

Major City Goal Update







The table below shows the Major City Goal tasks included in the 2023-25 Financial Plan. Of the 145 tasks expected to be completed during the Financial Plan, 129 or 89% were either completed or ongoing. A brief summary of how each task was completed is included in the table below and the writeups that follow include additional information on tasks that were not completed as expected.

MCG	Strategy	Strategic Approach #	Task/ Action	Responsible Department(s)	Original Completion Date	Updated Completion Date	Status	Notes
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	●	In FY 2024-25, work continued on developing a formalized business retention and expansion program and supporting arts and culture through programs like ARTober. In FY 2024-25, 128 businesses were assisted; 90 of these businesses were existing and 38 were new businesses.
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	●	The ED&T team continues to implement the Keys for Trees program in support of the City's CAP, in which 1% of TBID assessment revenues are dedicated towards planting trees in the community in partnership with EcoSLO and the City's Sustainability and Natural Resources Office.
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	●	In FY 2024-25, the ED&T team helped to orient the new staff in the DEI office on areas of overlap between the EDSP and DEI Strategic Plans and collaborated on work such as programming, business outreach, and demographic surveys as part of the business license process.
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	●	Updated data is published at regular intervals on the City website.
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	●	Monitoring of local labor participation ongoing. Since 2023, City construction projects have seen 72% of hours completed by local labor.
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	●	In FY 2024-25, the ED&T team executed various "support local" campaigns. For example, for the 2024 Buy Local Bonus Program, the City's initial investment of \$115,000 in gift cards incentivized \$753,597 in additional local spending by shoppers, resulting in a record-breaking 685% return on investment. The ED&T team also conducted a 5-year look-back and analysis on the Buy Local Bonus program to better understand trends and performance.
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	●	In FY 2024-25, the ED&T team continued partnerships with various economic development partners and collaborated with them on business technical assistance, including the development of the new business retention and expansion program.

MCG	Strategy	Strategic Approach #	Task/ Action	Responsible Department(s)	Original Completion Date	Updated Completion Date	Status	Notes
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	●	In 2024, the City welcomed 1.5 million visitors, generating a direct spending impact of \$455 million and \$648 million in total economic impact across the region, supporting about 4,700 total jobs. In FY 2024-25, the City collected a record-breaking \$11.4 million in transient occupancy tax revenue, showing a strong performance for the work of the TBID and PCC.
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	●	The City continues to seek broad community engagement for updates to plans, including work on the Upper Monterey Special Focus Area, and Airport Area Plan update. The Community Development Department worked with the DEI team on the update to the Historic Preservation Ordinance and Context Statement and will continue to partner with DEI staff on upcoming projects.
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	●	To date, the grant has created 11 newly licensed businesses and 116 slots for children, with 8 applicants pending licensure with potential to create an additional 92 slots. In FY 2024-25, ED&T staff applied for grant funding for an extension of existing childcare grant program and a pilot program to waive fees for day care centers, but was not selected for funding.
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	●	Provided childcare at 5 school sites during the school year and at 3 camp sites during the summer. Partnered with SLCUSD and CAPSLO Child Care Resource Center for all program periods.
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	Deferred	●	See notes below.
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	●	Staff continues to represent the interests of the business community in the Broadband Strategic Plan.
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	●	Key performance indicator dashboards are available online to help set accurate expectations with our customers for permit processing timelines, code enforcement responses, and customer service results.

MCG	Strategy	Strategic Approach #	Task/ Action	Responsible Department(s)	Original Completion Date	Updated Completion Date	Status	Notes
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	●	CDD, in coordination with Economic Development, conducted a wide range of outreach and engagement opportunities with property owners, businesses, and the general public regarding the Upper Monterey Special Focus Area. These events / activities included two outreach events (a focus group on January 16, 2025 and an open house on January 30, 2025), an online survey on Open City Hall that captured 186 responses, and one on one interviews. In parallel with this City effort, Cal Poly's City and Regional Planning Department led a Graduate Student Studio that researched and came up with design concepts for the Upper Monterey Area and presented them to the Planning Commission on May, 28, 2025. https://opengov.slocity.org/WebLink/DocView.aspx?id=210672&dbid=0&repo=CityClerk&cr=1
1.3 Arts & Culture Support								
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	FY24 Q3	●	Staff completed Council briefings on downtown vacancies and vibrancy in Spring 2024.
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	●	ED&T staff continued to partner with Downtown SLO on numerous projects and issues, including on the holiday lights activation in Mission Plaza, Concerts in the Plaza, and the Clean and Safe Program.
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	Ongoing	●	ED&T staff continued to partner with Downtown SLO on numerous projects and issues, contributing \$150,000 towards the on the holiday lights activation in Mission Plaza in FY 2024-25.
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	●	ED&T staff continued to partner with Downtown SLO on numerous projects and issues, including funding \$60,000 for the Clean and Safe program in FY 2024-25.
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	●	Implementation of some APMP elements complete, and new projects and programs underway consistent with subsequent 2024 Parking Rate Study and Technology Roadmap.
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	●	Construction ongoing. Completion expected in November 2025
ER,CV & FS	Downtown Vitality	1.3	f. Begin construction of the Cultural Arts District Parking Structure.	PW	FY24 Q2	FY24 Q2	●	The Cultural Arts District Parking Structure broke ground in November and construction is on schedule to be completed in early 2026.
1.4 Downtown Vitality								
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	FY24 Q2	●	A memo was completed and distributed to Council in December 2023.

MCG	Strategy	Strategic Approach #	Task/ Action	Responsible Department(s)	Original Completion Date	Updated Completion Date	Status	Notes
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	FY24 Q2	●	The City has initiated implementation of the phased approach to update the historic resources inventory. A consultant was hired in November 2023 and has conducted multiple study sessions with the CHC. A draft of the ordinance is going out for public review on 9/18/25. Staff anticipates bringing the update forward for CHC review on 9/29/25, PC 10/22/25 and CC 12/2/25.
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	●	Parks and Recreation have enhanced partnerships with Arts Council, local artist groups and SLOMA to enhance cultural offerings, including Artist Lecture series, public art tours and events, and promotions of the public art program.
ER,CV & FS	Support Arts and Culture	1.4	b. Continue to execute the City's public art master plan.	P&R	Ongoing	Ongoing	●	During the fiscal year, the City reignited the Box Art program, with over 20 installations and several artist events. Public Art staff worked with PW staff to install a major art piece under the North Chorro underpass. Restoration was complete on Seven sisters bridge railing. Outreach and promotion to the community and visitors has expanded. The Public Art program provided enhanced programming, including real artist classes in summer camps, senior center tours, several volunteer led public art maintenance days. The City public art staff also became intricately involved in California and nationwide outreach and advisory opportunities.
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	●	The ED&T team continued to promote public art through programs such as ARTober.
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	●	In FY 2024-25, through the PCC the City Council awarded \$100,000 in funding through the CACP grant program to 23 nonprofits for events and festivals occurring in the city.
ER,CV & FS	Support Arts and Culture	1.4	e. Continue the citywide banner program.	ADM (ED&T)	Ongoing	Ongoing	●	ED&T staff continued to implement the banner program, including adding an Independence Day banner series and garlands on light poles during the month of July.
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	●	Staff are actively supporting the City's partnership relationship with the Friends of La Loma Adobe (FLLA). This past year saw the stabilization of the east wall of the building, submittal of plans, specifications and engineering in support of FLLAs building permit application, and meaningful progress towards addressing the lot line boundary issue.
1.5 Practicing Fiscal Responsibility								
ER,CV & FS	Ensuring Fiscal Responsibility and Sustainable City Operations	1.5	c. Implement a City fee program update.	CSG	FY24 Q4	FY25 Q1	●	The User Fee Study and recommended fee changes were presented to and adopted by Council on July 2, 2024. The updated fees went into effect on October 1, 2024.

MCG	Strategy	Strategic Approach #	Task/ Action	Responsible Department(s)	Original Completion Date	Updated Completion Date	Status	Notes
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		See notes below.
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		The Finance Department continues to implement financial management practices to support the organizational stability of the organization. The department continues to provide trainings to City staff to increase the level of financial acumen within the organization and to educate staff on financial policies and procedures. In developing the 2025-27 Financial Plan, the department required that all budget submittals keep non-staffing budgets at the FY 2024-25 adopted level, forcing a careful consideration of what was budgeted in each account. Finally, the department has begun an effort to evaluate all sections of the Financial Management Manual to ensure that policies and procedures are clear and reflect the current needs of the organization.
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		There have been no notable advances or major changes to public banking.
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		Continued efforts are focused on strengthening training and development opportunities for City employees. A comprehensive learning and development plan was launched at the beginning of FY 2024-25, offering targeted trainings for employees such as Leader as a Coach, Difficult Decisions, and Effective Decision-Making. City-led sessions have also addressed key topics such as Performance Management 101 and proper timecard completion and approval. Additionally, approximately ten individualized coaching opportunities have been provided for supervisors and managers across the organization to further support leadership growth.
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		Work continues to focus on helping employees effectively manage and prioritize their workloads. Supervisors are encouraged to hold one-on-one check-ins with employees to review priorities, with some teams also conducting "priority roundtable" discussions to clarify and discuss workload distribution. One component of our Supervisor's Toolkit includes practical resources to enhance engagement and workload prioritization.
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		Ongoing efforts continue to focus on improving meeting effectiveness across the organization. 'No Meeting Fridays' are encouraged to promote focus time, and a standardized meeting agenda template is encouraged to use to help teams spend meeting time more efficiently and productively.

MCG	Strategy	Strategic Approach #	Task/ Action	Responsible Department(s)	Original Completion Date	Updated Completion Date	Status	Notes
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	●	Efforts to enhance cross-department communication and collaboration remain ongoing. City Manager all-employee briefings have continued, with the date adjusted during the fiscal year to better accommodate participation. Interdepartmental connections have been strengthened through initiatives such as the establishment of the CSG Program Managers meeting. Employees responded positively to the <i>Working as High-Performing Teams</i> training, which focused on improving communication and collaboration organization-wide.
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	●	Ongoing work on Oracle focuses on continuously improving system usability, functionality, and efficiency across departments. This includes implementing system enhancements, ensuring compliance with evolving legal requirements, and developing solutions to address system issues. Staff in IT, HR and Finance continue to provide support to end users through development and delivery of training resources such as Oracle Guided Learning (OGLs). IT, HR and Finance collaborate closely to identify pain points, deliver targeted system improvements, and ensure that Oracle remains aligned with the City's operational needs and strategic goals. Key initiatives from 2023–2025 included implementing an automated overtime calculation, updating time cards, and making configuration changes to align with new MOUs.
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	PW/Util	Ongoing	Ongoing	●	See notes below.
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	FY26 Q1	●	The Office of DEI is now fully staffed with a Manager and Administrative Specialist. The Office also utilizes intern/fellow support as well as limited support from DEI Employee Committee staff.
DEI	Operationalize Office of DEI	2.1	b. Work with Cal Poly and Cuesta to host interns.	Admin-DEI	Ongoing	Ongoing	●	The Office of DEI has hosted Cal Poly interns/fellows and has continued to expand this effort in CY 2025. The Office of DEI has also posted an internship opportunities with the Cuesta College Ethnic Studies and Cal Poly Psychology departments. Student interns will continue to be part of our work moving forward.
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	Ongoing	●	The DEI Employee Committee has continuously met and produced internal newsletters in addition to other activities. The Committee recently finalized a charter, which clarified roles, responsibilities, created subcommittees, and implemented a workplan for the coming FY. The Office of DEI will continue to support the DEI Committee moving forward.

MCG	Strategy	Strategic Approach #	Task/ Action	Responsible Department(s)	Original Completion Date	Updated Completion Date	Status	Notes
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	Ongoing	●	The Office of DEI continues to staff and support the HRC.
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	Ongoing	●	The Office of DEI continues to support the HRC for their two grants and ensure proper notice and outreach, review of applications, as well as necessary reporting and follow-ups.
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	FY24 Q3	●	The DEI Strategic Plan was presented to and approved by Council in February 2024 and is being implemented. A yearly progress report will be presented to Council in June.
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	●	The Office of DEI continues to plan for and implement items in the DEI Strategic Plan based on priority (i.e., Major City Goal items). This has been operationalized into the Office of DEI.
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	●	The Office of DEI researched various best practices for recruitment and is leveraging the DEI Employee Recruitment/HR Subcommittee to refine the research and recommend best practices to HR.
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	●	The Office of DEI researched various best practices for screening and interviewing and is leveraging the DEI Employee Recruitment/HR Subcommittee to refine the research and recommend best practices to HR.
DEI	Foster and Promote Equitable Recruiting, Hiring, Retention, and Promotion Practices	2.3	c. Create and rollout DEI-focused trainings for employees.	HR	Ongoing	FY27 Q4	●	The Office of DEI has contracted with external professional experts to develop content and lay groundwork for future workshops on topics such as bias, microaggressions, and cultural humility for the entire organization.
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	●	The Office of DEI has created a Caregivers/Family Friendly Workplace Subcommittee through the DEI Employee Committee which recently submitted the Family Friendly Workplace Assessment and will be reviewing the results when they arrive.
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	Ongoing	●	The Office of DEI has created a Caregivers/Family Friendly Workplace Subcommittee through the DEI Employee Committee that will assist with this work. The City recently implemented a remote work policy in Jan 2025, the Office of DEI will support implementation as needed.
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	FY24 Q3	●	A DEI statement was developed and included in the DEI Strategic Plan.
DEI	Enhance Inclusive & Equitable Workplace Environment	2.4	b. Develop and implement a DEI module in new hire onboarding process.	HR	Ongoing	Ongoing	●	The Office of DEI has updated the pronouns module in the onboarding process in collaboration with HR. The Office of DEI also participates in the Day of Welcome program.

MCG	Strategy	Strategic Approach #	Task/ Action	Responsible Department(s)	Original Completion Date	Updated Completion Date	Status	Notes
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	FY27 Q4	●	The Office of DEI has contracted with two external professional experts to develop four DEI workshops that will be used across the organization to provide staff and leadership with the knowledge, tools, and skills needed to create a workplace culture that embraces diversity, equity, and inclusion.
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	FY26 Q1	●	Study is complete and gender inclusivity is being incorporated into design of tenant improvements for Fire Station 3 & 4.
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	●	The Office of DEI has met with PD staff multiples times to learn about their current recruitment process. The Office of DEI has made recommendations to improve the recruitment process, including updates to the PD website. This will be ongoing collaboration and has been operationalized into our workflows.
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	●	Tenant improvements at 1106 Walnut and 1042 Walnut are being prioritized at this time. Plans for the Public Safety Center will continue – but timing and location is unknown at this time.
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	●	The Office of DEI is attending the PAC as well as collaborating with SLOPD on their strategic plan DEI efforts.
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	FY24 Q1	●	PD's 5-year Strategic Plan has been created, staff's work on objectives is ongoing.
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	●	The Office of DEI participates in the existing Diversity Partners Network meetings which meets on a monthly basis and includes the organizations listed here. At the end of the FY, the Office of DEI will present their annual report at this meeting. This has been operationalized moving forward.
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	●	The Office of DEI Manager and the Assistant VP for Strategic Planning Network at Cal Poly have meetings scheduled on a quarterly and reoccurring basis. This has been operationalized into the office's workflow.

MCG	Strategy	Strategic Approach #	Task/ Action	Responsible Department(s)	Original Completion Date	Updated Completion Date	Status	Notes
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	●	The Office of DEI continues to work with Cal Poly and Cuesta College to increase collaboration and partnership. Diversity Partners Network meetings are one of the ways that collaboration occurs, in addition to the future development of a DEI Advisory Council in 2026. The DEI Advisory Council will be a collaborative initiative between the Office of DEI and Cal Poly's Office of Diversity and Inclusion. This will be a group of community advisors brought together twice a year to provide feedback and ideas on both organizations projects and initiatives.
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	Ongoing	●	The Community Belonging Series, which was a partnership with Cal Poly and other community partners, ran through FYs 2023-25 and held multicultural programming free for the community. The Office of DEI will be evaluating the outcomes of the series to determine next steps and how to incorporate the into continued work.
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	Ongoing	●	Design study completed by Cal Poly students in March 2023. In 2024, work shifted to pilot events in different spaces throughout the community to better understand the need for a center. The Community Belonging Series with Cal Poly OUDI, hosted 8 events and concluded in June 2025. The final report and findings related to a potential center are being completed. Staff are moving forward with a new iteration of the Community Belonging Series, called the The Belonging Project that will continue to bring the community together to create space to discuss and learn about what brings us together. We will be offering a variety of workshops, cultural events, community dialues, and collaborative partnerships. This will continue to be operationalized into our Office's workflow.
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	FY26 Q2	●	Phase 1 of the Broadband Plan will be completed in November 2026 with the completion of the City's Last Mile Federal Funding Account project. Staff expects plans to be complete and to Council for authorization to bid by December 2025.
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	Ongoing	●	The Office of DEI along with additional departments at the City will be hosting a Candidate Education Offering in November 2025 which will recur on a biennial basis, alternating with the Community Academy.
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	●	The Public Engagement and Noticing Manual has been updated and initial trainings completed. The training, which was reviewed by the Office of DEI, will continued to be offered by Communications staff.
2.8 Community Education & Programming								

MCG	Strategy	Strategic Approach #	Task/ Action	Responsible Department(s)	Original Completion Date	Updated Completion Date	Status	Notes
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	●	The Office of DEI is utilizing their DEI Support Request Form to receive policy/procedure review requests. Thus far, the Office has reviewed four internal policies and has met with the Swim Center staff about their specific procedures and how to ensure inclusivity for all. This has been operationalized within the Office of DEI and will continue to be part of our ongoing work.
DEI	Equity & Inclusion in Budgeting, Planning, Programming & Policymaking	2.8	b. Include DEI Manager Financial Planning Steering Committee meetings.	Admin-DEI	Ongoing	Ongoing	●	DEI Manager has been included in Financial Planning Steering Committee meetings. Operationalized into workflow.
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	●	The Office of DEI is utilizing their DEI Support Request Form to receive policy/procedure review requests. Thus far, the Office has reviewed four internal policies and created new guidance documents for the use of pronouns and the City's Land Acknowledgment. This has been operationalized within the Office of DEI and will continue to be part of our ongoing work.
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	●	In FY 2024–25, the total fee reduction budget was \$30,406, which included carryover from FY 2023-24. \$33,500 in fee reduction scholarships were awarded to 38 qualifying children. \$25,000 is included in the 2025–27 Financial Plan to continue supporting this program. This has been operationalized in partnership with Parks & Rec.
3.1 Implement Housing Element								
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	FY24 Q3	●	City Council Study Session was held on March 5, 2024
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	FY25 Q2	●	Staff developed a scope of work for a parking study as described and worked with several consultants to understand the budget needed. It was estimated that the project would cost more than \$200,000. Due to this cost, the project did not move forward during the Financial Plan supplement process.
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	●	The City updated its Below Market Rate Housing Standards in June 2025. This update brought City processes more in-line with industry best practice to ensure Below Market Rate housing units are sold and rented to eligible buyers and renters. In addition, the City received Prohousing Incentive Funds from the State and have obligated and provided direct assistance of these funds towards the Beacon Studios, Waterman Village and Monterey Senior housing projects.

MCG	Strategy	Strategic Approach #	Task/ Action	Responsible Department(s)	Original Completion Date	Updated Completion Date	Status	Notes
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 Q3	●	Ordinance amending Title 16 and Title 17 of the municipal code addressing state legislature updates on accessory and junior accessory dwelling units, and urban lot splits was adopted in March 2025. This ordinance was processed in order to facilitate the development of "missing middle" housing units.
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	FY25 Q4	●	An update to the MASP has been initiated. City staff continue to work with the consultant on updating the Margarita Area Specific Plan. Currently staff is reviewing potential residential density scenarios for the remaining developable areas within the MASP.
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	FY25 Q4	●	City staff initiated and Council adopted an amendment to the Airport Area Specific Plan on June 17, 2025 that allows mixed-use development with a Minor or Conditional Use Permit based on specific findings.
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	FY25 Q4	●	A hotel voucher program is funded by the City and received expanded funding in the 25-27 Financial Plan. The program continues to be administered by CAPSLO to address overflow needs at the 40 Prado Homelessness Services Center. Encampment outreach and cleanups are coordinated between the City, the County and Caltrans as well as for critical encampments on private property.
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	FY25 Q4	●	The City continually communicates information to the public regarding current practice to address homeless encampments and consistency with June 2024 Supreme Court rulings and 2024 and 2025 orders by the California Governor. In June 2024, the City conducted a Community Forum and distributed a resource guide and FAQs found on the City's website. The Homelessness Response team continually responds to public inquiries via AskSLO.
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	FY25 Q4	●	The City implements Compassionate Assistance Mitigation and Prevention (CAMP) Standards as a framework to help reduce the negative impacts of homelessness and coordinates cleanup activities through an internal management tool (Survey 123). Implementation of Licensed Psychiatric Technicians (LPT)s with CAT and MCU have improved access for City outreach workers with regional platforms in coordination with program goals.







MCG	Strategy	Strategic Approach #	Task/ Action	Responsible Department(s)	Original Completion Date	Updated Completion Date	Status	Notes
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	FY25 Q3	●	The City amended 40 Prado's Conditional Use Permit in January 2024 to allow increased capacity for their safe parking program from seven to twelve spaces. In late 2024, the City obtained homeless outreach funds from the County and paired those funds with opioid settlement funds to fund a Licensed Psychiatric Technician contracted from County Behavioral Health to assist the Community Action Team (CAT)'s efforts. In January of 2025, the City permitted a new rotating overnight safe parking pilot program administered by CAPSLO for twelve additional spaces at five host site locations, four in the City and one in the County unincorporated area.
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	FY25 Q4	●	The Calle Joaquin Homekey (PSHH partner) closed escrow for acquisition on September 13, 2024 for 75 units of supportive housing and are in progress for tax credit financing award to further improve project amenities is projected to open 2026; and the supportive housing units at the Anderson Hotel that were at-risk of loss (HASLO partner), reopened in September 2024. The City continues collaboration with SLO County on transitional and supportive units. For example, the Welcome Home Village project, which broke ground fall of 2025.
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	FY25 Q1	●	Public Memorandum on Renter Protections Published online.
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	FY25 Q3	●	Council Agenda Report: Update on implementation of the Homelessness Response and Strategic Plan. Adoption of the FY 2024-26 Strategic Plan.
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	Ongoing	●	Regular encampment clean ups occur through coordination of homelessness response field team representatives, implementation of the CAMP standards and responding to ASK SLO requests.
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	●	Regular encampment clean ups occur through coordination of homelessness response field team representatives, implementation of the CAMP standards and responding to ASK SLO requests.
3.4 Financial Management								

MCG	Strategy	Strategic Approach #	Task/ Action	Responsible Department(s)	Original Completion Date	Updated Completion Date	Status	Notes
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	FY24 Q1	●	The department increased the total number of Community Service Officers from three to six. Expanding the CSO program has enabled the department to provide additional focus efforts in the downtown and still provide ongoing support to the City. The department's CSO program is robust and an effective use of personnel to support Patrol, Traffic Safety and CAT.
HH	Public Safety	3.4	a. Maintain SLOPD bike patrol program as staffing allows	PD	FY25 Q4	Ongoing	●	The department has four bicycle officers and one sergeant assigned to downtown. Due to persistent staffing shortages due to retirements and long academy and field training timelines, many specialty positions at the department are vacant to maintain patrol officer staffing. The department has been able to maintain a consistent downtown bicycle staffing of three Officers and one Sergeant. This approach has affirmed the commitment of dedicated Officers downtown on bicycles, while still allowing one additional Officer to be used for critical patrol staffing needs. As additional Officers complete the academy and training programs, the department will look to fill the vacant bicycle Officer position.
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	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	●	Residential and Non-residential Projects must comply with both the statewide energy code and local energy reach code. The compliance process for the clean energy program requirements on all projects submitting for permit on or after January 1st, 2023 are available online.
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	●	City staff and the IWMA continue to partner with SB1383 enforcement. The City is in compliance with the requirements and will continue to monitor compliance. This action is included as a task in the 2025-27 MCG.
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	●	The City continues to support the IWMA with establishing food recovery programs. This action is included as a task in the 2025-27 MCG.
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	●	The City continues to install electric chargers as planned in the CIP and continue to purchase electric vehicles consistent with the City's vehicle purchasing policy. This action is included as a task in the 2025-27 MCG.
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	●	The City continues to procure, receive, and put into service electric buses and planned in the CIP and the Short Range Transit Plan. This work is operationalized as standard practice.
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	FY26 Q3	●	Staff anticipate completing the Cultural Arts District solar array in early 2026 and the remaining projects in mid-2026. More detail provided in associated write-up.

MCG	Strategy	Strategic Approach #	Task/ Action	Responsible Department(s)	Original Completion Date	Updated Completion Date	Status	Notes
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	●	Staff continue to implement the Sustainable SLO mark and branding initiative, which is present and visible across a variety of City assets ranging from fleet vehicles, transit, and EV charging, to Open Space trailhead locations. This work is operationalized as standard practice.
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	●	Staff continued to support the City's Policy and Operations Board members during the first half of the fiscal year, including as the delegated alternative Operations Director, until the transition at the end of the calendar year to the City of Morro Bay, per the MOU. Staff continue to track board meeting agendas, meet regularly with the CEO, and interact at the staff-to-staff level on policy and program development, as well as pursue all program funding and incentives that the City is eligible for. This work is operationalized as standard practice.
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	●	Staff are implementing the Department of Energy's Buildings Upgrade Prize initiative, with a focus on mobile and manufactured homes. In partnership with CAPSLO, four households have already had water heating and space conditioning systems electrified, and a white paper on the outcomes of this pilot will be published shortly. CAPSLO is now installing an additional 10–15 electric water heaters in mobile and manufactured homes. In parallel, the City is advocating to the California Energy Commission to establish a statewide mobile home electrification program in San Luis Obispo, which could scale retrofits to an additional 50–100 units. Staff are also advancing complementary measures to support electrification more broadly, contributing to the increasing number of retrofits highlighted in the July study session on building retrofit policy. This action is included as a task in the 2025-27 MCG.
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	FY26 Q1	●	Study sessions conducted in 2023 and July 2025. Staff have received necessary feedback and are currently working on implementing Council's strategic direction.
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	●	Staff are actively pursuing priority land conservation opportunities in accordance with Council direction. This action is included as a task in the 2025-27 MCG.

MCG	Strategy	Strategic Approach #	Task/ Action	Responsible Department(s)	Original Completion Date	Updated Completion Date	Status	Notes
CA, OS, ST	Sustain, Manage, and Enhance the City's Greenbelt and Make Progress on Planting 10,000 trees by 2035	4.2	b. Complete installation of adopted trail systems at the Irish Hills Natural Reserve and at Miossi Open Space.	Parks and Recreation	Ongoing	Ongoing	●	The Bog Thistle extension and King Trail re-alignment and repair were completed. Additional new trails at both sites remains in accordance with the approved Conservation Plans for these properties. This action is included as a task in the 2025-27 MCG.
CA, OS, ST	Sustain, Manage, and Enhance the City's Greenbelt and Make Progress on Planting 10,000 trees by 2035	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	●	The re-alignment of the Firefighter Trail is under construction and members of the public are currently able to use the lower elevation portions of the trail. Significant repair and stabilization work also occurred in response to the Lizzie Fire. This action is included as a task in the 2025-27 MCG.
CA, OS, ST	Sustain, Manage, and Enhance the City's Greenbelt and Make Progress on Planting 10,000 trees by 2035	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	●	Junior Ranger Camp held two sessions during both summer seasons of the Financial Plan, as well as Ranger led educational hikes. This action is included as a task in the 2025-27 MCG.
CA, OS, ST	Sustain, Manage, and Enhance the City's Greenbelt and Make Progress on Planting 10,000 trees by 2035	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	●	Ranger Service continue to provide regular maintenance and repairs throughout the City's open space system. Two large bridge facilities were replaced at Irish Hills, and large erosion and drainage project was completed at Miossi Open Space, and resurfacing the main trail at Cerro San Luis at the Marsh Street trailhead was completed. This work is operationalized as standard practice.
CA, OS, ST	Sustain, Manage, and Enhance the City's Greenbelt and Make Progress on Planting 10,000 trees by 2035	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	●	Regular Ranger Service patrol, monitoring, and education with members of the public was present throughout the financial plan period. This work is operationalized as standard practice.
CA, OS, ST	Sustain, Manage, and Enhance the City's Greenbelt and Make Progress on Planting 10,000 trees by 2035	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	Complete	●	Primary implementation of the Righetti Hill Open Space Conservation Plan was completed with the creation of two trail systems, culminating with a ribbon cutting ceremony in May 2025.
CA, OS, ST	Sustain, Manage, and Enhance the City's Greenbelt and Make Progress on Planting 10,000 trees by 2035	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	●	Staff have continued to work with ECOSLO and Rotary de Tolosa to implement tree planting, as well as community volunteers. Arbor Day at Sinsheimer Park also resulted in twenty new trees planted along the Railroad Safety Trail, as well as new community relationships. This action is included as a task in the 2025-27 MCG.

MCG	Strategy	Strategic Approach #	Task/ Action	Responsible Department(s)	Original Completion Date	Updated Completion Date	Status	Notes
CA, OS, ST	Sustain, Manage, and Enhance the City's Greenbelt and Make Progress on Planting 10,000 trees by 2035	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	●	Staff implemented a series of practices at Johnson Ranch Open Space utilizing grant funds from Point Blue Conservation Science and the California Wildlife Conservation Board; these included installation of series of "beaver dam analogs" in Dry Creek, native riparian tree and shrub installation, and native perennial bunchgrass restoration. Additional restoration projects include cultural burns and regenerative grazing. The City continues to actively pursue external funding to expand these efforts. This action is included as a task in the 2025-27 MCG.
CA, OS, ST	Sustain, Manage, and Enhance the City's Greenbelt and Make Progress on Planting 10,000 trees by 2035	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	Complete	●	Storm damage repairs throughout the open space system are complete , as well as repairs and replacements at Bowden Ranch where the Lizzie Fire occurred.
CA, OS, ST	Sustain, Manage, and Enhance the City's Greenbelt and Make Progress on Planting 10,000 trees by 2035	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	Complete	●	The California Farmland Conservancy Program grant scope of work was completed, including fencing, gates, irrigation, restoration and native planting along Prefumo Creek. All weather road surfacing was also completed allowing for four-season farming and site access / safety improvements.
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	FY27 Q4	●	Project is in final design phase and will be brought to Council early 2026 to approve design and advertise for construction. Construction expected to begin summer 2026 and last up to one year
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	FY27 Q2	●	Project was brought to and approved by Council on 10/7/25, authorizing construction.
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	FY27 Q2	●	Project delayed due to staffing vacancies and need for further review for emergency vehicle and evacuation considerations. Public outreach phase planned to start late 2025, with final corridor plan targeted for City Council consideration by FY26Q2.
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	FY26 Q4	●	On September 16, 2025, City Council approved a Resolution of Necessity to initiate eminent domain proceedings to acquire necessary right-of-way for the project. Pending schedule with legal proceedings, project is targeted for summer 2026 construction start.

MCG	Strategy	Strategic Approach #	Task/ Action	Responsible Department(s)	Original Completion Date	Updated Completion Date	Status	Notes
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		2024 summer paving project complete, 2025 paving project currently in construction. This action is included as a task in the 2025-27 MCG.
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		Please see explanation in detailed write-up.
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	FY27 Q4		Project delays due to ongoing coordination and delayed processing with UPRR and CPUC. Designs at 90% complete. With UPRR right-of-way agreements and utility relocations planned through 2026, construction start currently targeted for summer 2027.
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		Design at 90% complete, pending right-of-way acquisition and utility relocations. Construction start estimated at summer 2027.
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		Project in first phase of plans, specifications and estimate (PS&E) development, focusing on value analysis to identify cost-reducing strategies. Ability to advance project will depend on (a) ability to reduce scope/cost of project and (b) success with outside State/Federal grant pursuits. Council to review value engineering analysis in November 2025.
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		Adoption of Final Vision Zero Action Plan delayed to Spring 2026 due to desire for additional analysis of emergency vehicle and evacuation considerations. Pending completion of Citywide Emergency Evacuation Study and analysis of current emergency response corridors and times, both led by SLO Fire.

MCG	Strategy	Strategic Approach #	Task/ Action	Responsible Department(s)	Original Completion Date	Updated Completion Date	Status	Notes
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	●	All High-Priority recommendations of the Transit Innovation Study are in varying phases of implementation as well as several of the Medium-Priority recommendations. These recommendations were also included in the Short-Range Transit Plan update that was approved by Council in April 2025.
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	●	The City issued an RFP for a no-cost bike share but did not receive fully responsive "no cost to the City" proposals. Staff continue to monitor and evaluate options to deliver a bikeshare program in collaboration with Cal Poly.
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	●	The City is in the process of installing 41 electric vehicle charging stations at the Cultural Arts District Parking Structure. In addition, the City, in a public-private partnership with Valta, has made 8 DC Fast Charging ports available on City property, with 8 more expected in 2026.
4.4 Increase Community Resilience								
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	●	Due to the significant expansion of parcels in the Wildland-Urban Interface (WUI), the City is currently using its resources to prepare for adoption of the WUI Code, including the completion of a study session with Council on October 7, 2025, and introduction of the WUI Code ordinance in November 2025.
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	●	County staff received grant funding for a new stream gage located at San Luis Bay Drive and installation will be with support from USGS beginning in 2026. City and County staff will also begin design work on a new stream gage at the Marsh Street Bridge. This gage will replace the current sonar gage and be more resilient under high flows.
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	●	This item was proposed to occur in FY 2026 Q2. However, staff recommend modifying this timeframe to FY 2027 Q3 to better align with timelines for other projects.
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	●	The City Standards will be updated in Fall 2025 to reference the most current version of the State of California construction standards and details. This will bring the City current with State's regulatory framework for climate action construction specifications and details. For example, the new standards permit the use of low-carbon content concrete through increase limestone content in cement.

MCG	Strategy	Strategic Approach #	Task/ Action	Responsible Department(s)	Original Completion Date	Updated Completion Date	Status	Notes
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	●	SLOFD staff have engaged the community through public meetings, neighborhood information sessions, media interviews, and social media campaigns to promote disaster preparedness and response, with a focus on residents with health or mobility challenges and those on low or fixed incomes. Emergency Management is also partnering with local volunteer organizations to strengthen post-disaster response planning for residents, unhoused individuals, college students, and their pets. This work is operationalized as standard practice.
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	●	The City was not awarded funding via the primary statewide funding source for Resilience Hubs. A second round of funding is expected to open in early 2026.
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	●	The updated reimbursement agreement for the Zone 9 partnership between the City and the County was approved by the City Council and County Board of Supervisors in August and September, respectively. Staff are developing a scope of work and procurement strategy for baseline studies and flood risk modeling to inform the Waterway Management Plan Volume 1 Update. This work effort will continue as a task in the 2025-27 Financial Plan Major City Goal Work Program.
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	●	Grant funds from the State Coastal Conservancy have been received and staff are working with a consultant on the development of the Vegetation Management Plan, anticipated to be complete in early 2027.
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	●	The City continues to partner with the yak tit'u tit'u yak tihini to revive traditional ecological knowledge on City Open Space properties including the use of cultural fire (with burns occurring in November of 2025) and restoration of native grasslands. This action is included as a task in the 2025-27 MCG.
CA, OS, ST	Increase Community Resilience	4.4	k. Implement the Mid-Higuera Bypass Project.	Public Works / Administration	Ongoing	FY25 Q3	●	Mid-Higuera Bypass Project initial phases are complete, project wrap up is slated for Spring of 2026. This will be followed by ongoing maintenance and performance assessment.
CA, OS, ST	Increase Community Resilience	4.4	l. Implement the Laguna Lake Dredging and Sediment Management Project.	Public Works / Administration	Ongoing	Ongoing	●	Staff is working on environmental permitting and project construction was moved to Year 4 of the 10 Year CIP plan adopted with the 2025-27 Financial Plan.
CA, OS, ST	Increase Community Resilience	4.4	m. Implement Silt Removal Projects from Priority Creek Locations.	Administration / Public Works	Ongoing	Ongoing	●	Staff will be removing accumulated sediment at Larkspur and Goldenrod in 2026 while working with the permitting agencies to amend existing permits for expanded work areas.
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	●	Vegetation Management Plan is underway with an update to the CWPP being evaluated for viability under the existing agreement.

MCG	Strategy	Strategic Approach #	Task/ Action	Responsible Department(s)	Original Completion Date	Updated Completion Date	Status	Notes
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	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	FY24 Q4	●	The Lead by Example biennial progress report was completed and presented to Council in May 2024. https://opengov.slocity.org/WebLink/DocView.aspx?id=193227&dbid=0&repo=CityClerk
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	FY23 Q3	●	Completed and presented to Council on February 7, 2023. Link to CAR: https://opengov.slocity.org/WebLink/DocView.aspx?dbid=0&id=172564&repo=CityClerk&utm_source=chatgpt.com&cr=1
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	●	The City participated in the Fellowship program, with 10 total fellows participating in 2024-25 alone. This work is operationalized as standard practice.
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	●	Staff conducted Green Team meetings as anticipated, including leveraging the Green Team to co-author the Lead by Example update. This work is operationalized as standard practice.
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	●	Staff continued to provide support to the Climate Coalition for educational events as outlined in the MOU between the Coalition and the City. This work is operationalized as standard practice.
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	●	Staff continue to meet with local entrepreneurs, HVAC technicians, and economic development organizations to underscore the opportunities available in the clean energy transition. This work is operationalized as standard practice.
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	Complete	●	The Lead by Example update was adopted on February 4, 2025. The CAR is linked here: https://www.slocity.org/government/department-directory/public-works/programs-and-services/capital-improvement-projects/cultural-arts-district-parking-structure
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	Complete	●	The Sustainability Manager sat on the 2025-27 CIP Steering Committee and provided guidance on how to integrate climate considerations throughout the budget process. This work is operationalized as standard practice.
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	●	Staff pursued grant funding opportunistically and strategically as described throughout this MCG report table. This work is operationalized as standard practice.

Economic Resiliency, Cultural Vitality & Fiscal Sustainability | Business Support | Strategic Approach 1.2 | 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.

Responsible Departments: Parks and Recreation

Original Completion Date: Ongoing | Update Completion Date: Deferred

Status Update: Agency partners worked collaboratively to identify potential shared childcare facility(ies) for employee childcare support. A County-wide facility study resulted in potential use of multi-agency facility within city limits (Teach campus and COE building on Grand/Slack), however that option was put on hiatus due to District needs for additional classroom space, Cal Poly properties needing significant upgrades to meet childcare licensing requirements, and all agencies experiencing limited financial resources. Additionally, the Uplift Grant opportunity was unsuccessful. This goal has been deferred for the time being and communication with all agencies will continue for future opportunities.

Downtown Vitality, 1.3, Develop an implementation plan for the recently adopted Access and Parking Management Plan and begin execution of the plan

Responsible Departments: Public Works

Original Completion Date: Ongoing | Updated Completion Date: Ongoing

Status Update: Between 2023 and 2025, several elements of the Access and Parking Management Plan (APMP) were advanced. During this time, staff also worked closely with stakeholders and the community to complete both a Parking Rate Study and a Downtown Parking Technology Roadmap, which built upon—and in some cases updated—the APMP. Key accomplishments include reducing downtown parking rates, implementing a consistent gated entry system across all garages, opening a new parking lot in the upper Monterey area, and delivering several technology upgrades such as selecting a new citation management vendor, rolling out digital garage permits, and consolidating to a single mobile app.

Economic Resiliency, Cultural Vitality & Fiscal Sustainability | Ensuring Fiscal Responsibility and Sustainable City Operations | Strategic Approach 1.5 | Conduct a Study Session on alternative capital project delivery options and determine whether Council wishes to proceed with a Charter Amendment.

Responsible Departments: Public Works / Utilities

Original Completion Date: Ongoing | Update Completion Date: Deferred

Status Update: This item was deferred to better align with long-term planning and implementation timeframes of major projects identified in the 10-year Capital Improvement Plan. Amending the City Charter requires a community vote, and consideration of a potential charter amendment to enable alternate capital project delivery methods will be timed to coincide with upcoming projects that could benefit from such flexibility, such as the vertical construction of a new Public Safety Center.

Diversity, Equity, and Inclusion | Community-based Policing & Restorative Practices | Strategic Approach 2.5b | 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.

Responsible Departments: Administration/PD/Public Works

Original Completion Date: Ongoing | Updated Completion Date: Ongoing

Status Update: Tenant improvements at 1106 Walnut and 1042 Walnut are being prioritized at this time. Plans for a new or replacement Public Safety Center will continue – but timing, scope, and location have yet to be determined. Funding is currently appropriated to the Public Safety Center Capital Project for a two-site analysis, with additional funding programmed in FY 2026–27 for further site analysis and programming. Future funding is forecast to begin in FY 2029–30 for entitlements and initial design.

Climate Action, Open Space, & Sustainable Transportation | Implement the Climate Action Plan and Lead by Example 2023-25 Work Plans | Strategic Approach 4.1c | Solar Panels on City Facilities

Responsible Departments: Public Works / Administration

Original Completion Date: FY 2024-25 Q3 | Updated Completion Date: FY 2025-26 Q4

Status Update: Solar projects at the Bus Yard, SLO Swim Center, and Fire Station 1 were originally scheduled for completion in 2025, with an additional project added at the Cultural Arts District Parking Structure. A surge in solar demand following changes to state Net Energy Metering laws prevented the City’s developer from completing the work. Staff have since transferred the agreement and will pursue completion with a new developer in 2026.

Climate Action, Open Space, & Sustainable Transportation | Preserve and Enhance Convenient and Equitable Alternative and Sustainable Transportation Options | Strategic Approach 4.3a | Active Transportation Plan (ATP) Tier 1 Network – Higuera Complete Streets Project

Responsible Departments: Public Works

Original Completion Date: FY 2024-25 Q3 | Updated Completion Date: FY 2026-27 Q3

Status Update: This project has been delayed to allow for further feasibility analysis and design refinement based on need for further coordination with SLO Fire, and community input requests to explore additional improvements on the Madonna Road Overpass and to refine traffic calming strategies in the Meadow Park Neighborhood. The project is on track to advertise for construction by Q3 FY 2025-26, with completion anticipated by Q3 FY 2026-27.

Climate Action, Open Space, & Sustainable Transportation | Preserve and Enhance Convenient and Equitable Alternative and Sustainable Transportation Options | Strategic Approach 4.3b | Active Transportation Plan (ATP) Tier 1 Network – South / King Crossing

Responsible Departments: Public Works

Original Completion Date: FY 2024-25 Q3 | Updated Completion Date: FY 2025-26 Q4

Status Update: This project has been delayed due to staffing vacancies in the Transportation Planning-Engineering Division, the need to revise curb ramp designs due to changes in accessibility design standards, and due to focused coordination with SLO Fire. The project is on track to advertise for construction FY 2025-26 Q1, with completion Q4 2025-26.

Climate Action, Open Space, & Sustainable Transportation | Preserve and Enhance Convenient and Equitable Alternative and Sustainable Transportation Options | Strategic Approach 4.3f | Active Transportation Plan (ATP) Tier 1 Network – Orcutt to Tiburon

Responsible Departments: Public Works

Original Completion Date: FY 2024-25 Q4 | Updated Completion Date: Deferred

Status Update: The Railroad Safety Trail (Orcutt to Tiburon) project is being deferred due to the complexity of coordination and approvals required with Union Pacific Railroad (UPRR) and other project dependencies.

While this project was originally expected to be constructed in conjunction with the Bullock Ranch development, delays with that private project, along with ongoing coordination with UPRR, have significantly impacted the timeline. UPRR has requested that additional off-site rail crossing improvements be completed on Orcutt Road as part of this trail project, adding further complexity to project scoping and design. Because coordination with UPRR is a highly constrained and lengthy process, advancing the project will require more than just funding and staffing—it will depend on successful negotiation and approval of necessary right-of-way agreements and rail safety improvements.

In the 10-year CIP included in the 2025–27 Financial Plan, the City prioritized this Active Transportation Program (ATP) project and aligned staff and funding resources accordingly. Staff will continue coordination efforts with UPRR and reassess project readiness, right-of-way status, and available resources during preparation of the 2027–29 Financial Plan. The 10-year CIP currently forecasts \$700,000 in Year 8 for design, right-of-way acquisition, and environmental review, and \$2.45 million in Year 10 for construction.

Climate Action, Open Space, & Sustainable Transportation | Preserve and Enhance Convenient and Equitable Alternative and Sustainable Transportation Options | Strategic Approach 4.3i | Citywide Bikeshare

Responsible Departments: Administration

Original Completion Date: FY 2045-25 Q4 | Updated Completion Date: Ongoing

Status Update: With support from the Active Transportation Commission and City Council, staff issued an RFP for a no-cost bikeshare program. However, market conditions shifted during development, and providers could no longer offer such programs without a significant investment from the City. Staff continue to monitor funding opportunities and will notify Council if a viable source emerges.

Climate Action, Open Space, & Sustainable Transportation | Increase Community Resilience | Strategic Approach 4.4f | Initiate the development of Wildland-Urban-Interface Defensible Space and Home Hardening Program as called for in CASE program FI-5.15.

Responsible Departments: Fire

Original Completion Date: FY24 Q4 | Updated Completion Date: FY26 Q4

Status Update: A comprehensive education plan for homeowners has been created. Staff applied for a grant to assist with funding and received notification of the award offer, which will provide a very modest amount of funding to support this work. While this increases capacity, completion will be delayed beyond FY26 due to the recently updated and expanded maps that now include 9,000 more parcels.

Climate Action, Open Space, & Sustainable Transportation | Increase Community Resilience | Strategic Approach 4.4g | Resilience Hub Funding

Responsible Departments: Administration

Original Completion Date: Ongoing | Updated Completion Date: Ongoing

Status Update: The City applied for a competitive grant to fund resilience hub planning and design but was not selected. No significant new funding sources have since become available, though staff continue to monitor opportunities.

Open Space, Climate Action and Resilience | Increase Community Resilience | Strategic Approach 4.4b | 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.

Responsible Departments: Utilities / Public Works / Administration

Original Completion Date: FY 25 Q4 | Updated Completion Date: FY 26 Q2

Status Update: Due to competing priorities and timing of related projects, as well as a recognition that the likely funding options would result in additional financial burdens for property owners at a time of overall fiscal uncertainties and impacts for residents, staff recommends modifying the completion date of this task. Staff recommends modifying this timeframe to FY 2026 Q2 to better align with timelines for other projects. Deferring this item will allow Staff more time to prepare and complete outreach with stakeholders and will not put the City at risk in fulfilling any current regulatory obligations.