



Agenda

**Regular Meeting of the Charter
Review Commission
September 8, 2026 at 6:00 PM
Councilors' Conference Room,
City Hall
200 Lincoln Avenue**

Procedures for Charter Review Commission Meeting

Viewing: If the relevant technology is available to record the meeting in City Hall, members of the public may stream the meeting live on the City of Santa Fe's YouTube channel. The YouTube live stream can be accessed from most smartphones, tablets, or computers.

The video recording, if created, of this and all past meetings of the Charter Review Commission will also remain available for viewing at any time on the City's YouTube channel. Staff is available to help members of the public access pre-recorded Charter Review Commission meetings online at any time during normal business hours. Please call 955-6521 for assistance.

Join on Zoom: <https://santafenm-gov.zoom.us/j/82342576567>

Meeting ID: 823 4257 6567

1. Call to Order
2. Roll Call
3. Approval of Agenda
4. Public Comment
5. Discussion and Possible Action Items
 - a. Public Engagement/Input Session Design
 - b. Respond to Request from Members of the Governing Body to Present to the Charter Review Commission.
6. Matters from Staff
7. Matters from the Commission
8. Matters from the Chair
9. Next Meeting: September 14, 2026

10. Adjourn

Persons with disabilities in need of accommodations, contact the City Clerk's office at 955-6521, five (5) working days prior to meeting date.

Community Survey on Santa Fe City Government — Draft

A plain-language, neutral public survey built from the resolution's Questions A–F and Commissioner Gould's suggested questions

For the commission: This draft is deliberately neutral — it is meant to test the commission's emerging recommendation against what residents think, not to presuppose it, so every structural question can express a strong-mayor, a council-manager, or a hybrid answer with equal ease. The administration question (Q7) is worded plainly, and the mayor's-role question (Q8) states both options fairly. “Who should set the city's direction?” (Q6) and “Who should run the city day to day?” (Q7) are asked as two separate questions, since a resident may want a different answer to each. The survey asks the plain-language versions of who hires and who oversees the city manager (Question F), which residents can answer.

Before use: professional Spanish translation, a pilot test, and pairing with in-person sessions.

THE SURVEY

The City of Santa Fe Charter Review Commission wants to hear from you. The City Charter is Santa Fe's basic rulebook, a kind of constitution for city government. It sets how the mayor and city council share power, how the city is run day to day, and how decisions get made. Every so often, a citizen commission reviews the charter and recommends updates to the Mayor and City Council.

This survey asks how you think city government should be organized. It takes about 10 minutes, your answers are confidential, and it is available in English and Spanish. Most questions include a “Not sure” option (please use it any time you don't feel you have enough information to answer.) There are no wrong answers, and knowing which topics people want to learn more about helps us, too.

What this is for: The commission works on the structure of city government (the charter), not day-to-day service requests. For a specific issue like a pothole or streetlight, please contact the city directly, but we do want to hear from you in Part 1 below, what is working and what isn't, because it helps us understand what a good structure should deliver. We will share what we hear and how it shaped our recommendations.

Part 1 — Your experience with city government

1. About how long have you lived in Santa Fe?
 - ☐ Less than 2 years
 - ☐ 2–10 years
 - ☐ More than 10 years
 2. Which part of the city do you live in? (Council district if you know it, or your neighborhood)
-
3. Overall, how well does city government respond to your community's needs?
 - ☐ Very well
 - ☐ Somewhat
 - ☐ Not very well
 - ☐ Not at all
 - ☐ Not sure
 4. What is working well about how the city serves your neighborhood?
-
5. What is not working, or gets in the way of Santa Fe being a good place to live?
-

Part 2 — How the city should be run

Today, Santa Fe has a full-time elected mayor who runs the city's day-to-day operations, an eight-member city council, and a professional city manager. In recent years voters have adjusted the balance among these roles. These questions ask how you think the responsibilities should be arranged going forward. A few of them separate two different things: who should set the city's direction, and who should run it day to day.

6. Who should set the city's overall direction and policy — its goals, laws, and budgets?
 - Mostly the mayor
 - Mostly the city council
 - The mayor and council together
 - Not sure
7. The city's day-to-day operations can be led either by the elected mayor or by a professional manager the city hires for the job. Who should be in charge of running the city's departments day to day?
 - The elected mayor
 - A professional city manager
 - Either could work well
 - Not sure
8. Thinking about the mayor's role, which comes closest to your view?
 - A strong elected executive with real authority over how the city is run
 - Mainly a leader who sets the tone, represents the city, and presides over the council, while day-to-day power sits with a professional manager and the council
 - Not sure
9. When the council votes on city business, the mayor should...
 - Vote on all matters
 - Vote only to break a tie (as is currently the case)
 - Not sure
10. How important is it that the city's top administrator (the city manager) be a trained professional with management experience, rather than a political appointee?
 - Very important
 - Somewhat
 - Not important
 - Not sure
11. Who should hire the city manager?
 - The mayor
 - The mayor, with council approval
 - The city council
 - Not sure
12. Who should the city manager ultimately answer to?
 - The mayor
 - The mayor and council together
 - The city council
 - Not sure

Part 3 — Planning and budgeting

13. How important, if at all, is it that the city adopt clear goals and priorities for the next three to five years (a strategic plan)?

- ☐ Very important
- ☐ Somewhat
- ☐ Not important
- ☐ Not sure

14. How important is it that the city’s budget be tied to those goals, with regular public reporting on progress?

- ☐ Very important
- ☐ Somewhat
- ☐ Not important
- ☐ Not sure

15. If the city published an easy-to-read online “dashboard” showing progress on its goals, would you look at it?

- ☐ Yes
- ☐ Maybe
- ☐ No
- ☐ Not sure

16. What should the city’s top two or three priorities be over the next few years?

Part 4 — Elections and council seats

17. If a sitting city councilor runs for mayor and loses, should they...

- ☐ Keep their council seat
- ☐ Be required to give up their seat
- ☐ Not sure

18. When a council seat becomes empty in the middle of a term, who should fill it?

- ☐ The mayor appoints someone
- ☐ The council appoints someone
- ☐ Hold a special election
- ☐ Not sure

19. What should the structure of the four city council districts look like?

- ☐ Keep the current structure (two city councilors per district)
- ☐ One per district
- ☐ Add an at large council position to use as a tie breaker
- ☐ Not sure

Part 5 — Anything else

20. What is the single most important element of our city’s governance model that should be protected or redesigned to better reflect the community values and improve how decisions are made?

About you (optional and confidential — helps us hear from every part of the city)

21. Your council district or neighborhood

22. Age range

- ☐ Under 25
- ☐ 25–44
- ☐ 45–64
- ☐ 65+
- ☐ Prefer not to say

23. Primary language spoken at home

- ☐ English
- ☐ Spanish
- ☐ Both
- ☐ Other
- ☐ Prefer not to say

24. Do you rent or own your home?

- ☐ Rent ☐ Own ☐ Other ☐ Prefer not to say

25. Race or ethnicity (optional)

Thank you. Your answers will help the commission recommend how Santa Fe’s government should be organized. We will publish a summary of what we heard and how it shaped our recommendations. Learn more at [commission web page].

NOTES FOR THE COMMISSION

Design principles used

- **Neutral by design** — the survey tests the commission’s emerging recommendation rather than presupposing it; every structural question can express a strong-mayor, council-manager, or hybrid answer, and each carries a “Not sure.”
- **Plain language** — technical terms are translated into everyday phrasing, and a short neutral note explains the current structure.
- **Two separate questions, not one** — “Who should set the city’s direction?” (Q6) and “Who should run the city day to day?” (Q7) are asked separately, because a resident may want a different answer to each. The mayor’s-role question (Q8) states both options fairly.
- **Kept at the right level of detail** — the survey asks the plain-language versions of who hires and who oversees the city manager (Question F), which residents can answer, and leaves the procedural fine print — exact veto-override thresholds, removal standards, confirmation vote counts — to the commission’s deliberation and the ballot.

Before it goes out:

- Have it **professionally translated into Spanish** (and offered on paper as well as online), and check reading level.
- **Pilot-test** with a handful of residents to catch confusing wording, then adjust.
- **Distribute widely and pair with in-person sessions** — combine the online survey with pop-ups and partner-hosted events, and keep it open long enough to reach working residents.
- **Disaggregate results by district** so the commission can see whether every part of the city — including the south side — is represented.

Fellow Commissioners.

I regret not being able to make the last commission meeting on 8/31. Unfortunately I also will not be able to attend the special meeting scheduled for 9/8, as I will be traveling out of state that evening. However, I would love to take this opportunity to share some of my thoughts with you about the discussion had at the commission meeting on 8/31, and in advance of the special meeting on 9/8 and the discussions you will be having then as per the agenda.

1. Thoughts on a workplan and timeline for the Commission.

Based on how other cities around the country have gone about their charter review process, the best practice is to organize the work of a commission in 5 phases, as it relates to obtaining and integrating community input into their work:

- a. The commission gets empaneled, reviews their remit, and designs a research and community engagement process.
- b. Community meetings are held to 1. Educate residents about how the city functions, 2. Get feedback and recommendations from them about how to make it better, and plant seeds as to how these relate to the charter, and 3. Create a space where neighbors talk with and listen to neighbors, across differences, about issues that directly affect their lives.
- c. The commissioners takes some time to consider all community feedback and integrate the community voice in their discussions about the charter matters in their remit. They produce a draft set of recommendations.
- d. Community meetings are held to 1. Have residents respond to draft recommendations, and 2. Create a space where neighbors talk with and listen to neighbors, across differences, about issues that directly affect their lives.
- e. The commissioners takes this community feedback into consideration as they finalize recommendations, which are sent to the governing body for consideration.

For our purposes in Santa Fe at this time, in my opinion we have not quite gotten clear on (a), and have completed (b).

My timeline proposal is as follows:

- Sept- November: Research and community input integration, phase (c).
- December: Design Round 2 of Community input sessions, phase (c).
- January and early February: Implementation of Round 2 sessions, phase (d)
- March: Draft our final recommendations, phase (e).
- April: Send recommendations to the governing body, phase (e)

I understand that it is a hardship for staff to secure our venues and it is a logistical feat, but I do believe that we would benefit as a commission from postponing our second round of community input sessions for the reasons stated above. I feel it is more important to answer the WHY and HOW we are doing community input sessions, rather than when.

I also understand this is a tight timeline, particularly given the holidays which preclude us from conducting community sessions for a whole month, but I think it is doable if we choose to do it.

2. Thoughts on Round 1 of Community input sessions.

All of you have attended at least one of the sessions, and I want to thank you for that. We completed the first round of community input sessions last night at the Convention Center, and it was a really good session.

- The sessions were really good, though poorly attended (4-9 participants). The first one was a bit more challenging for a number of reasons including a too-ambitious agenda, which we simplified significantly for the other three sessions. We had great collaboration between commissioners in terms of facilitation and running the agendas for each meeting.
- Several participants showed up to multiple meetings, so overall it is my count that we had roughly fifteen individual residents participating, which I believe is a 700% + increase from what it was during our work with the last charter review commission
- Our participants engaged in really rich and meaningful conversations about their city and their thoughts on its functionality.
- We were able to quickly pivot to a Spanish language session (at NEA) to accommodate the residents who showed up. This was really amazing– shout out to Commissioners Villareal and Granillo, and to Javier from the city! They all stepped up and together we made this happen. It was important for the residents. They all mentioned it.
- Almost all of the residents attending stayed for 2 hours, and most of them remarked about having enjoyed the experience, and having learned something new about the city and its workings.
- It is crucial to have food for residents who show up for their civic duty.
- We got a lot of great nuanced data from our participants (sharing transcriptions separately). I think we have a lot to look at and think about, as it relates to our remit. I do not agree that the information we gathered is unrelated to our remit.
- Shoutout to Jerica and city staff who helped with notetaking, logistics, creating a good and welcoming learning and deliberative space for our residents.

3. Thoughts on surveys and Round 2 of Community input sessions.

I think creating a survey is an excellent idea, and it also is part of the best practice for a charter review process. Surveys allow us to get more input from a larger number of residents. Ideally, in a process like this there is a larger pool of more limited data from surveys, and a smaller pool of more nuanced data from community input sessions. The two complement each other perfectly.

As far as Round 2 of our Community Input sessions, as detailed above, I believe that we are putting the cart before the horse here, if we go ahead with them as scheduled. I don't believe there is any benefit for the commission or the public in us holding four additional meetings without a proper design, which requires proper goals. I think we should, as a commission, define what our goals are for a second round of community sessions after we spend some time focusing on our research and integrating the community input we have into it. Only then will we know what specifically it is that we hope to get input about from the community. We

should reach back out to the residents in community sessions only after we have something for them to weigh in on/respond to, in the spirit of collaboration.

I personally bring a lot of years of experience designing community learning and deliberation processes, and will be happy to help in the design of Round 2, as long as the commission decides as a whole to move in a direction that aligns with my values around community engagement: It must not be extractive. There must be value in them for both the jurisdiction and the residents who participate. They must be an opportunity for everyone involved to learn something and to teach something, and to create a culture of democratic deliberation. If the commission decides to move in a direction that goes against these values, then I will step back and let others design and lead the forthcoming community input sessions.

4. Thoughts on inviting Councilors to speak to the commission.

I feel strongly that we should not, as a commission, invite councilors or the mayor to come speak with us. They spent much time deliberating amongst themselves about what they wanted us to look into, and told us very clearly what that is. They passed a resolution and we got our remit. Now it is our time to do the work they asked us to do, as an independent body. If the governing body feels like they want to change our remit, they can pass another resolution and go about it the official way. I also feel that we should as commissioners be discreet in our conversations about our work to councilors and the mayor when we are out and about. Our meetings are public and they don't need additional information from us as individuals. This is my opinion. If our elected officials who gave us our remit via resolution want to share their thoughts with the commission, they should adhere to the rules for public comment, and attend one of our commission meetings, where they can have 2 minutes like any other resident of the city. We should be protective of our independence as a commission. We experienced some real headaches regarding this very issue the last time the commission was empaneled, and I strongly advise us as a commission to avoid that this time.

That is all I have to share with you today. Thank you for considering my thoughts during the next Commission meeting on Sept 8. I appreciate you all and your service in this commission.

In solidarity,

Commissioner Maria Perez.
Sept. 4, 2026.

Fellow Commissioners,

This is the transcription of all the notes that residents offered during our River activity during our first 4 community input sessions. I still need to do a lot of work, as far as integrating any missing pieces not reflected here, but captured in our note-taker notes, as well as adding the notes from the section of the session where we ask participants specifically about the five specific questions in our remit, as presented to the community:

- ★ How should power be shared between the mayor and the councilors?
- ★ Who should have hiring and firing power over the City Attorney, City Manager, and City Clerk?
- ★ Should Councilors be required to vacate their council seat in order to run for mayor, and how should we fill vacant council seats?
- ★ Who should be in charge of preparing the city's budget, and what should that process be?
- ★ Should the city have a Strategic Plan?

My hope was to have this all ready for you in time for the Special Meeting next week, but it is a tremendous amount of work, and I simply was not able to complete it in time. I will send an updated report with all of the above in the next week or so. For now, I will share what is ready for you.

I also have taken the liberty to put all of our data below into Claude and ask for a brief summary of themes and patterns across all sections, here for your review below:

Cross-Cutting Themes

- **Housing dominates every session.** Rent control, taxing/limiting second homes and STRs, "recycling" homes from aging residents to young families, affordable starter housing — the top concern in every category.
- **Tourist economy vs. livable economy.** Repeated frustration that city dollars and attention favor tourists and downtown over residents, wages, and the southside.
- **Mobility & walkability.** Desire for complete bike lanes/trails, better transit, fewer cars, and 15-minute neighborhoods with local schools, groceries, and shopping.
- **Culture as civic infrastructure.** Arts, fiestas, multigenerational/multicultural traditions, and history are named as what nurtures the community — but seen as threatened by growth and newcomers who don't engage. Bilingual staff/services are a recurring gap.
- **Civic participation is wanted but weak.** Calls for real input mechanisms, neighborhood decision-making, more council districts, and a trusted, coordinated information ecosystem (a shared community calendar comes up in 3 of 4 sessions).
- **Staff: appreciated, under-resourced.** Good benefits and dedicated people, but hurt by turnover, understaffing, slow permitting/Land Use, no central complaint-tracking, and housing unaffordability for staff themselves.
- **Elected officials: accessible, structurally weak.** Mayor seen as responsive and

visible; councilors seen as underpaid, understaffed, dependent on lobbyists, and struggling to reach consensus.

- **Community self-sabotage.** Getting stuck on symptoms over root causes, individualism, "othering," apathy, and (especially in the Spanish-language session) not believing in one's own dreams, not organizing as workers, not learning rights.

SESSION NOTES:

SESSION 1

Genoveva Chavez Community Center

July 23, 2026

THE SUN

What is your vision of the best Santa Fe in a generation's time?

- Our gutted neighborhoods are filled with families and aging folks
- We have a pool projected where young people can move into the housing of older folks who move into assisted living. And we'd have financial structure to intentionally do this.
- We have affordable housing, for starter families and individuals on small lots, intentionally.
- Affordable housing, paying jobs, balanced cost of living.
- Our cost of living is lower and we have better job opportunities to attract younger families
- Rent control, affordable housing.
- Multiple bilingual staff in every department.
- Events and community activities for the Latino community
- Structural conversations between the people and the government.
- Full time city councilors
- Efficient police department
- Bike lanes connecting the whole city from Airport to Downtown.
- We catch all storm water from the curb cuts. Water catchment on all buildings.
- We tax second homes.
- Extreme taxes for second homes.
- Solar panel parking shade across the city.

COMMUNITY

What feeds and nurtures our community?

- Consistent flow of different age groups and types of ownership
- Lots of events going on, Railyard, etc. For a city this size.
- Museums
- Multiculturalism

- The arts
- Community helps community
- Smallness of the city
- Long standing queer and artistic community.
- Librarie

What are some challenges that our community faces?

- Not enough things going on for children.
- After school and summer programs are not accessible to many.
- Capitalism.
- Railyard offers lots to do but not accessible for parking.
- Builders want to make money as their first priority.
- Things (like Midtown) take ten years or more to be stuck in conversation about.
- The city's focus on tourists rather than improving the life of the local people

DEPARTMENTS AND STAFF

What feeds and nurtures our departments and staff?

- City pay and benefits.

ELECTED OFFICIALS

What feeds and nurtures our elected officials?

SESSION 2

NEA

August 2, 2026

THE SUN

What is your vision for the best Santa Fe can be in a generation's time?

- Mass public housing.
- Mass public transit.
- Mass public political participation.
- Walkable city, good public transportation, fewer cars.
- Historic preservation is a priority, and supports our economics.
- A city that retains its historic and cultural (all of them) identity while also effectively managing growth and natural resources.
- A diverse, thriving, low/medium growth that is economically balanced.
- Regeneration of neighborhoods that used to house our families.
- More festivals and other accessible activities.
- No LLC for STR in residential zones.
- Allows for residents who have separate ADR to make them properly into condos, with limitation of sell to local residents.

- Residents live a simple, uncomplicated life.
- Streets are maintained.
- Southside has grocery storeS.
- Sector bargaining union, city wide contract specifically service industry.
- No full time legislators, they should run because of interest of expertise, not pay.
- We attract young families.
- Rent control
- City career ladder.
- Educational opportunities and housing for our workforce.
- Our labor force lives here.

COMMUNITY

What feeds and nurtures our community?

- GRT tax base.
- Wealthy tax base.
- A city built on art and culture.
- Rich culture, art, music.
- Free live events.
- Hardworking, hourly labor workers.
- Homewise.
- The best weather in the world.
- A mainly progressive population.
- We pioneer many progressive ideas.
- Iconic food.
- Iconic History.
- Strong family and community values with a sense of history.
- People do engage
- Geography,
- Our history.
- The oldest climate proof city in the US.
- Artists and creatives are drawn to the city. They are unique problem solvers.
- Parks and open spaces.

What are the challenges for our community?

- We don't have a solid and trusted, fact based information ecosystem.
- People can't afford to live here, and there are not many good jobs.
- We don't have educational and economic opportunities.
- High cost of living.
- Geography limits our growth in the East.
- Primary tax source is subject to capital flight/strikes.
- Landlords and real estate lobby.
- Half the work force doesn't live here.
- Commercial real estate is unaffordable.
- Incomplete bike lanes and trails limit accessibility. We need environmentally sound forms of transit.
- Budget corruption.
- Political priorities are not the people's priorities.

- Lack of effective public transit.
- Continued class segregation with housing.
- We don't have a good way for residents to weigh in on major government decisions, especially with real estate.

How does the community get in its own way?

- Lack of community buy in for public service.
- We get stuck on symptoms (obelisk, loud cars..) which obscures the real problem. We don't move ahead.
- People act entitled individually rather than act like they are part of a community.
- Divisiveness, false cultural flash points.
- Refusal by some to heal from generational historic traumas.
- Apathy, despondance, inability to participate in the political process.

DEPARTMENTS AND STAFF

What feeds and nurtures our Departments and their staff?

- Trash, water, streets, parks, libraries are built and maintained by public service and it shows.
- Freedom to express ourselves (city employee).
- Sincere water conservation.
- Decent public services.
- They are largely organized in Labor Unions.
- The fact that as a resident I don;t have to take much thought on it.
- A really well organized and rigorous firefighter training academy.
- Our city services are well managed.
- There are lots of events organized for residents to meet and see city staff and officials.
- Events where staff and electeds attend and connect with residents on a human level.
- COLA, all kinds of benefits for staff.
- They are responsive and knowledgeable.
- They can problem solve in a crisis to best solve the needs of the public.
- There is great staff communication. Actually talking.
- They coordinate all the events and things to do.

What are the challenges for our Departments and Staff?

- Lack of expertise in some areas, especially technology.
- There is no central hub/location for key info, like a community calendar, community events, etc.
- Training.
- Hard to get a hold of, no emails or phone numbers.
- Not enough skill.
- Difficult to acquire permits.
- Digital rent extraction in critical city equipment.
- That's not my job ma'am attitude. We don't have money for that. Common sense is not valued.

ELECTED OFFICIALS

What feeds and nurtures our elected officials?

- The direct access the public and staff have to them.
- Their visibility at events and around town.
- Opportunities to engage and reflect with residents.
- People feel heard and action is taken as a result.

How does this nourishment get to our elected officials?

- Through meetings with the mayor. Open discussion and dialogue with the lead executive.
- There are ways to give them direct feedback, for good or bad decisions.
- Through folks like us. Neighborhood parking zones actually happened!
- People can easily report problems, though they may not get resolution, people feel hard and seen.

What are challenges for our elected officials?

- They need better visibility into constituent opinions.
- They are disorganized. Should organize their work more efficiently into categories or containers.
- Not enough participation of millennials and gen z
- Lack of knowledge on certain issues, big picture issues.
- They should be able to introduce legislation without City Attorney review.
- They depend on outside sourcing, lobbyists, and special interests.
- Need to campaign frequently, takes away time from daily duties.
- Prioritize private profit over public interest. Without mass public participation monied interests take priority.
- Too many needs and wants, they need help!

SESSION 3

Santa Fe Business Incubator (session conducted in Spanish, notes have been translated by Commissioner Perez)

August 20, 2026

THE SUN

What is your vision for the best Santa Fe can be in a generation's time?

- No discrimination.
- No ICE.
- Access to healthcare for everyone.
- Universal healthcare and housing for all.
- Housing for families and average people.
- We are a more conscious community and take care of our community.
- No cameras/surveillance.
- Wages, housing and resources that give us dignity.
- Everyone has a voice and a vote.

- A good economy, class equality.
- All the information is bilingual.
- The city helps low income people buy first homes.
- Quality free education available to our children k-college.
- Many municipal decisions are made by neighborhood committees.
- Politicians are courageous.
- Lots of green space.
- Santa Fe remains Santa Fe: More families living in our current forever empty homes.
- We keep our Santa Fe look and feel.
- Less cars.
- Multi generational families that are respected.
- A structure that allows for consistent leadership in staff (city manager)
- Shared values, allowing for/within mixed cultures.
- A proper public plaza and good transit in the south side.
- Community centers for everyone, more public sports fields and facilities, gyms. Pools.
- No chainstores, only locally owned businesses.
- More resources for older adults, recreation, parks.

COMMUNITY

What feeds and nurtures our community?

- The rootedness of Santa Fe and its history.
- Our youth(x2)
- Plenty of cultural events and organizations to keep things mixed up.
- Cultural traditions (x3)
- Great arts and other cultural events.
- Culture, music, ancestral foods.
- Healthy food.
- Good education for our children.
- Our faiths.
- Great newspapers and radio stations.
- Homewise and other organizations that want to support quality of life.
- Our community organizations (x2)
- Our fiestas. Our cultural customs, our voices.
- Our dreams of success.
- Employers that pay just wages.

How does this nourishment get into the community?

- Non profit organizations provide broader public input into governance.
- Good planning at times, for big projects like the Railyard, Midtown, Tierra Contenta.
- Regular opportunities for electeds, staff, and residents to meet with in our own neighborhoods.
- By finishing the trail system.
- By inviting all cultures, and providing city resources for each community to celebrate their country of origins' fiestas (x2) to celebrate our diversity.
- By working together.

- Through money.
- Through us.
- Through events.

What are the challenges for our community?

- There is no coordinated system to provide the entire community with information about events and meetings. We need a coordinated calendar.
- People move here and take land, housing, and opportunities.
- Affordability.
- Lack of equity.
- Anti-immigrant laws.
- We need more city districts (5 or 6) for more representation across cultures. City council of 10, 3 year terms.
- Tourist economy.
- Tourism keeps distracting our tax money from infrastructures and support services for our people.
- The millionaires that come to change our way of life.
- Rents keep going up and wages don't.
- The community doesn't have a good way to provide input to the city government.
- Almost all events are downtown.

How is our community getting in its own way?

- Trying to do too much, too perfectly, too quickly.
- Neighborhoods not pushing their own identity and history.
- Othering people even though we have more in common than not.
- Voter apathy.
- We don't change our beliefs that keep us oppressed. We don't value our dreams.
- We don't believe in our own dreams.
- We don't organize as workers.
- We don't learn our rights.
- We don't set roots.
- We don't learn English.
- At times, the creativity turns into fracturing of viewpoints and difficulty in making decisions.

DEPARTMENTS AND STAFF

What nurtures our Departments and their staff?

- Their union (x2).
- City services for families.
- Benefits for city staff (x4)
- In a stable work environment they can retire with a pension.
- Good, positive work environment (better than before).
- The satisfaction of being good public servants.
- CDL certification for city drivers.
- The police department was very cooperative in helping with "Safe Parking".
- Experienced independent staff at midtown campus.

- Transit staff has really transformed and analysed and improved the system.

What are the challenges for our Departments and Staff?

- Changes in leadership, high turnover.
- Doing things cheaply rather than doing them well.
- Wealthy residents who want special treatment.
- Affordable housing for staff (x3).
- Affordable housing office needs to change its process.
- Planning and building processes can be so long and inefficient.
- Wage theft is not enforced.
- Economic Development is slow to help the southside's economic development.
- There is not a department that manages complaints effectively, particularly around wage theft.
- Contract management.
- Not enough staff, too many managers.
- Not enough bilingual staff (x3)
- Not enough information about city taxes.
- They don't recruit or appreciate volunteers or nurture neighborhood relationships.
- Personal relationships between workers and supervisors or directors.

ELECTED OFFICIALS

What feeds and nurtures our elected officials?

- Public financing helps elect diverse people (x2).
- Their power and status.
- They have a budget to work with.
- They love the community. It's good when they were born here.
- Salaries and benefits,
- Active citizens to keep them from boring meetings.
- They are responsive to the public.
- Mayor is very responsive and encourages outreach.
- They are curious and want to learn (Clr. Cassutt wanted to learn about Land Use).

What are the challenges for our elected officials?

- Low pay and zero staff support for councilors.
- Councilors don't have support staff
- No support staff.
- No staff so they are dependent on others to give them policy ideas.
- If they had staff they could focus on policy and hire competent staff to administer.
- City's website needs help!
- They are controlled by outsourcing corporations.
- Small budget.
- Sometimes they wag the dog.
- They are non responsive.
- They need to work on more consensus building.
- Mayor and council need to work on getting to consensus more, to get better solutions rather than just divisiveness.

- They are representing people from very different socio economic classes

How do our elected officials get in their own way?

- They let themselves be influenced by economic or political interests, not the people's interests.
- Their ego makes them not be able to work together.
- The structure and culture of our city government allows politics to go into too much in our community, and hurts effectiveness.

SESSION 4

Convention Center

September 4, 2026

THE SUN

What is your vision for the best Santa Fe in a generations' time?

- Existing housing is recycled back to young families as other members of the community age and move.
- Events happening regular and accessible to families and children.
- Viable, active, multi-generational and multi cultural neighborhoods associations (section 2.04 of charter).
- Shopping, restaurants, event venues, groceries all in neighborhoods within walking distance.
- More schools in more neighborhoods for kids in the neighborhood.
- Preservation of existing neighborhoods and nurturing of newer ones (as per Land Use Dept guidance)
- Growth and vitality in our neighborhoods.
- Community gardens in all neighborhoods and spaces to learn to garden, cook, etc.
- Young people can afford our city and come for good jobs. People who grew up here stay here because there is opportunity.
- Plans for every department.
- City has a well organized plan and process to maintain infrastructure across the city.

COMMUNITY

What feeds and nurtures our community?

- Restaurants with community tables.
- Food related events like pancakes on the Plaza.
- Our generational culture.
- Arts, culture, and music.
- Newcomers who have an interest in understanding our culture and make an effort.
- Our parks and green spaces. The Rose park particularly.
- Our history is unparalleled.
- Neighbors you know. Neighborhoods can be a joy.
- The Farmers Market Institute.

How does this nurturing get into our community?

- Arts and Design Center as an incubator for the creative industry.
- Community gardens- they are registered through the parks department, on city or school property for the most part.
- Through the many jobs that support the arts and culture sector.
- Through all of our events.
- Through the city of Santa Fe emails about events and meetings. Not many people get these.

What are the challenges for our community?

- Inequality, segregation.
- Not enough events for young people and families.
- Not enough private employers.
- We don't have many 3rd spaces for people to meet, especially in groups.

How does the community get in its own way?

- Name calling, when in controversy, "those people" mentality.
- Age discrimination, old against young and vice versa.
- Lack of creativity of our businesses around the plaza to create spaces for people when there are events.
- Class divisions.
- Hispanics vs. Anglos that have moved in.
- People not understanding the culture.

DEPARTMENTS AND STAFF**What feeds and nourishes our Departments and Staff?**

- Once you get to the right person, they are very helpful.
- A lot of vacancies have been filled, with fair wages.
- Zozobra and Fiestas, staff is encouraged to take time off and attend as member of the community.
- Canyon Rd Christmas walk, 4th of July celebration, all of these things involve staff and are executed beautifully each year.
- The welcoming vibe of our city.
- They have a 24/7 online constituent service line now for reporting problems. This is new.

What are the challenges for our Departments and Staff?

- Affordability of housing here.
- People can be very rude, especially to Parks employees.
- Itemized approach to complaints as individual matters. As opposed to looking at the concerns or complaints of a group or neighborhood.
- Oversight, nobody is pushing things along, collecting data, or reviewing.
- All the reports of complaints just pile up, who is checking?

How are Departments and Staff getting in their own way?

- Land use is really hard to navigate and has a bad rep.
- Land Use review process is not getting the right/ enough input.
- Good projects get passed and are implemented poorly because of lack of investment.
- Police and Fire dispatch doesn't work very well for the community.
- 70% of our police officers live elsewhere.
- Information about how to navigate departments is not readily available or accessible.

ELECTED OFFICIALS**What feeds and nurtures our elected officials?**

- We don't have a flake as a mayor anymore.
- Having a full time mayor.
- The mayor is out and about a lot, communicating with the public.

What are the challenges for our elected officials?

- They don't listen to real heart-felt opinions and thoughts from groups in the community, depending on who they represent.
- Councilors don't get paid and have no staff.
- Councilors need to be out more and hear more from the quiet people in their neighborhoods.

How do our elected officials get in their own way?

- Infighting, especially under the last mayor.