



Setting The Stage – Major City Goals Update

2025-27 Financial Plan

As Council develops its Major City Goals for the next financial plan, staff presents progress against the current financial plan’s goals for consideration. Much of the information included in this report has been reported to Council in prior quarterly budget reports.

Economic Resiliency, Cultural Vitality, and Fiscal Sustainability



ER,CV & FS	
	98%
	3%
	0%

“In collaboration with local partners, implement initiatives that reinforce a thriving and sustainable local economy, support a diverse, inclusive, and vibrant community, preserve arts and culture, and ensure fiscally responsible and sustainable city operations.”

Through September 30, 2024, 39 of 40 of tasks were completed or are on track and one task was delayed.

Diversity, Equity, and Inclusion (DEI)






DEI	
	100%
	0%
	0%

“Further our commitment to making San Luis Obispo a welcoming and inclusive city for all by continuing to incorporate diversity, equity, and inclusion into all programs and policies and advancing the recommendations of the DEI Task Force.”

Through September 30, 2024, 32 of 32 tasks were completed or are on track.

Housing and Homelessness






HH	
	94%
	6%
	0%

“Support the expansion of housing options for all, and continue to facilitate the production of housing, including the necessary supporting infrastructure, with an emphasis on affordable and workforce housing as well as accessibly connected development. Collaborate with local non-profit partners, non-governmental agencies, the county, the state, and federal governments to advocate for increased funding and implementation of comprehensive and effective strategies to prevent and reduce homelessness.”

Through September 30, 2024, 16 of 17 tasks were completed or are on track and one was delayed.

Climate Action, Open Space & Sustainable Transportation



CA, OS, ST	
	86%
	12%
	2%

“Proactively address the climate crisis and increase resiliency through the implementation of the Climate Action Plan. Use resources to reduce greenhouse gas emissions and reach carbon neutrality by 2035, with a focus on the preservation and enhancement of convenient and equitable alternative and sustainable transportation, the preservation of open space, and equitable access to parks and open space.”

Through September 30, 2024, 49 of 57 tasks were completed or are on track. Seven tasks were delayed and one additional task was delayed without an identified solution, 4.3f “Active Transportation Plan (ATP) Tier 1 Network – Railroad Safety Trail (Orcutt to Tiburon) Connection: Initiate design and environmental review for a project that will complete the gap in the Railroad Safety Trail in the Orcutt Area between Tiburon Dr. And Orcutt Rd., including replacement of the narrow culvert on Bullock Lane and pedestrian/bicycle safety improvements at the Orcutt Road / Union Pacific Railroad Crossing”.

Task 4.3f was delayed due to ongoing negotiations with the railroad operator and developers of adjacent properties. While negotiations continue, funding was reallocated with the FY 2024-25 Supplemental Budget to projects ready to move forward immediately. For further discussion, please see the August 20th, 2024 Council Agenda Report to approve the Final Map for the adjacent property here:

<https://opengov.slocity.org/WebLink/DocView.aspx?id=198657&dbid=0&repo=CityClerk>

MCG	Strategy	Strategic Approach #	Task/ Action	Responsible Department(s)	Original Completion Date	Updated Completion Date	Status
		1.1	1.1 For All Members of the Community				
ER,CV & FS	Sustainable, Diverse, and Inclusive Economic Development	1.1	a. Implement the relevant actions in the updated Economic Development Strategic Plan (EDSP) focusing on those relevant to Economic Resiliency, Cultural Vitality and Fiscal Sustainability.	ADM (ED&T)	Ongoing	Ongoing	●
ER,CV & FS	Sustainable, Diverse, and Inclusive Economic Development	1.1	b. Continue to partner with the Office of Sustainability to implement the economic development related actions in the Climate Action Plan (CAP) as well as the sustainability related actions in the updated Economic Development Strategic Plan (EDSP)	ADM (ED&T/Sustainability)	Ongoing	Ongoing	●
ER,CV & FS	Sustainable, Diverse, and Inclusive Economic Development	1.1	c. Continue to partner with the Office of Diversity, Equity and Inclusion (DEI) to implement the economic development related actions in the DEI major City goal and planned DEI strategic framework as well as the DEI related actions in the updated Economic Development Strategic Plan (EDSP)	ADM (ED&T/DEI)	Ongoing	Ongoing	●
ER,CV & FS	Sustainable, Diverse, and Inclusive Economic Development	1.1	d. Continue to monitor local labor participation in major City projects and adjust the City's efforts as needed to ensure local labor participation through the use of Community Workforce Agreements and other similar tools. Work to finalize CWA for Prado Overpass and Public Safety Center.	PW/Util	Ongoing	Ongoing	●
ER,CV & FS	Sustainable, Diverse, and Inclusive Economic Development	1.1	e. Continue to update the employment scorecard and the economic activity scorecard.	ADM (ED&T)/CDD/PW/FIN	Ongoing	Ongoing	●
		1.2	1.2 Business Support				
ER,CV & FS	Business Support	1.2	a. Continue activations, promotions and programs like "Buy Local Bonus", "Eat Local Bonus" and "Shop local" to build economic resiliency through out the City and including downtown.	ADM (ED&T)	Ongoing	Ongoing	●
ER,CV & FS	Business Support	1.2	b. Continue to work with partners at the Chamber, REACH, Cal Poly, Downtown SLO, SCORE and others to support the business community through retention, creation, attraction, education and communication efforts.	ADM (ED&T)	Ongoing	Ongoing	●

MCG	Strategy	Strategic Approach #	Task/ Action	Responsible Department(s)	Original Completion Date	Updated Completion Date	Status
ER,CV & FS	Business Support	1.2	c. Continue to promote the City to tourists, visitors and locals through the efforts of the TBID and the PCC.	ADM (ED&T)	Ongoing	Ongoing	●
ER,CV & FS	Business Support	1.2	d. Continue to focus on efficiency and transparency in the permitting process through implementation of new tools, performance management reporting, and enhanced customer transparency tools. Report recurring performance measures or permit processing times during General Plan Annual Report.	CDD	Ongoing	Ongoing	●
ER,CV & FS	Business Support	1.2	e. Ensure broad and inclusive engagement in area and specific plans updated by the Community Development Department to represent the needs of local businesses.	ADM (ED&T)/CDD	Ongoing	Ongoing	●
ER,CV & FS	Business Support	1.2	f. Conduct outreach and engagement with property owners and businesses in the Upper Monterey Special Focus Area to confirm scope in pursuing an area plan consistent with Land Use Element Policy 8.2.2.	CDD	FY25 Q4	FY25 Q4	●
ER,CV & FS	Business Support	1.2	g. Continue to support new and expanded private childcare options through the use of grant funding and other programs.	ADM (ED&T)	Ongoing	Ongoing	●
ER,CV & FS	Business Support	1.2	h. Continue to support the childcare options for school age children through the City's own programs and programs in conjunction with other partners.	P&R	Ongoing	Ongoing	●
ER,CV & FS	Business Support	1.2	i. Proactively evaluate and implement after briefing council on opportunities to partner with Cal Poly, San Luis Coastal Unified School District and other major employers for employer supported childcare programs.	P&R	Ongoing	Ongoing	●
ER,CV & FS	Business Support	1.2	j. Represent the interests of the business community during the implementation of the broadband strategic plan.	ADM (ED&T)	Ongoing	Ongoing	●

MCG	Strategy	Strategic Approach #	Task/ Action	Responsible Department(s)	Original Completion Date	Updated Completion Date	Status
		1.3	1.3 Arts & Culture Support				
ER,CV & FS	Downtown Vitality	1.3	a. Continue to partner with Downtown SLO to ensure the promotion, resiliency, growth, and vitality of the Downtown.	ADM (ED&T)	Ongoing	Ongoing	●
ER,CV & FS	Downtown Vitality	1.3	b. Continue to financially and operationally support Downtown SLO during the winter holidays including incentivizing private participation through the matching program.	ADM (ED&T)	Ongoing	Complete	●
ER,CV & FS	Downtown Vitality	1.3	c. Continue to support the Downtown SLO programs like Clean & Safe, the Ambassadors and homelessness support.	ADM (ED&T)	Ongoing	Ongoing	●
ER,CV & FS	Downtown Vitality	1.3	d. Develop a Council report and Study Session on downtown vacancies, the status and possible options to address any issues identified.	ADM (ED&T)	FY24 Q2	Complete	●
ER,CV & FS	Downtown Vitality	1.3	Develop an implementation plan for the recently adopted Access and Parking Management Plan and begin execution of the plan.	PW	Ongoing	Ongoing	●
ER,CV & FS	Downtown Vitality	1.3	f. Begin construction of the Cultural Arts District Parking Structure.	PW	FY24 Q2	Complete	●
ER,CV & FS	Downtown Vitality	1.3	g. Replace the existing Mission Plaza Restrooms in compliance with Mission Plaza Concept Plan and Council Direction.	PW	Ongoing	Ongoing	●
		1.4	1.4 Downtown Vitality				
ER,CV & FS	Support Arts and Culture	1.4	a. Continue to work with our community partners to ensure the Cultural Vitality of the City.	P&R/ADM (NR&S)/ADM (ED&T)	Ongoing	Ongoing	●
ER,CV & FS	Support Arts and Culture	1.4	b. Continue to execute the City's public art master plan.	P&R	Ongoing	Ongoing	●

MCG	Strategy	Strategic Approach #	Task/ Action	Responsible Department(s)	Original Completion Date	Updated Completion Date	Status
ER,CV & FS	Support Arts and Culture	1.4	c. Ensure that the City promotes the various City and privately owned art installations through programs like the public art promotional plan developed by the PCC.	ADM (ED&T)	Ongoing	Ongoing	●
ER,CV & FS	Support Arts and Culture	1.4	d. Continue to financially support the Arts and Cultural Activities of the City through the PCC's GIA program and the additional grant funding via the PCC.	ADM (ED&T)	Ongoing	Ongoing	●
ER,CV & FS	Support Arts and Culture	1.4	e. Continue the citywide banner program.	ADM (ED&T)	Ongoing	Ongoing	●
ER,CV & FS	Support Arts and Culture	1.4	f. Continue to support the preservation of the City's adobes, including work on the La Loma Adobe through a phased approach intended to ensure that the structure is ready for active stabilization efforts by 2025.	ADM (NR&S)	FY25 Q4	FY25 Q4	●
ER,CV & FS	Support Arts and Culture	1.4	g. Initiate implementation of the consultant recommended phased approach to update the City's historic resources inventory.	CDD	FY24 Q2	Complete	●
ER,CV & FS	Support Arts and Culture	1.4	h. Develop a Council Memorandum on the current base level of economic support for Arts and Cultural activities across the various departments in the City.	ADM (ED&T)	FY24 Q2	Complete	●

MCG	Strategy	Strategic Approach #	Task/ Action	Responsible Department(s)	Original Completion Date	Updated Completion Date	Status
		1.5	1.5 Practicing Fiscal Responsibility				
ER,CV & FS	Ensuring Fiscal Responsibility and Sustainable City Operations	1.5	b. Conduct a Study Session on alternative capital project delivery options and determine whether Council wishes to proceed with a Charter Amendment.	PW/Util	Ongoing	Ongoing	●
ER,CV & FS	Ensuring Fiscal Responsibility and Sustainable City Operations	1.5	c. Implement a City fee program update.	CSG	FY24 Q4	Complete	●
ER,CV & FS	Ensuring Fiscal Responsibility and Sustainable City Operations	1.5	Continue to implement and enhance the City's sound financial management practices to support stability of the organization and services provided to the community.	Fin	Ongoing	Ongoing	●
ER,CV & FS	Ensuring Fiscal Responsibility and Sustainable City Operations	1.5	d. Implement a Development impact fee (AB1600) study and update.	CSG	FY24 Q3	FY26 Q2	●
ER,CV & FS	Ensuring Fiscal Responsibility and Sustainable City Operations	1.5	e. Monitor Public Banking advances and alert the City Council to major changes.	Fin	Ongoing	Ongoing	●
ER,CV & FS	Ensuring Fiscal Responsibility and Sustainable City Operations	1.5	f. Continue to support and prioritize employee development and growth through investing in resources to train, develop, and onboard new and transitioning employees.	HR/All	Ongoing	Ongoing	●
ER,CV & FS	Ensuring Fiscal Responsibility and Sustainable City Operations	1.5	g. Continue to support employees in managing their workloads by reviewing and prioritizing work efforts, goals, and balancing trade-offs for a new workload.	HR/All	Ongoing	Ongoing	●
ER,CV & FS	Ensuring Fiscal Responsibility and Sustainable City Operations	1.5	h. Continue to evaluate and adjust internal meetings to create more effective meeting practices.	HR/All	Ongoing	Ongoing	●
ER,CV & FS	Ensuring Fiscal Responsibility and Sustainable City Operations	1.5	i. Continue promoting cross-department communication and collaboration amongst employees.	HR/All	Ongoing	Ongoing	●
ER,CV & FS	Ensuring Fiscal Responsibility and Sustainable City Operations	1.5	j. Continue to evaluate and enhance the training and usability of Oracle Cloud, the City's Enterprise Resource Planning/Human Capital Management software.	IT/Fin/HR	Ongoing	Ongoing	●

MCG	Strategy	Strategic Approach #	Task/ Action	Responsible Department(s)	Original Completion Date	Updated Completion Date	Status
		2.1	2.1 Establish Office of DEI				
DEI	Operationalize Office of DEI	2.1	a. Based on the completion of the DEI Strategic Plan, determine the ongoing support structure needed in the Office of DEI to optimally deliver organizational and community programs and services.	Admin-DEI	Ongoing	Ongoing	●
DEI	Operationalize Office of DEI	2.1	b. Work with Cal Poly and Cuesta to host interns.	Admin-DEI	Ongoing	Ongoing	●
DEI	Operationalize Office of DEI	2.1	c. Further develop purpose, role, activities, and enhance impact of DEI Employee Committee, including equal standing and priority to tasks and responsibilities assigned to the members (e.g. ERGs, newsletters, cultural celebrations, trainings, internal communication, public web pages, etc.).	Admin-DEI	Ongoing	Complete	●
DEI	Operationalize Office of DEI	2.1	d. Continue to support and act as the staff liaison to the Human Relations Commission (HRC).	Admin/DEI	Ongoing	Complete	●
DEI	Operationalize Office of DEI	2.1	e. Continue to provide grant support to the HRC for DEI High Impact Grants, Community Development Block Grants and Human Services Grants and complete necessary follow up and reporting with grant recipients.	Admin-DEI	Ongoing	Complete	●
		2.2	2.2 Develop & Implement DEI Strategic Plan				
DEI	Develop & Implement DEI Strategic Plan	2.2	a. Complete a DEI Strategic Plan for comprehensive DEI initiatives and programming for the organization and community based on needs, priorities, and resource assessments.	Admin-DEI	FY24 Q3	Complete	●
DEI	Develop & Implement DEI Strategic Plan	2.2	b. Implementation of prioritized programs as outlined in the DEI Strategic Plan within available resources.	Admin-DEI	Ongoing	Ongoing	●
		2.3	2.3 Workforce Recruitment & Retention				
DEI	Foster and Promote Equitable Recruiting, Hiring, Retention, and Promotion Practices	2.3	a. Continue to enhance job descriptions and recruiting materials such as materials in Spanish or in different formats to easy access.	HR	Ongoing	Ongoing	●
DEI	Foster and Promote Equitable Recruiting, Hiring, Retention, and Promotion Practices	2.3	b. Assess and develop enhancements processes such as implementing DEI-focused screening and interviewing trainings to personnel and interview panels.	HR	Ongoing	FY25 Q4	●




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DEI	Foster and Promote Equitable Recruiting, Hiring, Retention, and Promotion Practices	2.3	c. Create and rollout DEI-focused trainings for employees.	HR	Ongoing	FY25 Q4	●
DEI	Foster and Promote Equitable Recruiting, Hiring, Retention, and Promotion Practices	2.3	d. Examine policies and programs to support primary caretakers.	HR	Ongoing	Ongoing	●
DEI	Foster and Promote Equitable Recruiting, Hiring, Retention, and Promotion Practices	2.3	e. Continue communicating childcare options and resources for City employees; additional to First 5 findings. Explore flex schedules, job share, remote options, etc.	HR	Ongoing	FY25 Q4	●
		2.4	2.4 Inclusive & Equitable Workplace				
DEI	Enhance Inclusive & Equitable Workplace Environment	2.4	a. Develop and adopt a DEI statement for the organization.	Admin-DEI	FY24 Q1	Complete	●
DEI	Enhance Inclusive & Equitable Workplace Environment	2.4	b. Develop and implement a DEI module in new hire onboarding process.	HR	Ongoing	FY25 Q4	●
DEI	Enhance Inclusive & Equitable Workplace Environment	2.4	c. Provide DEI-related training for all staff of all levels (Council, Commission, Advisory Board, Directors, Managers, Staff, etc.).	Admin-DEI/HR	Ongoing	Ongoing	●
DEI	Enhance Inclusive & Equitable Workplace Environment	2.4	d. Complete a planning study for gender-inclusive restroom and sleeping facilities for Fire Stations 3 & 4. Process with design work pending results of study.	Public Works/Fire	Ongoing	Ongoing	●
		2.5	2.5 Community-based Policing & Restorative Practices				
DEI	Community-based Policing & Restorative Practices	2.5	a. Promote DEI best practices in Police Department (PD) recruiting and hiring efforts.	Admin-DEI/PD/HR	Ongoing	Ongoing	●
DEI	Community-based Policing & Restorative Practices	2.5	b. Work in partnership with Facilities and PD to ensure new public safety building design is equitable and inclusive for the community and all department employees.	Admin/PD/Public Works	Ongoing	Ongoing	●
DEI	Community-based Policing & Restorative Practices	2.5	c. Continue to work with community partners (PAC and Roundtable) to give the community a voice in policing and that 21st Century Policing Recommendations are implemented where possible.	PD	Ongoing	Ongoing	●

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DEI	Community-based Policing & Restorative Practices	2.5	d. Use Community partnerships to help build a 5-year strategic plan to create transparency and legitimacy.	PD	Ongoing	Complete	●
		2.6	2.6 Cal Poly & Cuesta Partnerships				
DEI	Enhance and Expand Cal Poly & Cuesta College Partnerships and Educational Opportunities	2.6	a. Establish bimonthly collaborative and informative meetings with Cal Poly Office of University Diversity & Inclusion and Cuesta College Office of Student Equity & Special Programs to further explore partnerships around education and training.	Admin-DEI	Ongoing	Ongoing	●
DEI	Enhance and Expand Cal Poly & Cuesta College Partnerships and Educational Opportunities	2.6	b. Utilize the Assistant VP for Strategic Planning and Network at Cal Poly OUDI to research best practices, grants for internships, programs, outreach, innovative practices, etc.	Admin-DEI	Ongoing	Ongoing	●
DEI	Enhance and Expand Cal Poly & Cuesta College Partnerships and Educational Opportunities	2.6	c. Host City/Cal Poly quarterly roundtable (City & Cal Poly leadership, DEI Employee Committee, HRC, Cal Poly students, DEI Leaders, Cuesta College, etc.) regarding community/student experience, relationship-building and partnership programs.	Admin-DEI	Ongoing	Ongoing	●
DEI	Enhance and Expand Cal Poly & Cuesta College Partnerships and Educational Opportunities	2.6	d. Explore and develop shared multicultural programming, activities, and events with Cal Poly, Cuesta College, and Non-profit partners through a pilot and/or pop up multicultural center experience.	Admin-DEI	Ongoing	Complete	●
DEI	Enhance and Expand Cal Poly & Cuesta College Partnerships and Educational Opportunities	2.6	e. Contract to develop a feasibility study for a multicultural center.	Admin-DEI	Ongoing	Complete	●
		2.7	2.7 Access, Inclusion, Support for Underrepresented Communities				
DEI	Strengthen Public Access and Engagement through Transformational Strategies	2.7	a. Support the development and implementation of the Broadband Strategic Plan to ensure access is equitable and pursue funding to fill gaps.	Admin-DEI/IT	Ongoing	Ongoing	●

MCG	Strategy	Strategic Approach #	Task/ Action	Responsible Department(s)	Original Completion Date	Updated Completion Date	Status
DEI	Strengthen Public Access and Engagement through Transformational Strategies	2.7	b. Continue to provide Community Academy program in even numbered years including application outreach to underserved/underrepresented communities.	Admin-DEI	Ongoing	Complete	●
DEI	Strengthen Public Access and Engagement through Transformational Strategies	2.7	c. Complete training for applicable staff on the City's updated Public Engagement & Noticing (PEN) to ensure diverse participation.	Admin-DEI	Ongoing	Ongoing	●
		2.8	2.8 Community Education & Programming				
DEI	Equity & Inclusion in Budgeting, Planning, Programming & Policymaking	2.8	a. Review and embed DEI language into existing policies and procedures, codes of conduct within facilities, parks, programs, events, and rentals for services provided to the community.	Admin-DEI	Ongoing	Ongoing	●

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DEI	Equity & Inclusion in Budgeting, Planning, Programming & Policymaking	2.8	b. Include DEI Manager Financial Planning Steering Committee meetings.	Admin-DEI	Ongoing	Ongoing	●
DEI	Equity & Inclusion in Budgeting, Planning, Programming & Policymaking	2.8	c. Edit existing and create new policies and procedures that reflect a DEI lens for internal processes to ensure all City Departments support the DEI MCG.	Admin-DEI	Ongoing	Ongoing	●
DEI	Equity & Inclusion in Budgeting, Planning, Programming & Policymaking	2.8	d. Provide financial assistance to qualified families through City funded scholarships for youth related programs such as: before/after-school childcare, spring break & summer camps, swim lessons, and after-school sport programs.	Parks & Rec	Ongoing	Ongoing	●
		3.1	3.1 Implement Housing Element				
HH	Housing Element Implementation	3.1	a. Initiate a missing middle housing program that enables "house-scale" multi-family housing opportunities (duplex, tri-plex, bungalow court, etc.) in neighborhoods where existing infrastructure (e.g. arterial and collector streets) can support additional infill and intensification and promote complete neighborhoods.	CDD; Attorney	FY25 Q4	FY25 Q4	●

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HH	Housing Element Implementation	3.1	b. Initiate an update to the Margarita Area Specific Plan to include more housing options of all types (affordable, multi-family, mixed-use) on undeveloped land, and work with property owners on a plan for the completion of the Prado Road extension to Broad Street.	CDD; PW Transportation	FY25 Q4	Complete	●	
HH	Housing Element Implementation	3.1	c. Initiate an update to the Airport Area Specific Plan to allow mixed-use residential development, where appropriate and consistent with the County Airport Land Use Plan	CDD; Attorney	FY25 Q4	Complete	●	
HH	Housing Element Implementation	3.1	d. Conduct a Study Session with the City Council to identify needs and opportunities across the housing spectrum, including various types of transitional and supportive housing options.	CDD	FY24 Q3	Complete	●	
HH	Housing Element Implementation	3.1	e. Develop a scope of work for possible funding as part of the 2023-25 Financial Plan Supplement to update the City's parking requirements in consideration of best practices that support housing production. Strategies may include lowering parking minimums, establishing parking maximums, reducing parking requirements in areas close to services and transit facilities, and other proven strategies.	CDD; PW Transportation; PW Parking Services	FY24 Q3	Complete	●	
HH	Housing Element Implementation	3.1	f. Implement Below Market Rate Housing best practices including leveraging affordable housing fund revenues, down payment assistance programs, streamlined processing of loan documents, and updated policies and procedures.	CDD; Attorney	FY24 Q4	FY25 Q1	●	
		3.2	3.2 Implement Inclusionary Housing Ordinance					
HH	Homelessness Response Strategic Plan Implementation	3.2	a. Work collaboratively with County and key stakeholders to coordinate regional encampment and street outreach, including an expanded hotel voucher program to ensure a bridge for temporary emergency shelter	CDD; Attorney	FY24 Q4	Complete and ongoing	●	

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HH	Homelessness Response Strategic Plan Implementation	3.2	b. Increase homelessness response communications, resource sharing, and education, including increased public use of Ask SLO app	CDD; Admin	FY24 Q4	Complete and ongoing	
HH	Homelessness Response Strategic Plan Implementation	3.2	c. Expand implementation of digital encampment management tool internally and for potential countywide use or explore using other countywide systems shared with other regional partners.	CDD; PW; P&R; PD; Fire	FY24 Q4	Complete and ongoing	
HH	Homelessness Response Strategic Plan Implementation	3.2	d. Leverage additional funding from other partner agencies for Mobile Crisis Unit (MCU) program, and Community Action Team (CAT) and service expansion; develop sustainable safe parking programs; and pilot additional transitional shelter programs with regional partners	CDD; PD; Fire	FY24 Q4	Complete	






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HH	Homelessness Response Strategic Plan Implementation	3.2	e. Support County and regional partners in pursuing and implementing funding resources as appropriate given the City's role for services, and transitional and permanent supportive housing, including Encampment Resolution Funding and Project Homekey grants	CDD; Admin	FY24 Q4	Complete and ongoing	●
HH	Homelessness Response Strategic Plan Implementation	3.2	f. Continue to develop the City's Safe Housing Outreach and Education Program, including preparation of a Council Memo on options for protecting renters, including homelessness prevention strategies.	Attorney; CDD	FY24 Q4	Complete and ongoing	●
HH	Homelessness Response Strategic Plan Implementation	3.2	g. Monitor and update the two-year Homelessness Response Strategic Plan to align with Countywide Plan to Reduce Homelessness, other regional and state opportunities, and in advance of next City financial plan	CDD	FY25 Q2	Complete	●
		3.3	3.3 Below Market Rate Portfolio Management				
HH	Environmental Clean-up in Creeks and Open Space	3.3	a. Environmental clean-ups in creek and open space areas associated with abandoned personal property and trash. (Funding approved on March 7, 2023)	P&R	FY25 Q4	FY25 Q4	●
HH	Environmental Clean-up in Creeks and Open Space	3.3	b. Environmental clean-ups in City Parks and public spaces associated with abandoned personal property and trash. (Funding approved on March 7, 2023)	PW	FY25 Q4	Ongoing	●

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		3.4	3.4 Financial Management				
HH	Public Safety	3.4	a. Maintain SLOPD bike patrol program as staffing allows	PD	FY25 Q4	Ongoing	●
HH	Public Safety	3.4	b. Implement the new Community Service Officer program over the next fiscal year to ensure effectiveness and improvements in quality of life surrounding homelessness issues in the downtown (funding approved on March 7, 2023)	PD	FY24 Q1	Complete	●
		4.1	4.1 Implement the Climate Action Plan and Lead by Example 2023-25 Work Plans				
CA, OS, ST	Implement the Climate Action Plan and Lead by Example 2023-25 Work Plans	4.1	a. Continue to install electric vehicle chargers and replace fleet vehicles as needed with all-electric alternatives as called for by CAP Lead by Example task 1.1.A .	Public Works	Ongoing	Ongoing	●
CA, OS, ST	Implement the Climate Action Plan and Lead by Example 2023-25 Work Plans	4.1	b. Continue to electrify the bus fleet as called for by CAP Lead by Example task 1.1.A.	Public Works	Ongoing	Ongoing	●
CA, OS, ST	Implement the Climate Action Plan and Lead by Example 2023-25 Work Plans	4.1	c. Complete installation of solar panels at the City's Bus Yard, Fire Station 1, and Sinsheimer Pool as called for by CAP Lead by Example task 1.1.A.	Public Works / Administration	FY25 Q2	FY25 Q2	●
CA, OS, ST	Implement the Climate Action Plan and Lead by Example 2023-25 Work Plans	4.1	e. Apply the "Sustainable SLO" mark to City infrastructure and assets and conduct a general awareness outreach program as funding and staff resources allow, as called for by CAP Lead by Example task 1.1.B.	Administration	Ongoing	Ongoing	●
CA, OS, ST	Implement the Climate Action Plan and Lead by Example 2023-25 Work Plans	4.1	f. Provide ongoing support for Central Coast Community Energy Policy and Operations Board Members, and engage in staff level policy and program development, as called for by CAP Clean Energy task 1.1.A	Administration	Ongoing	Ongoing	●

MCG	Strategy	Strategic Approach #	Task/ Action	Responsible Department(s)	Original Completion Date	Updated Completion Date	Status
CA, OS, ST	Implement the Climate Action Plan and Lead by Example 2023-25 Work Plans	4.1	g. Pursue funding, and if feasible, create the "Green and Healthy Buildings" service to educate the community and connect building owners with resources, federal funding, incentives, financing, contractors, and streamlined permitting as called for by CAP Green Buildings Task 2.1.B, 2.1.C, and 2.1.D, and CASE Program HE-4.7.	Administration / CDD	Ongoing	Ongoing	●
CA, OS, ST	Implement the Climate Action Plan and Lead by Example 2023-25 Work Plans	4.1	h. Continue to monitor impacts to Municipal Code 8.11 (All-Electric New Buildings), and if necessary return to Council with an alternative approach to achieving the City's climate action goals as they relate to new buildings.	Administration / CDD	FY24 Q4	Complete	●
CA, OS, ST	Implement the Climate Action Plan and Lead by Example 2023-25 Work Plans	4.1	i. Conduct a study session, and pending Council direction, develop an equitable framework for cost effective building electrification retrofit policies, with an initial focus on additions and alterations, as called for by CAP Green Buildings Task 2.1.E.	Administration / CDD	Ongoing	Ongoing	●
CA, OS, ST	Implement the Climate Action Plan and Lead by Example 2023-25 Work Plans	4.1	j. Continue SB 1383 implementation by developing an inspection and enforcement program and complying with procurement requirements for organic waste and paper as called for in CAP Circular Economy task 1.1.A and 1.1.B.	Utilities	Ongoing	Ongoing	●
CA, OS, ST	Implement the Climate Action Plan and Lead by Example 2023-25 Work Plans	4.1	k. Continue to support the IWMA on facilitating the City's edible food recovery programs as called for in CAP Circular Economy task 1.1.C, 1.2.A, and 1.3.A.	Utilities	Ongoing	Ongoing	●
CA, OS, ST	Implement the Climate Action Plan and Lead by Example 2023-25 Work Plans	4.1	Sustain, Manage, and Enhance the City's Greenbelt and Make Progress on Planting 10,000 trees by 2035	Public Works / Administration	Ongoing	Ongoing	●

MCG	Strategy	Strategic Approach #	Task/ Action	Responsible Department(s)	Original Completion Date	Updated Completion Date	Status
		4.2	4.2 Sustain, Manage, and Enhance the City's Greenbelt and Make Progress on Planting 10,000 trees by 2035				
CA, OS, ST	Sustain, Manage, and Enhance the City's Greenbelt and Make Progress on Planting 10,000 trees by 2035	4.2	a. Actively implement opportunities to purchase open space lands and permanent land conservation agreements in furtherance of the City's Greenbelt Protection Program as called for by CAP Natural Solutions task 1.1.A.	Administration	Ongoing	Ongoing	●
CA, OS, ST	Sustain, Manage, and Enhance the City's Greenbelt and Make Progress on Planting 10,000 trees by 2036	4.2	b. Complete installation of adopted trail systems at the Irish Hills Natural Reserve and at Mioosi Open Space.	Parks and Recreation	Ongoing	Ongoing	●
CA, OS, ST	Sustain, Manage, and Enhance the City's Greenbelt and Make Progress on Planting 10,000 trees by 2037	4.2	c. Identify and implement trail alignment revisions, if feasible, and other solutions to reduce erosion and wet weather closures and address trail user safety and enjoyment at Reservoir Canyon Natural Reserve.	Parks and Recreation	Ongoing	Ongoing	●
CA, OS, ST	Sustain, Manage, and Enhance the City's Greenbelt and Make Progress on Planting 10,000 trees by 2038	4.2	d. Continue Open Space education activities including the "hikes with experts" series, Junior Ranger Camp, and ongoing public information and programming, with emphasis on equity and equitable access.	Parks and Recreation / Administration	Ongoing	Ongoing	●
CA, OS, ST	Sustain, Manage, and Enhance the City's Greenbelt and Make Progress on Planting 10,000 trees by 2039	4.2	e. Continue implementation by Ranger Service staff of all Open Space maintenance activities including establishing a replacement schedule for Open Space trailhead improvements, as well as replacement or repair of Open Space fencing currently in disrepair, all as set forth in the adopted Open Space Maintenance Plan	Parks and Recreation	Ongoing	Ongoing	●
CA, OS, ST	Sustain, Manage, and Enhance the City's Greenbelt and Make Progress on Planting 10,000 trees by 2040	4.2	f. Continue ongoing Ranger Service patrol of Open Space areas ensuring compliance with the City Open Space regulations, the safety of users, and protection of natural resources values and functions.	Parks and Recreation	Ongoing	Ongoing	●

MCG	Strategy	Strategic Approach #	Task/ Action	Responsible Department(s)	Original Completion Date	Updated Completion Date	Status	
CA, OS, ST	Sustain, Manage, and Enhance the City's Greenbelt and Make Progress on Planting 10,000 trees by 2041	4.2	g. Implement priority projects at Righetti Hill Open Space consistent with the Conservation Plan (if adopted in May 2023).	Parks and Recreation	Ongoing	Ongoing	●	
CA, OS, ST	Sustain, Manage, and Enhance the City's Greenbelt and Make Progress on Planting 10,000 trees by 2042	4.2	h. Continue to work with community groups on tree planting in creeks and open space areas toward the goal of 10,000 trees by the year 2035 as called for in CAP Natural Solutions task 2.1.A.	Administration / Parks and Recreation	Ongoing	Ongoing	●	
CA, OS, ST	Sustain, Manage, and Enhance the City's Greenbelt and Make Progress on Planting 10,000 trees by 2043	4.2	i. Continue to expand climate-informed maintenance practices in the Greenbelt through external funding and partnerships, and conduct ongoing monitoring on carbon sequestration results and other co-benefits for existing and potential future projects, as called for in CAP Natural Solutions task 2.1.B.	Administration	Ongoing	Ongoing	●	
CA, OS, ST	Sustain, Manage, and Enhance the City's Greenbelt and Make Progress on Planting 10,000 trees by 2044	4.2	j. Continue to implement rehabilitation efforts throughout the City's open space network where storm damage has occurred to trails, access roads, and other open space infrastructure.	Parks and Recreation / Administration	Ongoing	Ongoing	●	
CA, OS, ST	Sustain, Manage, and Enhance the City's Greenbelt and Make Progress on Planting 10,000 trees by 2045	4.2	k. Continue partnership with City Farm SLO to install site security and access measures and to implement California Farmland Conservancy Program grant scope of work.	Administration / Parks and Recreation	Ongoing	Ongoing	●	
		4.3	4.3 Preserve and Enhance Convenient and Equitable Alternative and Sustainable Transportation Options					
CA, OS, ST	Preserve and Enhance Convenient and Equitable Alternative and Sustainable Transportation Options	4.3	a. Active Transportation Plan (ATP) Tier 1 Network - Higuera Complete Street Project: Complete final design and construction of active transportation and safety improvements along Higuera Street corridor from Marsh St. to Los Osos Valley Rd.	Public Works	FY25 Q3	FY26 Q4	●	


MCG	Strategy	Strategic Approach #	Task/ Action	Responsible Department(s)	Original Completion Date	Updated Completion Date	Status
CA, OS, ST	Preserve and Enhance Convenient and Equitable Alternative and Sustainable Transportation Options	4.3	b. Active Transportation Plan (ATP) Tier 1 Network - South/King Crossing: Complete design and construction of a new protected bicycle/pedestrian crossing at the intersection of South St. & King St., improving access to Meadow Park, Hawthorne Elementary, and existing active transportation routes.	Public Works	FY25 Q3	FY26 Q2	
CA, OS, ST	Preserve and Enhance Convenient and Equitable Alternative and Sustainable Transportation Options	4.3	c. Active Transportation Plan (ATP) Tier 1 Network - Foothill Complete Street Project: Continue design of active transportation and safety improvements along the Foothill Blvd. corridor between the western city limits and California Blvd., with goal to have shovel-ready project for construction in FY2025-27.	Public Works	FY25 Q1	FY25 Q4	
CA, OS, ST	Preserve and Enhance Convenient and Equitable Alternative and Sustainable Transportation Options	4.3	d. Active Transportation Plan (ATP) Tier 1 Network - California/Taft Roundabout: Complete final design and right-of-way acquisition for new roundabout at the California Blvd. & Taft St. intersection, with goal to have shovel-ready project for construction in FY2025-27.	Public Works	FY25 Q4	FY25 Q4	
CA, OS, ST	Preserve and Enhance Convenient and Equitable Alternative and Sustainable Transportation Options	4.3	e. Active Transportation Plan (ATP) Tier 1 Network - Paving Project Complete Street Elements: Implement complete street and safety improvements as part of 2023 and 2024 summer paving projects as guided by the Active Transportation Plan and Traffic Safety/Vision Zero reports.	Public Works	Ongoing	Ongoing	
CA, OS, ST	Preserve and Enhance Convenient and Equitable Alternative and Sustainable Transportation Options	4.3	f. Active Transportation Plan (ATP) Tier 1 Network - Railroad Safety Trail (Orcutt to Tiburon) Connection: Initiate design and environmental review for a project that will complete the gap in the Railroad Safety Trail in the Orcutt Area between Tiburon Dr. and Orcutt Rd., including replacement of the narrow culvert on Bullock Lane and pedestrian/bicycle safety improvements at the Orcutt Road/Union Pacific Railroad Crossing.	Public Works	FY25 Q4	Deferred	

MCG	Strategy	Strategic Approach #	Task/ Action	Responsible Department(s)	Original Completion Date	Updated Completion Date	Status
CA, OS, ST	Preserve and Enhance Convenient and Equitable Alternative and Sustainable Transportation Options	4.3	g. Active Transportation Plan (ATP) Tier 1 Network - Foothill/California Railroad Crossing Improvements: Complete design and initiate construction of federally-funded pedestrian safety improvements at railroad crossing.	Public Works	FY25 Q4	FY25 Q4	●
CA, OS, ST	Preserve and Enhance Convenient and Equitable Alternative and Sustainable Transportation Options	4.3	h. Active Transportation Plan (ATP) Tier 1 Network - Prado Creek Bridge Replacement: Complete design of new bridge, including sidewalks, protected bike lanes, and additional vehicular lanes to accommodate existing and future traffic demand. Includes reconstruction of S. Higuera/Prado intersection with additional capacity and protected intersection features to improve safety for pedestrians and cyclists.	Public Works	Ongoing	Ongoing	●
CA, OS, ST	Preserve and Enhance Convenient and Equitable Alternative and Sustainable Transportation Options	4.3	i. Active Transportation Plan (ATP) Tier 1 Network - Prado/US 101 Interchange: Complete project approval and environmental document phase of project, and initiate design phase for new interchange, which includes extension of Prado Road over US 101 to Froom Ranch Way, with new northbound on/off-ramps, four auto lanes, center median/left turn lanes, sidewalks and protected bike lanes. Includes realignment of Elks Lane and signalization of the Prado/Elks intersection.	Public Works	Ongoing	Ongoing	●
CA, OS, ST	Preserve and Enhance Convenient and Equitable Alternative and Sustainable Transportation Options	4.3	j. Vision Zero Implementation - Update annual Traffic Safety Report to evolve into a 5-Year Vision Zero Action Plan and continue ongoing implementation of traffic safety projects and programs, focusing efforts on the City's high crash/injury network.	Public Works	Ongoing	Ongoing	●

MCG	Strategy	Strategic Approach #	Task/ Action	Responsible Department(s)	Original Completion Date	Updated Completion Date	Status
CA, OS, ST	Preserve and Enhance Convenient and Equitable Alternative and Sustainable Transportation Options	4.3	k. Transit Innovation Study Implementation: Begin planning implementation of strategies recommended in Final Transit Innovation Study, including incorporation of near-term strategies as part of planned SLO Transit/RTA Short Range Transit Plan update, as called for in CAP Connected Community Task 4.2.A and in the APMP Strategies 1.C.	Public Works / Administration	Ongoing	Ongoing	●
CA, OS, ST	Preserve and Enhance Convenient and Equitable Alternative and Sustainable Transportation Options	4.3	l. Reassess the viability of launching a citywide bikeshare system, with ongoing coordination with Cal Poly as called for in CAP Connected Communities Task 2.2.A and the APMP strategy 1.B.1. Solicit potential bikeshare system operators if staffing resources allow and this can be done without diverting resources from delivering priority active transportation infrastructure projects.	Administration	FY25 Q4	FY25 Q4	●
CA, OS, ST	Preserve and Enhance Convenient and Equitable Alternative and Sustainable Transportation Options	4.3	m. Public EV Chargers - Enable public EV charger deployment on City property, support EV charger installation on private property, and deploy EV chargers in low-income areas of the City as called for in CAP Connected Community Tasks 6.1.A, 6.1.B, and 6.1.D.	Administration	Ongoing	Ongoing	●
		4.4	4.4 Increase Community Resilience				
CA, OS, ST	Increase Community Resilience	4.4	a. In coordination with Zone 9, convene a working group to assess the current creek flow monitoring system and provide recommendations for enhancements, as called for in CASE program FL-3.13.	CDD / Utilities / Admin / PW / Fire	Ongoing	Ongoing	●
CA, OS, ST	Increase Community Resilience	4.4	b. Conduct a study session to consider options for funding stormwater and / or creek maintenance and flood preparedness in support of CASE programs 3.9, 3.10, 3.11, 3.12, 3.13, and 3.14.	Utilities / Public Works / Administration	FY25 Q4	FY25 Q4	●

MCG	Strategy	Strategic Approach #	Task/ Action	Responsible Department(s)	Original Completion Date	Updated Completion Date	Status
CA, OS, ST	Increase Community Resilience	4.4	d. Evaluate opportunities to integrate climate considerations in the City's Engineering Standards and Specifications as called for in CASE program MH-1.6.	Public Works	Ongoing	Ongoing	●
CA, OS, ST	Increase Community Resilience	4.4	e. Provide post-disaster recovery resources and emergency preparedness education to vulnerable community members as called for in CASE program MH-1.10.	Fire / Community Development	Ongoing	Ongoing	●
CA, OS, ST	Increase Community Resilience	4.4	f. Initiate the development of Wildland-Urban-Interface Defensible Space and Home Hardening Program as called for in CASE program FI-5.15.	Fire	FY24 Q4	FY26 Q4	●
CA, OS, ST	Increase Community Resilience	4.4	g. Monitor funding sources and if feasible pursue a Climate Resilience Hub planning grant with community partners, as called for in CASE program MH-1.8.	Administration	Ongoing	Ongoing	●
CA, OS, ST	Increase Community Resilience	4.4	h. In partnership with Zone 9, seek funding to initiate the Waterway Management Plan update to incorporate climate-informed flood risk as called for in CASE program FL-3.7. Initial work in this Financial Plan period is envisioned to include identifying and securing funding, developing a project scope, and drafting a request for proposals.	Administration	FY25 Q4	FY25 Q4	●
CA, OS, ST	Increase Community Resilience	4.4	i. Develop an Urban Creeks Vegetation Management Plan as called for in CASE program FL-3.10.	Fire / Administration	Ongoing	Ongoing	●
CA, OS, ST	Increase Community Resilience	4.4	j. Incorporate Traditional Ecological Knowledge into open space management decisions as called for in CASE program OP-7.2.	Administration	Ongoing	Ongoing	●
CA, OS, ST	Increase Community Resilience	4.4	k. Implement the Mid-Higuera Bypass Project.	Public Works / Administration	Ongoing	FY25 Q3	●
CA, OS, ST	Increase Community Resilience	4.4	l. Implement the Laguna Lake Dredging and Sediment Management Project.	Public Works / Administration	Ongoing	Deferred	●
CA, OS, ST	Increase Community Resilience	4.4	m. Implement Silt Removal Projects from Priority Creek Locations.	Administration / Public Works	Ongoing	Ongoing	●

MCG	Strategy	Strategic Approach #	Task/ Action	Responsible Department(s)	Original Completion Date	Updated Completion Date	Status
CA, OS, ST	Increase Community Resilience	4.4	n Implement existing Community Wildfire Protection Plan and initiate focused update in 2024.	Fire	Ongoing	FY25 Q4	●
		4.5	4.5 Continue to Build City and Community Capacity for Transformational Climate Action				
CA, OS, ST	Continue to Build City and Community Capacity for Transformational Climate Action	4.5	a. Participate in the Cal Poly Climate Corps Fellowship program to build staff capacity as called for in the CAP.	Administration / CDD / Public Works / Utilities	Ongoing	Ongoing	●
CA, OS, ST	Continue to Build City and Community Capacity for Transformational Climate Action	4.5	b. Manage the Green Team to Support Lead by Example, Climate Adaptation and Safety Element of General Plan, and Climate Action Plan implementation, as called for in CASE program MH-1.11 and OP-7.9.	Administration	Ongoing	Ongoing	●
CA, OS, ST	Continue to Build City and Community Capacity for Transformational Climate Action	4.5	c. Continue to support and empower community collaboration for climate action, including support for the Climate Coalition and the San Luis Obispo Climate Justice Collaborative, as called for in CAP task 3.1.A.	Administration	Ongoing	Ongoing	●
CA, OS, ST	Continue to Build City and Community Capacity for Transformational Climate Action	4.5	d. Support regional efforts to develop the workforce required to implement the Climate Action Plan as called for in CAP task 2.2.A.	Administration	Ongoing	Ongoing	●
CA, OS, ST	Continue to Build City and Community Capacity for Transformational Climate Action	4.5	e. Initiate update to the Lead by Example plan to inform the 2025-27 Financial Plan as called for by CAP Lead by Example task 1.1.A and Lead by Example Plan Administrative Action 1	Administration	Ongoing	Ongoing	●
CA, OS, ST	Continue to Build City and Community Capacity for Transformational Climate Action	4.5	f. Conduct GHG Emissions Inventory and Biennial CAP and Lead by Example Progress Reports as called for in CAP Administrative Action 2 and Lead by Example Plan Administrative Action 2.	Administration	FY24 Q3	Complete	●
CA, OS, ST	Continue to Build City and Community Capacity for Transformational Climate Action	4.5	g. Continue to integrate climate action and resilience into the 2025-27 Financial Plan development process consistent with Budget Policy A.6 and as called for by CAP Lead by Example task 1.1. and CASE Program MH-1.5.	Administration	Ongoing	Ongoing	●

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CA, OS, ST	Continue to Build City and Community Capacity for Transformational Climate Action	4.5	h. As authorized by City Council (December 13, 2022) and as called for in CAP Administrative Action 6, pursue grant and other external funding sources opportunistically and strategically.	Administration	Ongoing	Ongoing	
CA, OS, ST	Continue to Build City and Community Capacity for Transformational Climate Action	4.5	i. Complete steps and present recommendations and options to maximize the reuse of wastewater per the "Road Map" presented to the City Council.	Utilities	Ongoing	Complete	