



***Our core values are Community, Integrity, Innovation, Stewardship, and Learning.***

*We expect diversity, equity, and inclusion to be integrated into how we live our mission. We value our customers and co-workers by always providing honest and fair treatment. We embrace creativity and positive change. We honor our role as stewards of the public trust by managing our natural, human, and financial resources respectfully and responsibly. We encourage and support lifelong learning and personal and professional growth.*

*The following goals have been prioritized to fulfill our vision and mission. "Workforce and Customer Service" serves as the central hub because as a local government, our staff are charged with fulfilling our mission, to enhance the well-being and quality of life for all our community members.*



**Goal 1. Safety & Well-Being - *Nurture a safe and healthy community.***

- Support community safety through highly responsive services.
- Enhance and develop human services initiatives to assist community in accessing existing resources.
- Develop County wide public safety long range plan to include emergency preparedness and response.

**Goal 2. Resilient & Equitable Community - *Design programs and services that promote an equitable and climate-resilient community.***

- Develop tools for integrating climate action and equity into programs and services.
- Implement the Climate Action Plan.
- Foster community partnership around environmental education and action.
- Implement stream health initiatives.
- Identify and mitigate community risk while building, sustaining, and validating the community's capability to respond to and recover from disasters and other natural threats.



**Goal 3. Infrastructure & Placemaking - *Invest in infrastructure and amenities that create connection, opportunity, and well-being.***

- Deploy county-wide communications through Broadband programming.
- Ensure that long range water and wastewater plans are in alignment with our development goals by partnering with Rivanna Water Sewer Authority and the Albemarle County Service Authority.
- Determine the level and extent of services necessary to create a public works department for enhanced maintenance of public rights of way and other infrastructure of public use.
- Implement long-range plans to embrace multimodal connectivity.

**Goal 4. Quality of Life - *Encourage a vibrant community with economic and recreational opportunities that serve all community members.***

- Develop AC44 Comprehensive Plan updates and Zoning modernization.
- Refresh Project Enable to include County's role in Economic Development.
- Implement Housing Albemarle.
- Integrate parks planning with multi-modal transportation planning across the County.
- Enhance overall access to parks and recreational opportunities with an emphasis on the development areas.

**Goal 5. Education & Learning - *Support exceptional educational opportunities.***

- Collaborate and provide support for the Albemarle County Public Schools Strategic Plan.
- Foster partnerships with CATEC, PVCC and UVA to advance our workforce pipeline, economic development, and affordable housing goals.

**Goal 6. Workforce & Customer Service - *Recruit & retain engaged public servants who provide quality government services to advance our mission.***

- Implement a total compensation structure that makes us highly competitive compared to other employers.
- Implement a comprehensive staff development and wellness program to retain highly qualified staff.
- Modernize business processes and technology to transform customer service demands.
- Implement office space planning and strategies with a focus on improved customer service, efficiency, and employee wellness.