or committee who is dedicated to creating cultural awareness and inclusivity among staff and throughout the City. The Human Resources Department will be the lead agency on this process and will have a preliminary analysis in the first quarter of 2023. BPD will continue to monitor the progress of the Mental Health Clinician program.</p> <p>An annual report will be made to the City Council of the outreach/training/certification that the BPD has conducted for the prior period.</p> <p>Beginning in 2023, the Purchasing Manager will attend quarterly training through the National Institute of Governmental Procurement (NIGP). This will ensure that professional development and current procurement processes are being assessed and reviewed according to National and State guidelines.</p> <p>HR is also working on building out the HRIS to accurately capture demographic data of the City applicant population which is scheduled to be in place by the Q3 2023. This will provide valuable data on the City's applicant pool and placement results. Further, in 2023, the City Manager's Office, Communications Department, and Police Department will complete a citywide Community Engagement Framework, citywide Customer Satisfaction Survey, and department-level Community Engagement Plan, respectively.</p> <p>The Community Development Department, as part of the 10-year Comprehensive Plan update that will begin in 2023, will also include a review and update to the City's Vision and Mission statements as part of the project.</p> <p>The City Manager's Office will coordinate enterprise-level education and training of City staff to embed equity principles and practices in all Brookhaven departments and operations in furtherance of the SJREC recommendations around community engagement and in support of the action items established in the City's Enterprise-Wide Community Engagement Plan adopted in late 2022.</p>	City Manager City Council	\$20,000	<p>At the 2023 City Council Advance in January, an update of the SJREC Implementation Plan was presented. The SJREC implementation efforts continue in 2023. The update report is available on the City of Brookhaven SJREC website at: https://www.brookhavenga.gov/sjrec/page/sjrec-implementation-plan</p> <p>From HR 08/10/23: The demographic process is in place and we continue to work with Paycom. Yesterday's training with Paycom addressed that ongoing need. As for the PD. The only outside training I have been involved in resident or committee-wide has been through the Citizens on Patrol Program. If is a full training that covers many facets. I will check with Chief to see if he wants to specifically engage this group or look for a separate standing group.</p>
5.33	<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, the Administration has encouraged 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. This effort will be reviewed in 2023.</p>	City Manager City Council	TBD	<p>In April, the City of Brookhaven partnered with the cities of Dunwoody and Sandy Springs to inaugurate Leadership Perimeter. Leadership Perimeter is a rebranding of Leadership Sandy Springs to a more regional focus. Initially, the City of Brookhaven will have five slots for the 2024 Leadership Perimeter 2024 cohort. Leadership Perimeter will include the traditional program elements, but will include Brookhaven-specific content for each module. Additional information about Leadership Perimeter can be found at: https://www.leadershipperimeter.org/</p>

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5.34	<p>CONTINUE EFFORTS TO INCREASE ENGAGEMENT IN THE LATINO COMMUNITY 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 2023.</p>	Communications	Included as part of Communications Department Operations	
5.35	<p>DEVELOP A NEW RESIDENT AND BUSINESS GUIDES 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 2023.</p>	Communications Explore Brookhaven	TBD	<p>From Communications 08/10/23: Renee and I have developed a draft framework for the development of a New Resident Guide aka Resident Resources Guide website which would act as an easy-to-use repository of existing information located on the City's, Explore Brookhaven's and other partners' websites. The finished product will be developed primarily by the Communications Department with linkage to EB, the Chamber, etc. The recommended destination of the New Resident guide would under the community tab on the City's website – which might need to be rebranded as the 4th tab on the City's home page.</p> <p>Renee and Burke are ahead of schedule for completion of this project prior to the end of the year, subject to further direction and approval from the Administration.</p>
5.36	<p>PARTNER WITH LOCAL BUSINESSES TO PROMOTE SUSTAINABLE PRACTICES AND INITIATIVES 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, 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. The initiative will be revisited fully in 2023.</p>	Economic Development	TBD	<p>As part of the City's commitment to promote sustainable practices and initiatives, Economic Development included in its programming for 2023 a series of three Small Business Forums that focused on increasing small business capacity. The department is also committed to hosting a Small Business Summit in collaboration with Community Development and Finance that will walk businesses through the permitting and procurement processes with the City of Brookhaven.</p>