



GALLUP ECONOMIC DEVELOPMENT PLAN OCTOBER 2022

CITY OF GALLUP ECONOMIC DEVELOPMENT PLAN

OCTOBER 2022



TABLE OF CONTENTS

Introduction.....	3
Community Overview.....	4
History.....	4
Demographics (2020).....	4
Population Statistics	4
Educational Attainment	5
Employment and Commuting Statistics.....	6
Housing.....	9
SWOT Analysis.....	10
Strengths.....	10
Weaknesses.....	11
Opportunities.....	12
Threats.....	12
Recommendations and Industry Targets.....	13
Business Growth	13
Sustainability.....	13
Economic Resiliency.....	14
Industry Targets	14
Industry Target 1: Arts and Culture.....	15
Background Information.....	15
Existing Organizations/Plans	15

GALLUP ECONOMIC DEVELOPMENT PLAN

Action Items	16
Target Industry Benefits	16
Industry Target 2: Retail Trade.....	17
Background Information.....	17
Existing Organizations/Plans	17
Action Items	18
Target Industry Benefits.....	18
Industry Target 3: Healthcare.....	19
Background Information.....	19
Existing Organizations/Plans	19
Action Items	20
Target Industry Benefits.....	20
Industry Target 4: Tourism	21
Background Information.....	21
Existing Organizations/Plans	21
Action Items	22
Target Industry Benefits.....	23
Target 5: Housing.....	24
Background Information.....	24
Existing Organizations/Plans	24
Action Items	25
Target Industry Benefits.....	26
Industry Target 6: Workforce Development and Training.....	27
Background Information.....	27
Existing Organizations/Plans	27
Action Items	28
Target Industry Benefits.....	28
Business Development Resources	29
Technical Assistance Providers	29
GGEDC Business Incentives Directory	30
Partner Outreach and Project Team	30
Recommendations and Action Items	31

INTRODUCTION

The purpose of the *City of Gallup Economic Development Plan (EDP)* is to establish goals to attract capital investment and business relocation, while supporting existing businesses and maintaining and enhancing the community's quality of life. The planning process utilized in the development of the EDP includes the analysis and integration of demographic data and regional and local planning efforts to create a strong and sustainable business environment. Ultimately, the EDP guides the city's efforts to strengthen and diversify the City of Gallup's economy for the benefit of current and future residents and businesses.

The contents of the plan include:

- A **Community Overview** which provides a brief history of Gallup, as well as demographic information from the United States Census Bureau which examines the city population, educational attainment, industrial, commuting, and housing statistics.
- A **SWOT Analysis** which identifies the current strengths which the city can build upon, weaknesses that can be addressed through economic development, opportunities for new economic bases, and threats to the community.
- A **Recommendations and Target Industries** section based upon the previous SWOT analysis. The recommendations within this section provide high-level suggestions relating to business growth, sustainability, and economic resiliency. The target industries detail the current state of the individual target industry in Gallup, existing plans and organizations related to the target industry, action items the city can take to bolster the target industry, and the benefits associated with the target industry.
- A **Business Development Resources** section intended to direct business startups to organizations that assist with the opening of new businesses in the Gallup area, as well identifying incentives for new businesses.

COMMUNITY OVERVIEW

HISTORY

Located in northwest New Mexico, the City of Gallup is the county seat of McKinley County, and is the largest city between Albuquerque, NM and Flagstaff, AZ. Named after David Gallup, a railroad paymaster, the City was formally founded in 1881 and served as a railhead for the Atlantic and Pacific Railroad. However, the Gallup's history extends far beyond its initial founding, and was once known as Na'Nizhoozhi, or "The Bridge" among the Navajo/Dine' people. In fact, several archeological sites near Gallup record the presence of Ancestral Puebloans from 300 to 1200 CE. From 1700 to the present, members of the Navajo tribe and the Zuni Pueblo have inhabited the region, and the area acted as a thriving trading hub for visits from neighboring Hopi, Apache, Laguna, and Acoma tribes.¹

During the height of Route 66, Gallup acted as one of the primary stops along the route, and is mentioned in the lyrics of the song "(Get Your Kicks on) Route 66." The city was also a popular filming location for multiple Westerns produced in the 1940's and 50's. Today, Gallup is known as one of the epicenters of Native American art culture, a rich outdoor recreation destination, and as one of the most patriotic small towns in America.

DEMOGRAPHICS (2020)

The following section contains selected demographic information from the 2020 decennial census and American Community Survey 5-Year Estimates.

POPULATION STATISTICS

Over the last decade, the City of Gallup and McKinley County have both faced population stagnation. As of 2020, the City of Gallup maintained a total population of 21,899 residents, only up 221 people (0.1%) from 2010. Over the same time period the county only increased by 67 people in the unincorporated areas (228 including Gallup's increase) – 71,780 in 2020 compared to 71,492 in 2010. The median age of Gallup residents is 32.9, with 48.4% of residents being male, and 51.6% being female. **Table 1** contains the racial breakdown of both Gallup and McKinley County residents.

¹ "About Gallup," Visit Gallup, <https://www.visitgallup.com/about-gallup/>

Figure 1: Gallup Historic Population 1970-2020, US Decennial Census

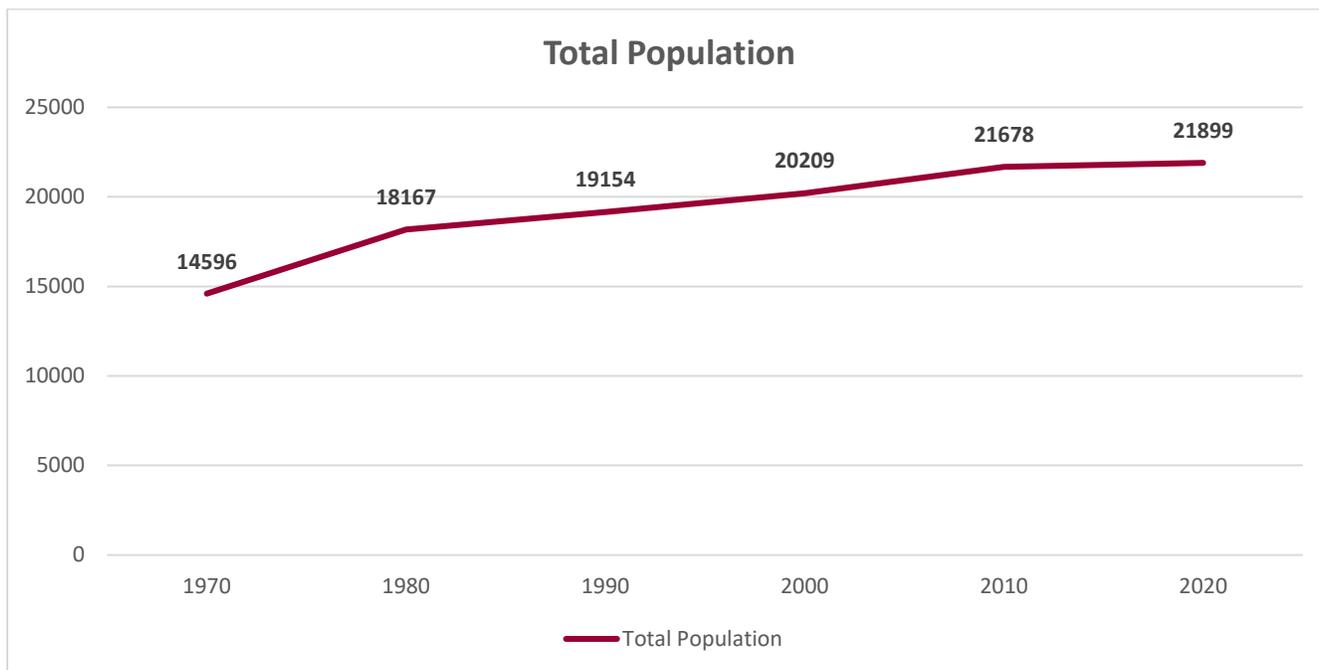


Table 1: Race and Hispanic Origin, 2020 Census, US Census Bureau²

Race	Gallup, NM	McKinley County
White	31.50%	16.30%
Black or African American	1.40%	0.70%
American Indian and Alaska Native	47.70%	79.60%
Asian	3.20%	1.10%
Native Hawaiian and Other Pacific Islander	0.40%	0.10%
Two or More Races	6.50%	2.30%
Hispanic or Latino	30.60%	14.20%
White alone, not Hispanic or Latino	18.90%	8.30%

EDUCATIONAL ATTAINMENT

Gallup maintains a population with a high school or equivalent diploma (32.9%) higher than the state average (26.2%), however, the proportion of the population with a bachelor’s degree or higher (20.9%) falls below the overall state average (28.1%).

² <https://www.census.gov/quickfacts/fact/table/NM,gallupcitynewmexico,mckinleycountynewmexico/PST045221>

GALLUP ECONOMIC DEVELOPMENT PLAN

Table 2: Educational Attainment, 2020: ACS 5-Year Estimates

Population 25 years and over	Gallup	New Mexico
Less than 9th grade	6.1%	5.6%
9th to 12th grade, no diploma	9.8%	7.9%
High school graduate (includes equivalency)	32.9%	26.2%
Some college, no degree	22.8%	23.4%
Associate's degree	7.6%	8.8%
Bachelor's degree	10.3%	15.8%
Graduate or professional degree	10.6%	12.3%

EMPLOYMENT AND COMMUTING STATISTICS

Gallup maintains a labor force of 8,304 people, with a median household income of \$45,754, which is 10.7% below the state's median household income of \$51,243. The per capita income of Gallup residents is \$21,231. Gallup also has higher poverty and unemployment rates than the state average, with a 33.7% poverty rate and 7.3% unemployment rate compared to statewide rates of 18.6% and 6.6% respectively. The City also has a lower workforce participation rate (49.1%) compared to the state rate (53.2%).

Table 3: Gallup Economic Characteristics, ACS 5-Year Estimates (2020)

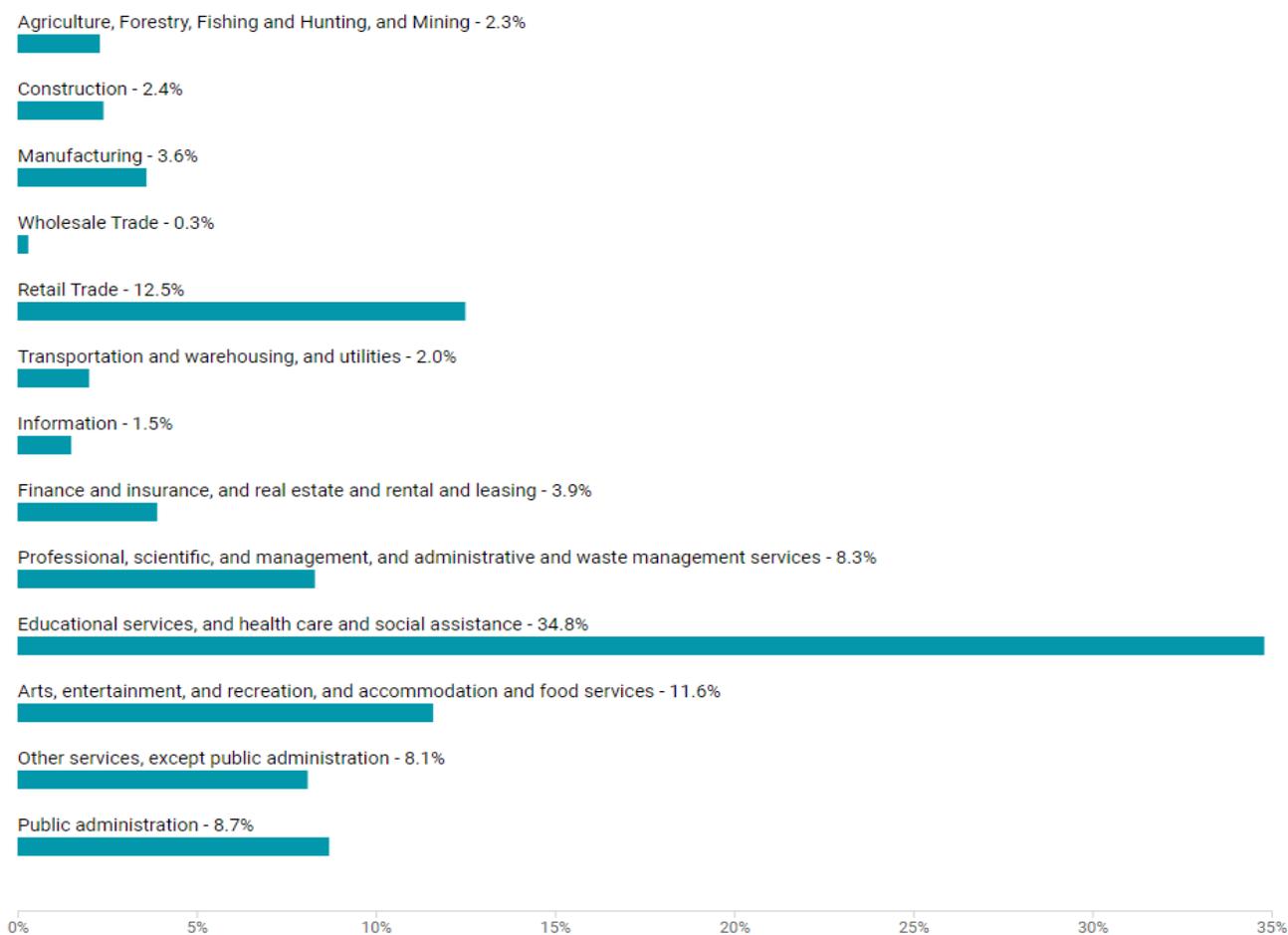
Employment Status	Estimate	Percent
Population 16 years and over	15,694	100%
In labor force	8,304	52.9%
Civilian labor force	8,304	52.9%
Employed	7,699	49.1%
Unemployed	605	3.9%
Not in labor force	7,390	47.1%
Civilian labor force	8,304	8,304
Unemployment Rate	(X)	7.3%

According to the 2020 American Community Survey estimates, the top industries by total number of jobs within Gallup are currently educational services, health care and social assistance (34.8%), retail trade (12.5%), and Arts, entertainment, recreation, accommodation, and food services (11.6%). **Figure 2** contains a full breakdown of employment by industry sector, while **Table 4** contains a list of the top employers in Gallup and McKinley County according to the Gallup Economic Development Corporation.

INFORMAL ECONOMY

One of the unique factors that impacts employment and economic trends within Gallup is the presence of a sizable informal, underground economy, the income from which largely goes unreported. This underground economy is largely made up of trade in arts and crafts, as well as food stands, small farms, flea market booths, and other independent ventures. According to a recent market study of the Gallup region performed by the Greater Gallup Economic Development Corporation, an estimated “30 percent of the Native American households in the primary trade area – 4,052 in total – earn additional, unreported income through participation in the underground economy. On average, they are making \$18,000 annually, adding an aggregate \$72,939,000 in household income.”³

Figure 2: Gallup Employment by Industry, ACS 5-Year Estimates (2020)



³ Greater Gallup Economic Development Corporation, *City of Gallup, New Mexico Market Study* (2020), pg. 6

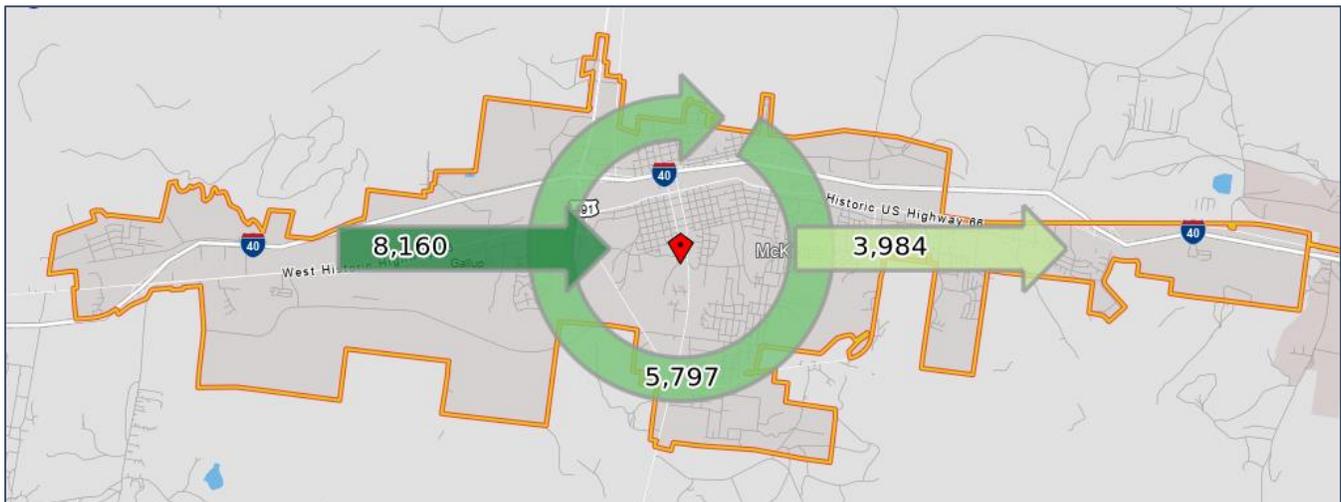
GALLUP ECONOMIC DEVELOPMENT PLAN

Table 4: Top Employers Gallup/McKinley County (Gallup Economic Development Corporation)

Company	Industry	# of Employees
Gallup Indian Medical Center	Medical	1,692
Gallup-McKinley County Schools	Education	1575
Wal-Mart	Retail	530
Rehoboth McKinley Christian Hospital	Medical	524
City of Gallup	Government	469
Bureau of Indian Affairs	Energy	323
University of New Mexico-Gallup	Education	266
McKinley County	Government	242
Peabody Energy	Energy	216
Zuni Public School District	Education	215
McKinley Paper Company/Bio Pappel	Manufacturing	150
Continental Divide Electric Co-op	Electric Power Distribution	77
Sacred Wind Communications	Telecommunication	58
BNSF Railway Company	Rail Transport	44
El Paso Natural Gas Company, LLC / Kinder Morgan	Natural Gas Transmission	44

According to OnTheMap employment statistics from 2019, 8,160 workers are employed in Gallup, but live outside the City, 5,797 workers are employed and live in Gallup, while 3,984 workers live in Gallup but are employed elsewhere.⁴ Of all Gallup workers, the primary mode of transportation to work was driving alone (76.7%), followed by carpooling (9.6%), walking (4.1%), and public transportation (3.6%), while 5.6% worked from home.

Figure 3: Inflow-Outflow Commuting Statistics, OnTheMap, 2019



⁴ <https://onthemap.ces.census.gov/>

HOUSING

In general, Gallup maintains lower housing and rental prices, and consists of a greater share of homeowners than compared to other cities in the state. Gallup’s housing stock currently consists of 8,294 housing units and of those units, 795 (9.6%) are vacant. The median value of owner-occupied housing units from 2016-2020 was \$135,500, compared to \$204,100 in Albuquerque, and \$161,100 in Las Cruces. Over the same time period, the median gross rent was \$675, compared to \$889 in Albuquerque, and \$805 in Las Cruces. Of occupied housing within the City, 49% are renter-occupied, which is higher than both Albuquerque (39.7%) and Las Cruces (44.7%). **Table 5** contains select housing statistics for these communities.

Table 5: Selected Housing Characteristics, ACS 5-Year Estimates 2020

	Gallup, NM		Albuquerque, NM		Las Cruces, NM	
	Estimate	Percent	Estimate	Percent	Estimate	Percent
Total Housing Units	8,294	-	247,926	-	45,889	-
Occupied Housing Units	7,499	90.4%	229,701	92.6%	41,467	90.4%
Vacant Housing Units	795	9.6%	18,225	7.4%	4,422	9.6%
Homeowner Vacancy Rate	1.7%	-	1.3%	-	2.3%	-
Rental Vacancy Rate	2.1%	-	7.3%	-	7.1%	-
Occupied Housing Units	7,499	-	229,701	-	41,467	-
Owner-Occupied	3,824	51.0%	138,568	60.3%	22,946	55.3%
Renter-Occupied	3,675	49.0%	91,133	39.7%	18,521	44.7%
Median Housing Value	\$135,500	-	\$204,100	-	\$161,100	-
Median Rent	\$675	-	\$889	-	\$805	-

COMPREHENSIVE HOUSING MARKET ANALYSIS PLAN (2020)

In 2020, the City of Gallup drafted a *Comprehensive Housing Market Analysis Plan* to “identify housing needs and barriers to housing development within the City of Gallup and propose goals and implementation steps aimed at addressing housing needs.”⁵ The following conditions were identified in the plan for the current Gallup housing market:

- *There is a housing shortage in general. Few units are available for sale or for rent.*
- *New residents who have recently accepted employment offers find that it is difficult to find rental housing, and rents are higher than many workers can afford.*
- *A significant percentage of the local workforce accepts jobs in Gallup on a term or temporary basis. This includes teachers and medical personnel who have contracts for one or a few years. Some large employers provide housing, but most do not. It is common for these workers to rent rooms rather than their own apartment or house due to availability.*

⁵ https://www.gallupnm.gov/DocumentCenter/View/4057/City-of-Gallup-Comprehensive-Housing-Market-Analysis_Final

GALLUP ECONOMIC DEVELOPMENT PLAN

- *People cannot move up or down because of the lack of inventory and range of choices.*
- *Entry level professionals and service workers need housing affordable to them. Very little is available for workforce housing.*
- *Choices for higher wage earners are limited. There is a need for more market rate housing, both rental housing and housing for sale.*
- *Temporary workers, such as visiting nurses, short-term medical staff and teachers, need higher quality rental options.*
- *Middle density housing like townhouses and duplexes are an option for affordability. Gallup needs good models of these housing types.*

SWOT ANALYSIS

The following SWOT (strengths, weaknesses, opportunities, threats) analysis identifies Gallup's unique assets juxtaposed against the factors that keep the area from realizing its full potential. By determining and analyzing what the city already possesses (i.e. cultural, economic, technological, intellectual and physical assets) that could be leveraged better to build the capacity for economic growth, the City can then develop a strategic direction and implementation plan to promote regional economic vitality. The SWOT analysis will also be used to identify specific industry targets that can be used to strengthen the overall economic development of Gallup in the near future.

STRENGTHS

- Access to major transportation corridors, including I-40 and multiple State highways
- Access to rail and freight transportation
- Regional center for goods, services, and various necessities, especially for nearby reservations
- Multicultural and diverse residents, with a high level of bilingual speakers (English, Spanish, Navajo, etc.)
- A unique, authentic cultural history featuring distinct activities, events, and traditions
- A pleasant climate conducive to outdoor events, recreation, and activities year-round
- A large market area servicing the various communities of Northwestern New Mexico and Northeastern Arizona.
- Calm and tranquil setting
- Businesses and institutions with established loyalty of customers
- Abundant natural beauty, trails, and public open spaces
- Local talent base: artists, craftspeople, sales, professionals, and naturists
- Gallup-McKinley County School District and UNM-Gallup educational institutions
- Regional medical facilities
- Discretionary income is available for local businesses, especially on the weekends when there is a population influx from nearby reservations
- Hub of Indigenous art and artists
- A willingness to collaborate within the community

GALLUP ECONOMIC DEVELOPMENT PLAN

- Physical assets: Red Rock Park, Route 66, Weather, Murals, Train Station/Cultural Center, historic downtown buildings, courthouse square, trails
- Support of veterans, and a history of patriotism and military service

WEAKNESSES

- Large distance from major metropolitan areas
- Limited choices for entertainment and shopping
- Limited housing choice, particularly for workforce and short-term rental products
- Limited new businesses
- High crime rate
- High spring winds
- Limited higher education and specialty education opportunities
- Limited professional class or employment opportunities for lateral and upward career moves
- Public schools: some find limiting
- Lack of available industrial workspace
- Limited skilled and experienced professional workforce, and lack of opportunities for higher paid professional positions.
- Lack of venture capital locally available to fund new or expanding base industry businesses
- Historic lack of state support outside “Rio Grande Corridor” — out of sight from Santa Fe and Albuquerque
- National Forest lands are located near, but not directly adjacent to Gallup
- No river within the community
- Older housing supply
- High poverty rate
- Major air service is remote
- Medical schools not located nearby
- Lack of consistency in retaining medical staff
- Limited fiber optics and Internet providers
- Population influx on the weekend puts a strain on the local transportation network
- Event development & retention
- Aging businesses- concerns for retention & succession, lack of people coming to take over & grow the businesses within our community
- “Brain drain” of younger people leaving for opportunities elsewhere
- “Us vs. them” attitude amongst citizens
- Impression of the community to outsiders - shuttered businesses, road construction, dilapidated structures (particularly around Exit 22), the amount of dirt may be off-putting to visitors
- Deferred maintenance & modern management of existing infrastructure
- Lack of long-term plans for sustainability

OPPORTUNITIES

- Demand for natural gas, oil, hydrogen and renewable energy
- Prime setting for wind and solar energy production
- Special populations: talents, distinct medical conditions that could be studied or treated
- Build upon existing arts and culture, tourism, and travel services
- Build on trade center status, further solidifying attractive marketing
- Historic and scenic city for professionals, artists, trades, possibly retirees
- Water availability through Navajo-Gallup Water Supply Project
- Hospitals: additional services and potential for growth
- BIA and other federal agencies
- Improvements to higher education: UNM-Gallup and others can progress
- Large public school district has potential for diversity, growth and improvements
- Burgeoning cannabis industry
- Capitalize on increasing amount of film projects in New Mexico
- Build upon downtown revitalization efforts
- Various events are held throughout the year, including the annual Inter-tribal Indian Ceremonial
- Children, family, and elder activities/services are available to residents and could have increased promotion
- Rural air service to Phoenix, AZ is beginning operations on August 1, 2022
- Museums, including the Old West, Fort Wingate, Code Talkers, and Native Cultures
- Historic preservation tax credits and façade improvement programs could be developed and promoted to improve the appearance of buildings
- Route 66 can be capitalized on at the district level (streetscape and attractions) and by individual businesses that can make it part of their marketing and aesthetic

THREATS

- Loss of population: out-migration due to weak economy; children leaving and not returning
- Competition with other emerging market centers
- Drought, heat, and climate change
- Cost of living might increase and impact low-income individuals
- Lack of sufficient funds to maintain infrastructure, facilities, and parks if tax base corrodes
- Loss of higher education or continued limitation of offerings
- Reputation as a city with alcohol abuse issues
- High cost of fuel reducing interstate traffic or reducing trade center traffic
- Casino sapping disposable income
- Vulnerable if loss of Indian Health Service or Reboth McKinley Hospitals – lack of specialized care/availability of appointments
- Lack of downtown businesses
- Alcoholism, drug use, and public intoxication
- Negative perception of the city surrounding crime, panhandling, and vagrancy

GALLUP ECONOMIC DEVELOPMENT PLAN

- Difficulties in obtaining permits, scheduling inspections, and the cost of code compliance
- Perception of parking inadequacies downtown

RECOMMENDATIONS AND INDUSTRY TARGETS

The following section identifies specific recommendations and economic-based industries the City of Gallup can recruit, expand, or start in near future. The specific recommendations and industry targets are based upon the findings of the SWOT analysis and are intended to strengthen the overall economic resiliency of Gallup going forward.

BUSINESS GROWTH

Promote business startups and expansion. The City of Gallup can take steps to support business startups and expansion within the community. Among the steps that could be taken by the City include creating startup spaces for pop-up businesses, food and retail truck courts and events, and farmers markets and sellers marketplaces that can serve as business incubators prior to businesses occupying conventional storefronts. These pop-up businesses can be especially useful to Gallup residents given the sizable informal, underground economy that exists in the region. According to research conducted for the *Gallup, New Mexico Market Study*, it is estimated that “30 percent of the Native American households in the primary trade area – 4,052 in total – earn additional, unreported income through participation in the underground economy. On average, they are making \$18,000 annually, adding an aggregate \$72,939,000 in household income.”⁶ Additional programs can also be implemented to provide technical and financial assistance to entrepreneurs and existing businesses for workforce training, human resource management, marketing, and other general business practices. Additional details can be found in the Business Development Resources section of this plan.

SUSTAINABILITY

Expand upon renewable energy production. The climate of Gallup makes it uniquely situated for the production of wind and solar energy. In recent years, multiple renewable energy production projects have been completed in the City. In 2018, Standard Solar completed and began operating a 9.8-megawatt solar farm to provide power to the City. The project is located on approximately 31 acres of City-owned land south of Interstate Highway 40 and generates approximately 20 million kilowatt-hours of power annually providing nearly 10% of the City’s energy use. The solar farm will generate enough electricity to power 2,500 homes and offset production of 3,500,000 pounds of carbon dioxide annually.⁷ In 2020, The Borderlands Wind Project was made operational. The wind farm is comprised of 34 wind turbines that produce a combined 100 megawatts of power. The farm is expected to power 26,000 homes over the course of a year.⁸ As the state transitions to renewable energy as part of the

⁶ Greater Gallup Economic Development Corporation, *Gallup, New Mexico Market Study* (2020), Pg 6.

⁷ <https://standardsolar.com/project/city-of-gallup/>

⁸ <https://www.kold.com/2022/01/12/tep-expands-renewable-energy-with-new-wind-farm/>

Energy Transition Act, Gallup can capitalize on its climate to become a regional hub for energy production and storage going forward while also providing job opportunities for the public. Discussions have also taken place in recent years to determine the possibility of converting the retired Escalante coal power plant into a hydrogen facility.⁹

ECONOMIC RESILIENCY

Develop a Comprehensive Economic Development Strategy (CEDS) for the City of Gallup.

Economic resiliency, or an area's ability to prevent, withstand, and recover quickly from shocks or disruptions to the local economy, is vital to ensuring the continued growth and wellbeing of the Gallup community. These disruptions can include natural disasters, damage to infrastructure, communication disturbances, temporary or permanent job displacement, property and crop damage, loss of revenue, and other unforeseen factors that directly affect the Gallup economy. By developing a city-specific CEDS, Gallup can identify specific strategies to bolster economic resilience within the community. These strategies can include initiatives that emphasize climate and renewable energy development, combating inequality and unemployment, workforce training programs, statewide programs that promote economic resilience; and funding and financing options that can help individuals and businesses. Due to the unique character of the Gallup community, the CEDS should also include case studies and strategies intended specifically to help strengthen the economic resiliency of indigenous and other disadvantaged communities.

INDUSTRY TARGETS

The following section identifies six specific industries the City of Gallup can look to target for expansion in the near future. Within each specific industry target are background information describing the current conditions of the target industry within Gallup, an overview description to existing organization and planning efforts related to the target industry, a list of action items the city can take to expand and bolster the industry target, and the overall benefits of the target industry as it relates to the economy, quality of life, and the workforce. **The six identified industry targets to be detailed below include: (1) arts and culture, (2) retail trade, (3) healthcare, (4) tourism, (5) housing and (6) workforce development and training.**

While these individual industry targets all have unique benefits from their expansion within Gallup, they are intended to be complimentary to one another and work jointly to provide the greatest overall benefit to the City and greater region. For example, a greater range of housing options can help to recruit the medical professionals needed to expand the healthcare sector, while a vibrant arts and culture sector can help to increase the likelihood of tourists visiting and staying in Gallup. Ultimately, maintaining a diverse range of industries within Gallup is essential to the continued health and growth of the City's economy.

⁹ <https://nmpoliticalreport.com/2021/04/20/the-retired-escalante-power-plant-may-be-converted-into-a-hydrogen-plant/>

GALLUP ECONOMIC DEVELOPMENT PLAN



INDUSTRY TARGET 1: ARTS AND CULTURE

BACKGROUND INFORMATION

With a rich history that dates back thousands of years, Gallup is home to descendants of various Native American, Hispanic, European, and other peoples. Gallup is also the center of a flourishing community of indigenous artists and craftsmen who produce turquoise and silver jewelry, paintings, murals, pottery and sculptures, rugs, and blankets, Kachina dolls and other Native American arts and crafts. Gallup also has a history of films being made in the City and is home to a creative Native American filmmaker community.

EXISTING ORGANIZATIONS/PLANS

Organization/Plan	Description
<u>Gallup MainStreet Arts & Cultural District</u>	Gallup MainStreet Arts & Cultural District (GMSACD) is a non-profit organization centered around asset-based economic development Historic Downtown Gallup, NM. GMSACD assists the downtown Gallup community with promotion, design, economic vitality, and organization to bolster and strengthen the downtown economy and community.
<u>gallupARTS</u>	gallupARTS is a nonprofit organization with a mission to foster creativity, culture, commerce and quality of life in Gallup and McKinley County through the arts and a commitment to growing Gallup's creative economy and art scene for the benefit of the entire community. The organizations current programming includes two art galleries, artist talks, art and music festivals, youth art programs, art classes, and public art projects.
<u>Gallup Arts & Cultural District Plan (2015)</u>	The Gallup Arts and Cultural District Plan details strategies for an economic development concept that emphasizes Gallup's quality of place, including cultural assets, downtown vibrancy, entertainment amenities, and the natural environment and attractions. These assets and amenities are intended to attract talented "knowledge workers" and creative entrepreneurs to live and flourish in the city.
<u>National Endowment for the Humanities</u>	Federally recognized tribes, as well as any 501(c)3 organization—including Tribal cultural centers, libraries, museums, and archives—may apply to any of NEH's grant programs. Across all its programs, NEH encourages projects that include Native American organizations and communities as lead applicants and as project partners.

GALLUP ECONOMIC DEVELOPMENT PLAN

ACTION ITEMS

1. **Advance artist workspace development within the Arts and Cultural District.** When implementing large-scale facility projects, the City can incorporate arts and performance locations into the programming of these spaces. A formalized artisan district established downtown that has maker-spaces, live/work units, and/or a market space where local artisans can create and showcase their work would prove beneficial. Specific areas for youth programming should also be considered in future facilities.
2. **Promote the film industry within Gallup.** As the film industry continues to thrive and expand in New Mexico, Gallup can look to attract film production to the area. Netflix can be a primary target for this effort with the opening of the company’s Albuquerque production studio. Regular programming can also be implemented to highlight the city’s existing filmmakers, educational workshops can encourage filmmaking among the city’s youth, and the existing Gallup Film Festival can be expanded upon with additional support and marketing.
3. **Partner with GallupARTS to establish additional arts programming.** GallupARTS has identified the opportunity to establish new artistic programming, among them being a virtual art museum. The Virtual Art Museum will curate Gallup’s collection of New Deal architecture, Spanish Colonial-style tinwork, oak furniture, murals, prints, western American painting, and Native art (157 objects in total) through a multi-faceted, interpretive website.
4. **Support Gallup Mainstreet projects.** Gallup Mainstreet hosts several events and projects throughout the year, including Art This Way, a mural and public art initiative, the Levitt AMP Gallup Music Concert Series, and Downtown Night Out, a community event designed to bring residents and visitors alike to Downtown Gallup for dining, shopping, music, and art, and the Coal Avenue Commons improvement project.

TARGET INDUSTRY BENEFITS

Economic Benefits

According to the National Governor’s Association Center for Best Practices, arts and culture-related industries provide direct economic benefits by creating jobs, attracting investments, generating tax revenues, and stimulating local economies through tourism and consumer purchases.¹⁰ Arts and cultural activities also draw crowds from within and around the community, increasing attention and foot traffic to an area, and increasing the length of time and money they spend in that area.¹¹

Quality of Life Benefits

Participation in arts and cultural activities has been found to be associated with improved health and well-being, healthier aging, and stronger communities. According to research compiled by the University of Florida, Arts and Culture-based initiatives have resulted in increased physical activity, stress-reduction, increased social cohesion and reduced loneliness, better coping with chronic conditions, increased happiness and wellbeing, and many other positive outcomes.¹²

Workforce Benefits

The arts are an important complement to community development and play an important role in attracting young professionals to an area. According to Richard Florida, a leading expert on economic competitiveness, innovation, and demographic trends, the “Creative Class” (young and talented individuals such as scientists, engineers, architects, artists, designers, etc.) are more likely to locate where there is a vibrant arts and culture environment.¹³

¹⁰ National Governors Association, “Using Arts and Culture to Stimulate State Economic Development,” <https://www.americansforthearts.org/sites/default/files/0901ARTSANDECONOMY.pdf>

¹¹ American Planning Association, “How the arts and culture sector catalyzes economic vitality,” <https://planning-org-uploaded-media.s3.amazonaws.com/publication/online/How-Arts-and-Culture-Catalyzes-Economic-Vitality.pdf>

¹² University of Florida Center for Arts in Medicine, “Creating Healthy Communities: Arts + Public Health in America.” <https://arts.ufl.edu/sites/creating-healthy-communities/resources/evidence-based-framework/provide-direct-health-benefits/>

¹³ Richard Florida, *Cities and the Creative Class*, Pg. 8, <https://creativeclass.com/rfcgdb/articles/4%20Cities%20and%20the%20Creative%20Class.pdf>

GALLUP ECONOMIC DEVELOPMENT PLAN



INDUSTRY TARGET 2: RETAIL TRADE

BACKGROUND INFORMATION

Gallup acts as the primary destination for goods and services for the majority of the region’s residents. However, despite being the region’s primary retail hub, choices and variety among retail shopping is still limited. Gallup is also home to a historic downtown area running parallel to Route 66 featuring restaurants, shops, motels, and multiple buildings listed on the National Register of Historic Places, such as the El Morro Theatre and the Kitchen's Opera House. The area’s mix of commercial uses continue to make downtown Gallup a regional destination. Downtown is also home to the region’s federal, state, regional and local government offices, including the McKinley County Courthouse complex, post office, and library.

EXISTING ORGANIZATIONS/PLANS

Organization/Plan	Description
<u>City of Gallup, New Mexico Market Study (2020)</u>	The <i>City of Gallup, New Mexico Market Study</i> , completed in 2020, evaluates the potential for commercial and lodging development in the City of Gallup, identifies specific targets for recruitment or business development, and develops marketing resources used to conduct a retail attraction campaign.
<u>Gallup Metropolitan Redevelopment Area Plan (2021)</u>	The Gallup Downtown Metropolitan Redevelopment Area (MRA) Plan defines the downtown vision through community participatory processes which have identified priority catalytic projects to revitalize the downtown district. The MRA Plan examines existing conditions and assets, analyses the downtown economics and market, develops a physical land use plan and design guidelines, designs specific redevelopment sites, and projects, and identifies sustainable implementation strategies and funding sources for downtown's future physical improvements
<u>Gallup MainStreet Arts & Cultural District</u>	Gallup MainStreet Arts & Cultural District (GMSACD) is a non-profit organization centered around asset-based economic development Historic Downtown Gallup, NM. GMSACD assists the downtown Gallup community with promotion, design, economic vitality, and organization to bolster and strengthen the downtown economy and community.
<u>Gallup-McKinley County Chamber of Commerce</u>	The Gallup-McKinley County Chamber of Commerce mission is to be the “driving force for positive influence and action in business and leadership for Gallup-McKinley County.”

GALLUP ECONOMIC DEVELOPMENT PLAN

ACTION ITEMS

1. **Encourage a variety of shopping choices including pedestrian-friendly retail centers.** Efforts should be made to attract new businesses to the city, specifically those identified within the *City of Gallup Market Study*. Pedestrian-friendly locations that encourage visitation to additional businesses should be prioritized, especially in the downtown area.
2. **Develop the cannabis sector, including sales and production services.** With recreational cannabis sales becoming legal in New Mexico in 2022, the city can capitalize on a new source of income and tourism within the city. In addition to sales, Gallup can act as a production source for the region and beyond.
3. **Implement the action items within the *Gallup Metropolitan Redevelopment Area Plan*.** Within the Gallup MRA Plan are several action items intended to help further the revitalization of the downtown area. These action items include beautification efforts, such as replacing building facades and adding murals, pedestrian infrastructure improvements, additional placemaking and wayfinding installations, and large-scale facilities and redevelopment projects.
4. **Target the businesses identified within the *City of Gallup, New Mexico Market Study* for expansion into Gallup.** Several businesses within a variety of different industry sectors have been identified in the *City of Gallup, New Mexico Market Study* as being suitable for operation in Gallup which the city can target for recruitment. These businesses have been recognized as filling a gap within the existing Gallup market, or expanding upon industries with room for additional growth in the marketplace, and include retail, restaurants, lodging, and more. In total, 52 businesses are identified in the study.

TARGET INDUSTRY BENEFITS

Economic Benefits

Retail trade is the largest private-sector employer nation-wide, and accounts for 24% of all jobs in New Mexico.¹⁴ In addition to providing employment, retail sales bring in sales tax revenue, helping to circulate money within the community. According to an economic impact analysis by the American Independent Business Alliance, 48% of each purchase at local independent businesses and 13.6% of purchases at chain stores are recirculated locally.¹⁵

Quality of Life Benefits

By its nature, the retail sector contributes to the quality of life of a community by providing it with essential goods and services, in addition to employment opportunities. According to Main Street America, a thriving main street district can also have several positive impacts on the community, including increased visitation, increased spending in the district, retention of current residents and attraction of new residents, individual economic opportunity, entrepreneur investment and support, and small businesses support.¹⁶

Workforce Benefits

The retail sector provides jobs within the community, especially for young people (over half of all retail workers are age 16 to 34), women (over half of all retail workers are female), and people of color (approximately one third of all retail workers are either Black or Hispanic) according to a US Census Bureau report.¹⁷

¹⁴ National Retail Federation, “Retail’s Impact in New Mexico,” <https://nrf.com/retails-impact/new-mexico>

¹⁵ American Independent Business Alliance, *The Local Multiplier Effect: How Independent Local Businesses Help Your Community Thrive*, pg.3, <https://amiba.net/wp-content/uploads/2021/02/The-Local-Multiplier-Effect.pdf>

¹⁶ Main Street America, “Economic Vitality: Transportation Matters for Main Streets,” <https://www.mainstreet.org/howwecanhelp/navigatingmainstreets/transportationmatters/economicvitality>

¹⁷ US Census Bureau, “Retail Jobs Among the Most Common Occupations,” <https://www.census.gov/library/stories/2020/09/profile-of-the-retail-workforce.html>



INDUSTRY TARGET 3: HEALTHCARE

BACKGROUND INFORMATION

Healthcare is one of the most critical industries in the City of Gallup. Regional healthcare facilities located in the City of Gallup currently offer various inpatient and outpatient services at both smaller healthcare clinics, and the regional hospital; however, the ability to provide those services is becoming increasingly challenging. For more specialized services and procedures currently not offered within Gallup, residents must travel to Albuquerque or an out-of-state facility. As regional air service expands in Gallup, residents will also have direct access to specialized healthcare options in Phoenix, AZ.

EXISTING ORGANIZATIONS/PLANS

Organization/Plan	Description
<u>Rehoboth McKinley Christian Health Care Services</u>	Rehoboth McKinley Christian Health Care Services (RMCHCS) is an integrated delivery system providing care for northwestern New Mexico and eastern Arizona. RMCHCS has 60 licensed beds, two outpatient clinics, home health and hospice services, behavioral health services and offers a full range of inpatient and outpatient services to the people of Gallup and the surrounding area.
<u>Gallup Indian Medical Center</u>	Gallup Indian Medical Center (GIMC) is a 99-bed hospital in Gallup, New Mexico, on the border of the Navajo Reservation. Clinical specialties at GIMC include Internal Medicine, Cardiology, Anesthesia, OB/GYN, General Surgery, Orthopedics, Ophthalmology, ENT, Radiology, Pathology, Pediatrics, Psychiatry, Emergency Medicine, and Urology.
<u>New Mexico Cancer Center</u>	New Mexico Cancer Center (NMCC) is an independent, multi-disciplinary, multi-site practice operated by New Mexico Oncology Hematology Consultants Ltd. Several years after opening the primary Albuquerque facility, NMCC opened a second comprehensive cancer care facility in Gallup, NM, for the first time, bringing cancer care to western New Mexico and the Navajo Nation. NMCC centers offer a full range of onsite oncology care, including chemotherapy, radiation therapy, imaging, laboratory, and rheumatology services.
<u>UNM Health Specialty Care Clinic</u>	The 2,300-square-foot UNM Health Gallup Specialty Care Clinic provides services to adult and pediatric patients from throughout the Four Corners area, including tribal members and Indian Health Service patients. Clinical services include urogynecology, gynecological oncology, dermatology, high-risk pregnancy care and vascular care, as well as several pediatric specialties, including pediatric cardiology and orthopedics

GALLUP ECONOMIC DEVELOPMENT PLAN

ACTION ITEMS

1. **Support Navajo Nation efforts to develop replacement Indian Health Service facilities** in or adjacent to Gallup by developing supportive infrastructure and considering creative financing approaches and organizational approaches such as co-locating or combining services with other institutions, including Rehoboth McKinley Christian Hospital (RMCH). Finalizing a location for the replacement hospital can kickstart funding for construction. Efforts should also be made to support state and national representatives to identify funding needed for a new facility.
2. **Work to recruit additional specialized medical services.** Increasing the amount of specialty care offered within the city can reduce the need for residents to travel for treatments. Additional specialty care can also increase the amount of people regularly traveling and staying in the city.
3. **Expanding alcohol and substance abuse treatment centers and services** in or adjacent to Gallup that are easily accessible to residents both financially and through supportive infrastructure would prove beneficial. Reducing the need for residents to travel for these services can increase the number of patients seeking help, decreasing the number of alcohol and substance related injuries and deaths.
4. **Support regional efforts for additional private and public healthcare options.** The city of Gallup provides healthcare services not only for Gallup residents, but for northwest New Mexico, northeast Arizona, and the Navajo and Zuni Nations as well. Additional healthcare services can ensure that Gallup remains a regional hub healthcare and prevent the need for travel to larger cities for essential treatments.

TARGET INDUSTRY BENEFITS

Economic Benefits

Large-scale healthcare facilities are considered “anchor institutions” within a community, which refers to large, non-profit-making or public organizations with a connection to their local community that are unlikely to move out of the area. These anchor institutions are regarded as economic stabilizers which help to control economic volatility.¹⁸ Research into the economic benefits associated with increased investment in healthcare have also found positive associations between healthcare spending and the economic indicators of labor productivity, personal income, per capita GDP, and other spending.¹⁹

Quality of Life Benefits

Access to health services greatly contributes to the health and well-being of a community. According to the US Department of Health’s Office of Disease Prevention and Health Promotion, regular and reliable access to health services has been shown to prevent disease and disability, detect and treat illnesses or other health conditions, reduce the likelihood of premature death, and increase overall life expectancy.²⁰

Workforce Benefits

Healthcare providers are a major source of employment within the community. In general, healthcare institutions provide quality employment that offers a variety of benefits, including:

- Decent pay, ensuring at least a minimum or living wage
- Employee benefits, such as maternity and paternity leave, and ensuring part- and full-time workers receive similar benefits
- Minimal use of temporary contracts
- Safe working conditions
- Security and the ability to participate in collective bargaining
- Opportunities for progression and career development²¹

¹⁸ World Health Organization, “Economic and Social Impacts and Benefits of Health Systems,” pg. 7, <https://apps.who.int/iris/bitstream/handle/10665/329683/9789289053952-eng.pdf>

¹⁹ Raghupathi, Viju, and Wullianallur Raghupathi. “Healthcare Expenditure and Economic Performance: Insights from the United States Data.” *Frontiers in public health* vol. 8, pg. 156. May 13, 2020.

²⁰ Office of Disease Prevention and Health Promotion, “Access to Health Services,” <https://www.healthypeople.gov/2020/leading-health-indicators/2020-lhi-topics/Access-to-Health-Services>

²¹ World Health Organization, “Economic and Social Impacts and Benefits of Health Systems,” pg. 13.

GALLUP ECONOMIC DEVELOPMENT PLAN



INDUSTRY TARGET 4: TOURISM

BACKGROUND INFORMATION

The Gallup area has several major attractions, including El Morro National Monument, Chaco Culture National Historical Park, nearby pueblos and the Navajo Nation, and historic Route 66. Additional outdoor recreation opportunities include Red Rock Park, an extensive trails system in and around the area, as well as rock climbing, camp sites, and an off-roading park. The city of Gallup also hosts several different City-wide events, including rodeos, fairs, festivals, and the Inter-tribal Indian Ceremonial. In total, the City host 30 different events throughout the year.

EXISTING ORGANIZATIONS/PLANS

Organization/Plan	Description
<u>Visit Gallup</u>	Visit Gallup is a website dedicated to highlighting the many unique attractions located in and around Gallup. These include dining, shopping, events, and lodging. The website also highlights Gallup’s unique history and culture and provides a tool for visitors to plan their visit ahead of time.
<u>Gallup Cultural Center</u>	In 1996, the City of Gallup requested that the Southwest Indian Foundation take possession of the historic and newly renovated Santa Fe Depot to turn the building into a Cultural Center. Modeled upon the concept of a public square, the Cultural Center offers programming based on the unique history of the region, including exhibits on trains, weaving, sandpainting, Historic Route 66, silversmithing, and more.
<u>New Mexico Tourism Department</u>	The New Mexico Tourism Department is the statewide agency tasked with promoting New Mexico for leisure travel and driving visitation to the state. The Tourism Department plans, produces, and monitors national marketing and advertising campaigns, and also manages grant programs and other services that provide communities with the resources and technical expertise needed to develop and promote tourism.
<u>Lou Go’s Taxi</u>	Lou Go's is a state-certified taxi and ground travel service that services the Gallup area. As a service, it can support tourism with a specific connection to and from the airport.

GALLUP ECONOMIC DEVELOPMENT PLAN

ACTION ITEMS

- 1. Cooperate with the Navajo Nation and Zuni Pueblo in joint tourism.** The City should support tourism services for local indigenous tribes, especially in promotion of events at nearby Red Rock Park and the Fire Rock Casino.
- 2. Expand group travel promotion and recruitment.** Encourage groups to book with hotels providing more consistent revenues. These room blocks are reliable, non-transient traveler bookings, allowing the hotels to reliably employ more staff to manage the property due to the predictability of the bookings. In addition to hotels, group travel supports a steady revenue stream for the Cultural Center as well as multiple trading posts. Through the utilization of Gallup's new air service, capitalize on the opportunity to create group packages to attend the arts market during the Gallup Inter-Tribal Ceremonial.
- 3. Promote cycling within the city.** The City can take steps to encourage cycling throughout and around Gallup, such as establishing bike routes to connect the downtown area, restaurants, shopping centers, and civic facilities to neighborhoods and regional destinations like schools and the greater regional bike network.
- 4. Explore carshare and bikeshare opportunities within the private sector.** As rental car services and on-demand carshare services like Uber and Lyft are currently limited or unavailable in the Gallup area, the City can look to recruit private car and bikeshare services. These services can be available for tourists and residents alike and can be located in areas with high tourist traffic like the airport and downtown areas.
- 5. Expand placemaking and wayfinding elements.** Improved placemaking and wayfinding elements can be utilized to enhance the pedestrian environment of downtown Gallup and can be used to showcase the City's unique culture and history. Downtown alleyway corridor enhancements can also be utilized to enhance the pedestrian environment, connect different areas of downtown, and can be regularly utilized for events. The façade improvement program could serve to revitalize the downtown area in a partnership with the building owner, City, Gallup MainStreet/A&CD, and the Gallup Business Improvement District, while the continuation of the Downtown Mural Initiative can continue to inspire creativity while also providing an avenue for storytelling of the history and people that make Gallup.
- 6. Execute collaborative Route 66 beautification and celebration.** With the 100th anniversary of the original Route 66 in 2026 (13 miles of which run through the city), collaborations within the state, region, and national level can be a major boost in the tourism economy in the years to come. NMDOT is currently developing construction plans for substantial sections of NM118 and Route 66, positively impacting where the highway interchanges meet Route 66 and enhancing and promoting road trip travel.
- 7. Promote the film industry within Gallup.** As mentioned under Arts and Culture, the connection with the growing film industry within the Gallup region can also bring tourists. This connection should be considered and capitalized on by celebrating film locations and other opportunities. The certification of Red Rock Park as a film site by the State Film Office could be prioritized, and then act as an attractive location for future filmmaking efforts and tourist destinations.
- 8. Evaluate local grant programs.** Consider the criteria for award and implementation of the local grant programs to ensure expenditures are aimed at the target demographics for associated events and initiatives being funded.
- 9. Partner with the New Mexico Tourism Department.** The Tourism Event Growth and Sustainability Program helps communities by providing support in the form of sponsorship, cooperative advertising, and an event accelerator, and can be used to bolster events held within Gallup.
- 10. Increase outdoor recreation promotion.** This effort could include mountain biking, hiking, rock climbing, etc., and their associate services.

GALLUP ECONOMIC DEVELOPMENT PLAN

11. Expand conservation efforts. Additional efforts should be made to conserve land for new multi-use trail corridors, expand existing trails, and to create publicly accessible open spaces in and around the Gallup city limits.

12. Create public private partnerships. Create public private partnerships that foster the financial support and development of additional outdoor recreation and trails. Consider the opportunity to leverage the scenario that the New Mexico Interscholastic Cycling League (<https://newmexicomtb.org/>) is headquartered in Gallup.

TARGET INDUSTRY BENEFITS

Economic Benefits

According to the Organization for Economic Co-operation and Development, tourism has been shown to promote the development of activities and attractions, infrastructure, and equipment to accommodate and attract domestic and international visitors. In rural regions, tourism acts as a catalyst for economic development and growth, often based around local gastronomy, farming, culture (arts and crafts), and outdoor activities, and provides opportunities for rural businesses to diversify income opportunities (e.g. short-term rentals) and participate in local supply chains, increasing GRT.²²

Quality of Life Benefits

Tourism has been shown to accelerate the process of cultural exchange by providing direct connections between members of different cultures. Tourism can also support the promotion of traditional art, performing arts, events, ceremonies, and foods as attractions for tourists.²³ Specifically, cultural authenticity and natural assets are important tools for countries and destinations to leverage in their efforts to attract tourists. According to the Organization for Economic Co-operation and Development, “tourism can raise awareness of cultural and environmental values and help finance the protection and management of protected areas and sensitive sites. Tourism can also play an important role in demonstrating the economic value of environmental and cultural heritage conservation and authenticity of a destination, primarily through the level of activity that it can stimulate in the local, regional, and national economy.”²⁴

Workforce Benefits

Tourism creates demand for specific goods and specialized services, including transport, accommodation, travel, and supporting services to meet the needs of tourists. The tourism industry also requires a variety of types of skill levels and technical expertise from its workforce, making hospitality training programs and state resources crucial in their success.

²² Organization for Economic Co-operation and Development, “OECD Tourism Trends and Policies 2020: Rethinking Tourism Success for Sustainable Growth,” <https://www.oecd-ilibrary.org/sites/82b46508-en/index.html?itemId=/content/component/82b46508-en>

²³ I Made Suniastha Amerta, *International Research Journal of Management, IT & Social Sciences*, Vol.5 No.2, March 2018, pg. 248-254. <https://core.ac.uk/reader/230598270>

²⁴ ²⁴ Organization for Economic Co-operation and Development, “OECD Tourism Trends and Policies 2020: Rethinking Tourism Success for Sustainable Growth,”



TARGET 5: HOUSING

BACKGROUND INFORMATION

Outlined in the population statistics section, the City of Gallup and McKinley County have both faced population stagnation over the last decade. In May 2022, the Gallup City Council formally declared a housing emergency in the City, stating that “Gallup needs 127 new homes annually to keep pace and address backlogged demand, while Gallup has only produced 67 housing units over the last ten years.”²⁵ By increasing the supply of market rate housing in the community and the region, the City can increase residents by attracting new businesses aligned with the amenities new residents require. Given that workforce and economic development so clearly hinges on the availability of housing, it is in the best interest of the city to prioritize the development of market rate housing as an economic development strategy. Support for this recommendation not only comes out of recent socioeconomic data analysis but is also supported by the City’s recently completed *Comprehensive Housing Market Analysis Plan*, which not only outlines the lack of availability of housing and its impact on segments of the population, but also specifically outlines goals and needs for continued community growth. In addition to this plan, action items are included below that aim to provide suggestions for development (construction of housing/programs/strategies/incentives/subsidies) to support an overall increase in housing stock in Gallup.

EXISTING ORGANIZATIONS/PLANS

Organization/Plan	Description
City of Gallup Comprehensive Housing Market Analysis Plan (2020)	In 2020, the City of Gallup drafted a <i>Comprehensive Housing Market Analysis Plan</i> . The purpose of this plan is to “identify housing needs and barriers to housing development within the City of Gallup and propose goals and implementation steps aimed at addressing housing needs.”
Gallup Housing Authority	The Housing Authority of the City of Gallup is a housing authority that participates in the Section 8 Housing Choice Voucher (HCV) program, Public Housing programs, and rental assistance for Gallup Residents.

²⁵ City of Gallup. Resolution No. R2022-13. Adopted May 24, 2022

GALLUP ECONOMIC DEVELOPMENT PLAN

<p style="color: #0000FF; text-decoration: underline;">Native Partnership for Housing</p>	<p>Native Partnership for Housing serves the housing and homeownership needs of Native and non-Native clients in the Four Corners region in both remote and urban areas. Services offered by the Native Partnership for Housing include providing financial education and counseling for home buyers, offering flexible and affordable mortgage lending products, and providing quality design, build and remodel services subsidiary company Clear Water Construction Partners.</p>
<p style="color: #0000FF; text-decoration: underline;">New Mexico Mortgage Finance Authority</p>	<p>The New Mexico Mortgage Finance Authority is a quasi-governmental entity that provides financing to make quality affordable housing and other related services available to low- and moderate-income New Mexicans. Using funding from housing bonds, tax credits and other federal and state agencies, MFA provides resources to build affordable rental communities, rehabilitate aging homes, supply down payment assistance and affordable mortgages, offer emergency shelter and administer rental assistance and subsidies.</p>

ACTION ITEMS

<p>1. Rehabilitate homes and develop vacant lots to support stable neighborhoods.</p>
<p>2. Remove barriers to new housing construction.</p>
<p>3. Maximize coordination of local entities and resources. Land owned by the City or other public entities could be an incentive for affordable and workforce housing developers. Schools and hospitals could also participate in housing projects that serve their employees</p>
<p>4. Increase homeownership opportunities for Gallup residents by increasing the participation in homebuyer education available in Gallup. To accomplish this, promote awareness of home buyer assistance available to Gallup residents through existing programs</p>
<p>5. Implement code updates and policy recommendations, as outlined in the City of Gallup Comprehensive Housing Market Analysis Plan, to encourage the conversion of motels to multi-family housing.</p>
<p>6. Identify funding sources for housing programs/strategies and subsidies –This could include local budget, state and federal resources, housing authority, marijuana sales tax, etc.</p>
<p>7. Implement development programs and strategies to support renters through rental assistance programs – down payment, security, first/last month rent subsidies, etc. Offer master lease programs for local government employees and large employers (opt-in) and promote short-term to long-term rental conversion incentive programs.</p>
<p>8. Implement development programs and strategies to support buyers such as buy-down programs (deed restriction) and down payment assistance programs (deed restriction).</p>
<p>9. Implement development programs and strategies to support continued ownership. ADU development and fee reduction programs as well as bedroom conversion and fee reduction programs would prove useful in this scenario.</p>
<p>10. Increase the housing supply to be utilized by professionals. Encourage hospitals and schools to create their own housing, providing direct and appropriate housing aimed at their professional staff.</p>
<p>11. Build Partnerships. Reach out to state and federal partners, including but not limited to, the New Mexico Mortgage Finance Authority on developing new affordable housing projects within Gallup.</p>
<p>12. Improve process to work with developers. A streamlined process to simplify the approval of new subdivisions, projects, and development areas identified by the <i>City Housing Plan, MRA Plan(s), and Growth Management Master Plan</i> could result in more and appropriate housing options.</p>

GALLUP ECONOMIC DEVELOPMENT PLAN

TARGET INDUSTRY BENEFITS

Economic Benefits

The development of housing generates local economic activity, including jobs and income generated by construction workers and new residents, and additional property taxes and other revenue for local governments. Affordable housing development also leads to an increase in discretionary spending. For most residents, rent and/or mortgage payments are the biggest and most important expense each month. When residents can more easily make their housing payments, they are more inclined to spend more dollars locally.

Quality of Life Benefits

Housing is a substantial social determinant of health for a community's population. Like income and education, housing is a substantial component to a person's physical and mental well-being. According to commonbond.org, when a person's home is unaffordable, other critical health factors like healthy foods and doctor visits are out of reach. Having access to quality affordable housing options helps residents lower the risk of severe chronic health problems.

Workforce Benefits

New or rehabilitated housing creates more job opportunities for a community. This is not only an economic impact but also a workforce impact. Housing development and construction creates a substantial number of jobs, both during the construction phases and ultimately through long-term community growth. Additionally, an influx of more housing options to the supply available in a community creates opportunities for local businesses and employers to attract new talent to the community. The higher the availability of housing options, the easier it is for a job seeker to relocate and contribute to the local economy.



INDUSTRY TARGET 6: WORKFORCE DEVELOPMENT AND TRAINING

BACKGROUND INFORMATION

Workforce development is an essential aspect of economic development within a community, and refers to a variety of activities, policies and programs intended to create and retain a viable workforce that can support current and future businesses and industry. In recent years, Gallup has struggled with the development of workers, and multiple distinct issues have been identified by community members that have hindered workforce development. Specifically, poor worker skills and turnover; a lack of programs to train people for the service industry; and difficulties in recruiting people to management positions have been identified as issues facing the community.²⁶

EXISTING ORGANIZATIONS/PLANS

Organization/Plan	Description
<u>Gallup-McKinley County Chamber of Commerce</u>	The Gallup-McKinley County Chamber of Commerce mission is to be the “driving force for positive influence and action in business and leadership for Gallup-McKinley County.”
<u>UNM Gallup Community Education and Workforce Development</u>	UNM Gallup offers on-credit classes, seminars, and workshops through the Community Education program. Designed to meet the needs of the widest possible cross-section of the community, these classes provide opportunities to improve upon or learn new skills in personal, interpersonal, professional, career, and creative areas.
<u>Greater Gallup Industrial Workforce Program</u>	The Greater Gallup Industrial Workforce Program is an employer-led program designed to give Gallup and McKinley County residents the skills they need to succeed at in-demand jobs. Participants complete a 10-week training program that involves classroom and hands-on training before being placed in an internship, pre-apprenticeship programs or long-term job.
<u>New Mexico Workforce Connection</u>	New Mexico Workforce Connection offers job matching services, employment resources, unemployment insurance benefits application and certification services, training provider information, and additional resources for workers and employers.

²⁶ Greater Gallup Economic Development Corporation, *City of Gallup, New Mexico Market Study (2020)*, Pg. 34

GALLUP ECONOMIC DEVELOPMENT PLAN

ACTION ITEMS

1. **Incentivize technical industries to the region:** Consider ways that the City of Gallup can encourage and incentivize technical industries to come to the region, including potential opportunities around renewable energy, electric vehicles, and more. These types of industries bring new and strong workforce opportunities to local residents.
2. **Update City LEDA ordinance to more directly incentivize Gallup area businesses.** Under the Local Economic Development Act (LEDA), the New Mexico Economic Development Department (NMEDD) is granted authority to administer grants to Local Governments to assist expanding or relocating businesses that will stimulate economic development. The City of Gallup should update the LEDA ordinance to incentivize and support current and attract new manufacturing, commercial, or economic base employers to the city.
3. **Review job-market analysis done by Gallup Housing Authority of the Gallup and McKinley County area.** To identify the area’s distinctive attributes and supply-and-demand dynamics, as well as the current state of the workforce, the City of Gallup can review the latest job market analysis of the region. The review can analyze job vacancies, public infrastructure investment, demographics, local university-research commercialization, venture-capital spending, and regulation, and additional factors that impact the overall workforce of the area. The analysis should also be supported by interviews with major employers in the area.
4. **Encourage collaborative training programs within industry sectors.** By engaging in collaborative training programs, employers can share and reduce the cost of training potential employees, and bolster the overall talent base within an industry sector.

TARGET INDUSTRY BENEFITS

Economic Benefits

When job seekers receive training and skill development that employers demand, it results in higher wages and career advancement, and employers have access to a skilled workforce that enables growth and increased productivity. Furthermore, research indicates that regional economic growth is dependent upon human capital (development and attraction) and innovation.²⁷

Quality of Life Benefits

Workforce development and training enables workers to access higher paying jobs, which allows for greater spending power for essential goods and services, and to enjoy better overall standards of living. Higher wages also help to reduce the levels of poverty within a community, and to allow for a greater life expectancy, as poverty has been shown to negatively affect the overall life expectancy of individuals by up to 14 years on average.²⁸ Higher wages also leads to higher tax revenues, which can enables the government to spend more on public services, such as health care and education.

Workforce Benefits

By its nature, workforce development and training benefit the overall workforce by allowing access to better jobs with higher pay and benefits. Additionally, workforce development allows existing workers the ability to advance farther within their individual workplace.

²⁷ Federal Reserve Bank of Cleveland, *Understanding the Disconnect between Economic Development and Workforce Development Systems*, 2019.

²⁸ Chetty R, Stepner M, Abraham S, Lin S, Scuderi B, Turner N, Bergeron A, Cutler D. *The Association Between Income and Life Expectancy in the United States*, 2001-2014. JAMA. 2016. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4866586/#:~:text=The%20gap%20in%20life%20expectancy,life%20expectancy%20increased%20over%20time>.

BUSINESS DEVELOPMENT RESOURCES

New businesses are essential to the continued growth of the Gallup economy. Providing these businesses with resources and technical assistance can help to streamline the process of opening new businesses and increase the likelihood that they will thrive once opened. The following section identifies resources to assist expansion of business start-ups with organizational planning, financing, bookkeeping, operational instruction, and other services within Gallup, as well as identifying incentives for business startups.

TECHNICAL ASSISTANCE PROVIDERS

The following table contains a list of technical assistance providers in Gallup and McKinley County.

Organization	Description
<u>Gallup Small Business Development Center</u>	The Gallup SBDC provides potential or existing businesses with one-on-one business counseling at no cost, start-up advice for the new business, developing a business plan, and free or low-cost workshops.
<u>Greater Gallup Economic Development Corporation (GGEDC)</u>	Greater Gallup Economic Development Corporation (GGEDC) is a 501(c)(3) nonprofit organization established in 2012, with a mission to drive economic growth through building on local assets and strategic partnering to target attraction and recruitment of business and industrial employers that provide economic-base jobs in the Gallup-McKinley County area.
<u>GGEDC Industrial Workforce Program</u>	The Greater Gallup Industrial Workforce Program is an employer-led program designed to give Gallup and McKinley County residents the skills they need to succeed at in-demand jobs. Participants complete a 10-week training program that involves classroom and hands-on training before being placed in an internship, pre-apprenticeship programs or long-term job.
<u>Gallup-McKinley County Chamber of Commerce</u>	The Gallup McKinley County Chamber of Commerce strives to be the driving force for positive influence and action for business and leadership. The chamber’s success and goals are achieved by building on commerce, collaboration, and community.
<u>American Indian Chamber of Commerce</u>	AICCNM continually promotes the development of a healthy, self-sufficient American Indian Economy, both on and off the reservation. The AICC’s mission is to help Native/Minority People achieve successful economic development initiatives while incorporating, strengthening and building upon Tribal/Small Business Values. The AICCNM’s long-term strategic framework prioritizes the following five service areas to meet the needs of member businesses: Business Development, Research and Policy, Education, Workforce Development, and Capacity Building

GALLUP ECONOMIC DEVELOPMENT PLAN

Organization	Description
<u>Gallup Business Improvement District</u>	Approved in 2009 by the Gallup City Council, the Business Improvement District is intended to promote and restore economic vitality to the central core of the downtown Gallup business area and enhance commercial development which benefits the health, safety, and welfare of the citizens of Gallup.
<u>Gallup Mainstreet Arts & Cultural District</u>	Gallup Mainstreet Arts & Cultural District is a non-profit organization centered around asset-based economic development, advancing ways to use current and historical strengths of the district to bolster the vitality of the downtown economy and community. Along with acquiring funding for major downtown infrastructure improvements, the organization also provides programs and training for entrepreneurs.

GGEDC BUSINESS INCENTIVES DIRECTORY

The Greater Gallup Economic Development Corporation provides a directory which details incentives intended to assist in the recruitment and opening of new businesses in Gallup. These include various types of incentives, such as industrial revenue bonds, tax increment development districts, local revolving loan funds, local tax credits, and more. In addition to listing these incentives, there is also information provided regarding eligibility, verification, and investment protection and recouperation. A link to the directory is provided below.

GGEDC Incentives Directory: <https://www.gallupedc.com/resources/incentives-directory>

PARTNER OUTREACH AND PROJECT TEAM

The City of Gallup has many partners, with many great programs, and many great ideas. So, as part of the development of the EDP, various City departments as well as local and regional partners were invited to provide input. This involved phone calls, review of associated plans, and an opportunity to provide input on the draft EDP. Partners engaged are noted in the table below:

Partner	Partner Position	Partner Organization
Maryann Ustick	City Manager	City of Gallup
Jon (JM) DeYoung	Assistant City Manager/Risk Mgmt.	City of Gallup
Everett Homer	Acting Tourism & Marketing Manager	City of Gallup – Tourism & Marketing
Patty Lundstrom	Executive Director	Greater Gallup Economic Development Corp. (GGEDC)

GALLUP ECONOMIC DEVELOPMENT PLAN

Bruce Armstrong	Economic Development Manager	Greater Gallup Economic Development Corp. (GGEDC)
Brandon Howe	Associate Planner	Northwest NM Council of Governments (COG)
Evan Williams	Executive Director	Northwest NM Council of Governments (COG)
Michael Sage	Economic Program Manager	Northwest NM Council of Governments (COG)
Francis Bee	Executive Director	Gallup BID
Michael Bulloch	Executive Director	Gallup Main Street
Lorraine Ruggles		NM Economic Development Department
Jennifer Lazarz	Citizen; no longer employed with the City	
CB Strain*	Planning & Development Director	City of Gallup – Planning & Development
Nikki Lee*	Planning Manager	City of Gallup – Planning & Development

*Key City staff involved in the EDP

Comments from the partners were received via email and phone calls. They have been integrated into the EDP as requested, with the aim of building a stronger network of support around the implementation of action items for the economic future of the Gallup region.

RECOMMENDATIONS AND ACTION ITEMS

Gallup is a community uniquely situated to act as the primary economic hub of northwestern New Mexico. By bolstering industry sectors that are complementary to one-another, the EDP is designed to support the City of Gallup in creating an economic environment that is both resilient and sustainable. The goal is to foster an economy which can simultaneously support existing residents, while attracting new residents, outside professionals, and visitors to the area.

Clear Action Items are essential to the development of tangible goals and the implementation needed for strengthening the Gallup economy. The following matrix summarizes the Action Items identified within the Gallup EDP, along with an estimated timeline of implementation for planning purposes. Timeline references are broken up into 5-year increments: Near-term at 1-5 years, Mid-term at 5-10 years, and Long-term at 10+ years. Noted specifically under the Industry Target for Housing, there is an Action Item around the development of a new City department focused on housing. This is a lofty Action Item with a Mid-term timeline which does not preclude the other housing-related Action Items from beginning sooner with various leadership, as appropriate.

Ideally, this matrix would have additional references to the Responsible Party; however, this element of implementation will require further coordination and potentially new staff and/or new responsibilities. The assumption at this time is that all Action Items would need to be led by City staff with coordination and support from the Partner Organizations engaged in the EDP development. This also limits the ability

GALLUP ECONOMIC DEVELOPMENT PLAN

to identify priorities, all Action Items have been deemed valuable when chosen to be included in the EDP, so priority for implementation can be determined based on staff skills, capacity, and timeline noted below. The timeline informs priorities as the near-term items are either low-hanging fruit or a critical element to be addressed.

Recommendation/Action Item	Timeline
Industry Target 1: Arts and Culture	
1.1 Advance artist workspace development	Near-term
1.2 Promote the film industry within Gallup	Mid-term to Long-term
1.3 Partner with GallupArts	Near-term
1.4 Support Gallup Mainstreet projects.	Near-term
Industry Target 2: Retail Trade	
2.1 Encourage a variety of shopping choices	Near-term to Mid-term
2.2 Develop the cannabis sector	Near-term to Mid-term
2.3 Implement <i>Gallup Metropolitan Redevelopment Area Plan</i>	Near-term to Mid-term
2.4 Target the businesses identified in the <i>City of Gallup, New Mexico Market Study</i>	Near-term to Long-term
Industry Target 3: Healthcare	
3.1 Support Navajo Nation in replacement of Indian Health Service facilities	Near-term
3.2 Recruit additional specialized medical services	Near-term
3.3 Expand alcohol and substance abuse treatment centers	Near-term to Mid-term
3.4 Support regional efforts for private and public healthcare options	Mid-term
Industry Target 4: Tourism	
4.1 Coordinate with the Navajo Nation and Zuni Pueblo in joint tourism	Near-term to Mid-term
4.2 Expand group travel promotion and recruitment	Near-term to Mid-term
4.3 Promote cycling within the city	Near-term
4.4 Explore carshare and bikeshare opportunities	Mid-term
4.5 Expand placemaking and wayfinding improvements	Mid-term
4.6 Execute collaborative Route 66 beautification and celebration	Mid-term
4.7 Promote the film industry within Gallup	Mid-term to Long-term
4.8 Evaluate local grant programs	Near-term to Mid-term

GALLUP ECONOMIC DEVELOPMENT PLAN

Recommendation/Action Item	Timeline
4.9 Partner with the NM Tourism Department	Near-term to Mid-term
4.10 Increase outdoor recreation promotion	Near-term to Mid-term
4.11 Expand conservation efforts	Mid-term
4.12 Create public private partnerships	Mid-term
Industry Target 5: Housing	
5.1 Rehabilitate homes and develop vacant lots	Mid-term
5.2 Remove barriers to new housing construction	Mid-term
5.3 Maximize coordination of local entities and resources	Near-term
5.4 Increase homeownership opportunities	Mid-term
5.5 Implement code and policy recommendations in the <i>City of Gallup Comprehensive Housing Market Analysis Plan</i>	Near-term to Mid-term
5.6 Identify funding sources for housing programs/strategies and Subsidies	Near-term to Mid-term
5.7 Implement development programs/strategies to support renters	Near-term to Mid-term
5.8 Implement development programs/strategies to support buyers	Near-term to Mid-term
5.9 Implement development programs/strategies to support continued ownership	Near-term to Mid-term
5.10 Increase the housing supply to be utilized by professionals	Near-term to Mid-term
5.11 Build Partnerships	Near-term
5.12 Improve process to work with developers	Mid-term
Industry Target 6: Workforce Development and Training	
6.1 Incentivize technical industries to the region	Near-term to Long-term
6.2 Update City LEDA ordinance to incentivize Gallup area businesses	Near-term
6.3 Review job-market analysis done by Gallup Housing Authority	Near-term to Mid-term
6.4 Encourage collaborative training programs within industry sectors	Near-term to Mid-term