

F: Major City Goal (MCG) Update

The following table provides an update on all ongoing Major City Goal tasks and all tasks that were scheduled for completion in FY 2022-23. The completion date is the originally scheduled completion date unless otherwise noted. The status of each task (far right column) is based on the following scale:

- On track
- Task delayed or potential setbacks with workable solutions
- Problems emerged with no solution yet

MCG Key: ERR= Economic Recovery, Resiliency & Fiscal Sustainability; DEI= Diversity, Equity & Inclusion; HH=Housing and Homelessness; CA= Climate Action, Open Space & Sustainable Transportation

MCG	Task	Completion Date	
1.1 For all members of the Community			
1	ERR a. Establish a process for the City to recognize and promote Minority-owned businesses.	FY23 Q2	●
2	ERR b. Implement protocols within the City's Office of Economic Development to reach out to existing and new Minority-owned/operated businesses to learn of their experiences operating in SLO, and to identify ways the City can be of support.	FY23 Q2	●
3	ERR c. Evaluate and potentially establish a City Leadership/Chamber of Commerce / Minority Business Owners' roundtable.	FY23 Q4	●
4	ERR d. Research, explore and potentially utilize innovative practices such as micro-loans, targeted-sector recruiting and promotion, City facilitated lending, grants, private support and crowdfunding to support businesses owned by or serving underserved/underrepresented communities. The City will also leverage its partner network, including the Chamber, Downtown SLO, REACH and others to support the DEI initiatives as they relate to economic development including creation, retention and attraction efforts. EXPENSE IS LISTED IN DEI	FY23 Q4	●
5	ERR e. Update and maintain a listing of resources for BIPOC, LGBTQ+ and other underserved communities on the City's Doing Business section of the website.	Ongoing	●
6	ERR f. Hire a consultant, support legal review, and establish an internal working group and hire a consultant to research methods to support local contractors, local vendors, and labor through workforce agreements, local purchasing requirements, alternative project delivery methods and other options to support local businesses and employees. The Community Services Group will be leading this effort.	Ongoing	●
7	ERR g. Develop and implement a scorecard to track visitation to key areas of the City, employment, DEI economic efforts and other relevant economic indicators.	FY23 Q3	●
8	ERR h. Update the City's Economic Development Strategic plan	FY23 Q4	●
9	ERR i. Review the Economic Development program structure based on the outcome of the EDSP update.	FY23 Q4	●
10	ERR j. Ensure adequate temporary and flex resources available to develop and execute required initiatives.	Ongoing	●
11	1.2 Business Support		
12	ERR a-1. Set aside funding for activations, promotions and programs like "Light Up Downtown", "Buy Local Bonus", Shop local to aid in the recovery from the impacts of COVID-19 through out the City and including downtown.	Ongoing	●
13	ERR a-2. Elevate the promotion and branding of the Economic Development activities of the City highlighting the efforts around Sustainability and DE&I through the website, videos and other collateral. (\$60k communications support for Administration)	Ongoing	●
14	ERR a-3. Continue to work with our 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.	Ongoing	●
15	ERR a-4. Work with REACH and other partners to offset the loss of the Diablo Canyon Nuclear Power plant through business attraction, H-o- H job creation and other relevant efforts.	Ongoing	●
16	ERR a-5. Evaluate the continuation and/or modification of the Open SLO program Fitness in the Parks.	Complete	●
17	ERR a-6. Review transitioning the Business Ambassador program from a COVID response action to an ongoing program with an available hotline as well as an online form option.	Complete	●

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	MCG	Task	Completion Date	
18	ERR	a-7. Continue to promote the City to tourists, visitors and locals through the efforts of the TBID and the PCC.	Ongoing	●
19	ERR	a-8. Provide childcare programming to the community to enable residents to work and fuel the local economy.	Ongoing	●
20	ERR	b-1. Continue to implement the TIPP-FAST program to fast track tenant improvement permits and support business recovery. Incorporate subsidies into program when funding is available.	Complete	●
21	ERR	b-3. Develop a streamlined and easy to understand process for businesses to allow activities encouraged by Open SLO, and other programs implemented in response to Covid-19, to continue - especially in relation to outdoor dining.	Complete	●
22	ERR	b-4. Improve efficiency and transparency in the permitting process through implementation of paperless permitting, performance management reporting, and enhanced customer transparency tools.	FY23 Q4	●
23	ERR	b-5. Review and establish policies as required to support broadband to the home to take advantage of the opportunities to work from home to support the Climate Action Plan and Quality of life.	Ongoing	●
24	ERR	b-6. Staff Resources to improve permitting efficiency and support development services program capacity	Ongoing	●
25	ERR	c-1. Ensure the business community is updated and aware of major City projects (CIP and others) that will impact their operations. Coordinate with business adjusting working hours and construction impacts to reduce impacts.	Ongoing	●
26	ERR	c-2. Set aside funding for the potential to expand the various Open Slo programs (Parklets, Street closures) to other areas of the City to support business recovery.	Complete	●
27		1.3 Arts and Culture Support		
28	ERR	a. Support the recovery of Arts and Cultural activities throughout the City.	Ongoing	●
29	ERR	b. Support the recovery of Arts , Culture and Community programs through a PCC program similar to GIA.	Complete	●
30	ERR	c. Continue to support local community non-profit organizations through the Cultural GIA program facilitated by the PCC.	Ongoing	●
31	ERR	d. Roundabout Public Art Installations	Ongoing	●
32		1.4 Downtown Vitality		
33	ERR	a-1. Continue to partner with Downtown SLO to ensure the recovery and growth, and vitality of the Downtown.	Ongoing	●
34	ERR	a-2. Support Downtown SLO in expanding the Holiday "Light up Downtown" program and incentivize private participation through a matching program.(For example \$100K base with \$ for \$ match on \$50K)	Ongoing	●
35	ERR	a-3. Continue the work of the Vacancy and Vibrancy Task force in cooperation with Downtown SLO with a focus on a activating and re-leasing vacant store fronts.	Ongoing	●
36	ERR	a-4. Review, evaluate and execute on the outcomes from the Downtown Future Forum ensuring the required public participation and Council approval as needed.	Complete	●
37	ERR	a-5. Continue to enhance and modify the Open SLO program "Downtown Dining" within Mission Plaza as needed to contribute to downtown vitality.	Ongoing	●
38	ERR	a-6. Support the restart of the various Downtown SLO activations like Farmers, Concerts in the Plaza and the Holiday Parade.	Complete	●
39	ERR	a-7. Continue to promote the Downtown to tourists, visitors and locals through the efforts of the TBID and the PCC.	Ongoing	●
40	ERR	b-1. Part 1: Update the Zoning Regulations to allow for more flexible administration of allowed uses, especially downtown, to support desired pop-up, shared-resource and new business model approaches to facilitate business opportunities in the community.	Complete	●
41	ERR	b-2. Part 2: Update the Zoning Regulations to allow for more flexible administration of allowed uses, especially downtown, to support desired pop-up, shared-resource and new business model approaches to facilitate business opportunities in the community.	Complete	●
42	ERR	c-1. Support Arts and Culture in the downtown while ensuring appropriate efforts are made to support DEI through available programs.	Ongoing	●

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	MCG	Task	Completion Date	
43	ERR	c-2. Support the recovery of Arts and Cultural activities by working with new and existing community partners.	Ongoing	●
44	ERR	c-3. Activation of public spaces in downtown through events and programming such as pop up activities and temporary public art that celebrates the proliferation of public art.	Ongoing	●
45	ERR	c-4. Explore options of creative placemaking and temporary public art in the downtown i.e. adjacent to Bubblegum Alley and Rose Alley.	Ongoing	●
46	ERR	c-5. Support creation and partnership of a Downtown Mural Program with Downtown SLO and SLOMA.	Ongoing	●
47	ERR	d-1. Develop and present a long-term plan for the initiatives started under the Open SLO like parklets and street closures in the downtown.	Complete	●
48	ERR	d-2. Replace the existing Mission Plaza Restrooms in compliance with Mission Plaza Concept Plan and Council Direction.	Ongoing	●
49	ERR	d-3. Construct the new Palm/Nipomo structure in coordination with SLO REP theatre.	Ongoing	●
50	ERR	d-4. Continue with the City banner program.	Ongoing	●
51	ERR	d-5. Establish and implement a plan to make the Zig Zag lights permanent in the current locations as well as other locations in the downtown.	Complete	●
52	ERR	d-6. Ensure the downtown business community is updated and aware of major City projects (CIP and others) that will impact their operations and set aside funding to minimize the impacts where possible.	Ongoing	●
53	ERR	d-7. Investigate opportunities to develop a Downtown Wi-Fi Mesh.	Ongoing	●
54	ERR	d-8. Expansion to gateless parking structure to improve the customer access and experience when visiting downtown.	FY23 Q4	●
55	ERR	d-9. Assist with the continuation of Open SLO parklets and courtesy curbside pick up locations	Complete	●
56	ERR	d-10. Expansion of enforcement to ensure on-street, off-street, and residential compliance and safety and to improve overnight safety in the parking structures	Ongoing	●
57	ERR	d-11. Expansion of maintenance to ensure parking structures and adjoining areas remain safe, clean and orderly (see above for fiscal impact)	Complete	●
58	ERR	d-12. Parking structure maintenance at 842 Palm, 871 Palm, and 919 Palm.	Ongoing	●
59	ERR	d-13. City Hall lighting	FY 23-24 (next Financial Plan)	●
60	ERR	e-1. Continue to support the Downtown SLO programs like Clean & Safe, the Ambassadors and homelessness support.	Ongoing	●
61	ERR	e-2. Continue to enhance downtown cleanliness through daily sidewalk scrubbing, street sweeping and trash clean up and the improvement of the existing creek walk.	Ongoing	●
62	ERR	e-3. Continue to provide public safety presence in the downtown. Includes costs of Downtown Bike Patrol, Sergeant, and Officers)	Ongoing	●
63	ERR	e-4. The Police department will develop an educational program, which will include in-person presentations for business owners (including visitor serving) to know how to deal with situations requiring public safety support. Costs are associated with materials.	Ongoing	●
64	ERR	e-5. Develop a CAT staffing plan with a second social worker, to ensure public safety and social service resources in both the downtown and creek area. FUNDING LISTED IN HOMELESSNESS MCG	Ongoing	●
65	ERR	e-6. Evaluate a plan to reestablish a downtown sub station for public safety. (Potential of adding to Mission Plaza Project)	n/a	●
66	ERR	e-7. Track hours worked (regular and overtime hours) by the downtown sergeant and downtown officers and tracking crime statistics.	Ongoing	●
67	ERR	e-8. Downtown safety enhancements - bollards	Complete	●
68	ERR	e-9. Mission Plaza Railing Replacement	Complete	●
69	1.5 Practicing fiscal responsibility			
70	ERR	a. Practicing fiscal responsibility: The City will continue to focus fiscal sustainability through all work efforts, programs, and the required budget appropriations. It will review its revenue sources ongoingly and maximize collection and return on its investments.	Ongoing	●

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	MCG	Task	Completion Date	
71	ERR	b. Staff Resources: Continued enhancements to the Oracle Cloud system through the MOTION program to increase efficiencies and overall effectiveness of the system. Additionally help maintain the City's accounting and financial information.	Ongoing	●
72	ERR	c. Negotiate successor agreements with employee groups in alignment with Council adopted Labor Relations Objectives.	Ongoing	●
73	ERR	d. Complete benchmark compensation survey for SLOCEA, Management, and Confidentials groups.	Complete	●
74	ERR	e. Continue to monitor and reduce liability and workers' compensation claims through actions aimed at reducing liability and workers' compensation costs.	Ongoing	●
75	ERR	f. Injury Reduction Programs, Compliance Software, Onboarding Software, and transitioning to electronic files	Ongoing	●
76		1.6 Paying down unfunded pension liabilities		
77	ERR	a. Paying down unfunded pension liabilities (includes all funds): The City will work to pay down the unfunded liabilities and allocate additional annual payment in pursuit of a 20-year paydown.	Ongoing	●
78		1.7 Investing in critical infrastructure		
79	ERR	a. Investing in critical infrastructure: The City will invest in critical infrastructure based on the approved 2021-23 CIP or as otherwise directed by the City Council. Projects that 1) facilitate economic recovery, 2) enhance safety, resilience, fire prevention, 3) address past commitments (previously budget, approved planning documents), 4) are partnership projects with a significant portion of the cost covered by private development, 5) address existing core infrastructure maintenance needs and 6) provide positive impact towards climate change goals and/or Diversity Equity and Inclusions needs will be prioritized for inclusion and Council's consideration in the 2021-23 CIP. Specific CIP projects/Investments are included in the relevant task and the overall CIP plan.	Ongoing	
80	ERR	b. Regional Transit Authority Analysis: The RTA is currently building a Regional Transit HUB 800 feet from the City's SLO Transit Bus Yard. Much of the infrastructure that supports SLO Transit is aged and nearing the end of its lifespan. All transit providers are required to shift the fleet of transit vehicles to zero emission vehicles. This funding would support the analysis and review of SLO Transit's operations and infrastructure to determine if there may be benefit to sharing infrastructure, equipment or centralizing services to provide increased community services at the same or reduced purchasing requirements, alternative project delivery methods and other options to support local businesses and employees. The Community Services Group will be leading this effort.	Complete	●
81	ERR	c. Administrative Costs to Support Investment in CIP (Office modifications, Interns)	Ongoing	●
82		2.1 Establish Office of DEI		
83	DEI	a. Design DEI Administration, Function, and Operations of the Office	Complete	●
84	DEI	b. Develop DEI Base Operating Budget	Complete	●
85	DEI	c. Identify and secure office space (2000/mo @ 7 mos Y1, 12 mos Y2)	Complete	●
86	DEI	d. Develop positions; Hire Staff	Complete	●
87	DEI	e. Hire Diversity position - 1.0 FTE	Complete	●
88	DEI	g. Hire CivicSparks Fellow - Y2 - .75 FTE	Complete	●
89	DEI	h. Hire Interns - Cal Poly, Cuesta, community candidates - .25 FTE - 2 positions Y1 @ midyear / 2 - Y2, full year	FY23 Q2	●
90	DEI	i. Consultant - DEI SME - 360 total hours	FY23 Q4	●
91	DEI	j. Create and establish formal and informal activities, outreach, programs, policies, structures to advance equity and inclusion, cultural and systemic anti-racism, and cultural competence in the organization and community, and support underrepresented communities	Ongoing	●
92	DEI	k. Implementation of prioritized activities – internal and community-based	Ongoing	●
93	DEI	l. Support DEI efforts throughout each department	Ongoing	●
94	DEI	m. Coordinate activities of the DEI Employee Committee	Ongoing	●
95	DEI	n. Community-based outreach, education, programming	Ongoing	●

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MCG	Task	Completion Date	
96	DEI o. DEI High Impact and GIA grant administration and management	Ongoing	●
97	DEI p. Cal Poly & Cuesta collaborations	Ongoing	●
98	DEI q. Support the HRC	Ongoing	●
99	2.2 Develop & Implement DEI Strategic Plan		
100	DEI a. Conduct needs, priority, and resource assessments. Create comprehensive DEI initiatives and programming for the organization and community.	FY23 Q4	●
101	DEI b. Utilize DEI Task Force Recommendations, Internal D&E Audit as foundation; Cal Poly Experience report and other documents as reference and for benchmarking	Complete	●
102	DEI c. Present comprehensive plan to City Council for Adoption	FY23 Q4	●
103	DEI d. Create project designs and implementation plans. Identify applicable qualitative and quantitative metrics to measure impact of DEI projects and overall DEI program	FY23 Q4	●
104	DEI e. Begin implementation of prioritized programs and projects; scoped as resources allow. To be determined through Strategic Planning process.	Ongoing	●
105	2.3 Workforce Recruitment & Retention		
106	DEI a. Improve DEI-Focused Recruitment, Screening, Hiring Practices	Ongoing	●
107	DEI b. Improve DEI-focused language in job descriptions, announcements and other recruitment materials. Identify gaps and opportunities to increase inclusivity in materials. - supported by consultant, 2.1.4.g	Complete	●
108	DEI c. Provide DEI-focused screening and interviewing training to personnel and panels - supported by consultant, 2.1.4.g	Ongoing	●
109	DEI d. Implement applicable recommendations from Internal Audit, as well as other industry best practices. Continue to ensure final selection guidelines are consistent with DEI best practices	Ongoing	●
110	DEI e. Conduct Pay Equity Audit	Complete	●
111	DEI f. Examine Policies and Programs to Support for Primary Caretakers	Complete	●
112	DEI g. Review, evaluate and implement findings of SLO County Child Care Study (First 5's analysis) of childcare for working families, as applicable; 22-23 Supplemental Plan as resources permit.	Ongoing	●
113	DEI h. Continue communicating childcare options and resources for City employees; additional to First 5 findings. Explore flex schedules, job share, remote options, etc.	Ongoing	●
114	DEI i. Expanded Recruitment Services Expenses to Augment HR	Ongoing	●
115	DEI j. Fire: Recruit Academy Support and Intern Program - enhance DEI recruitment efforts	Ongoing	●
116	2.4 Inclusive & Equitable Workplace		
117	DEI a. Develop and Adopt Diversity Statement for the Organization	FY23 Q2	●
118	DEI b. Assist Departments in infusing DEI into their programs, policies, and practices in relevant and practical ways	Ongoing	●
119	DEI c. . Further develop purpose, role, activities and enhance impact of DEI Employee Committee – (e.g. ERGs, cultural celebrations, activity budget, speakers, self-study materials, public web pages)	Ongoing	●
120	DEI d. Grant equal standing and priority to the tasks and responsibilities periodically assigned to DEI committee members as is given to their other duties	Ongoing	●
121	DEI e. DEI-related Staff Development / Training	Ongoing	●
122	DEI f. Implement a DEI module in new hire onboarding	Ongoing	●
123	DEI g. Provide training and other learning opportunities for all levels. E.g. inclusive leadership, cultural competency, assessments, speakers, self-study, etc.	Ongoing	●
124	DEI h. Continue Clarity Collective training as foundation training - ASSIGNED / RESOURCED TO HR	Ongoing	●
125	DEI i. Training for Council, Commission, Advisory Board – tailored for roles, Brown Act, etc.	Ongoing	●
126	DEI j. Complete a planning study for gender-inclusive restroom and sleeping facilities for Fire Stations 3 and 4. Proceed with design work pending results of study.	FY23 Q4	●
127	2.5 Community-based Policing and Restorative Practices		
128	DEI a. Implement After Action Report recommendations	Complete	●
129	DEI b. Review and implement Governor's recommendations regarding protests when issued	Ongoing	●

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130	DEI	c. Implement federal government changes in law enforcement. Implement RIPA Spillman Module: the Racial and Identity Profiling Act (RIPA) was formed as part of AB953. California law enforcement agencies will be required to collect data for stops made by law enforcement personnel. Annual reporting to DOJ is a requirement.	Ongoing	●
131	DEI	d. Review new Police Station building program and budget for opportunities to reduce costs to preserve resources for community service investments	Complete	●
132		2.6 Cal Poly & Cuesta Partnerships		
133	DEI	a. Solidify relationships and collaborations	Ongoing	●
134	DEI	b. CP Office of University Diversity and Inclusion (OUDI) and City DEI Office/City Manager Leadership quarterly planning meetings	Ongoing	●
135	DEI	c. Host City / Cal Poly Office of Student Diversity & Belonging quarterly roundtable (City & CP leadership, DEI committee, HRC, Cal Poly students, DEI leaders, etc.) - re community / student experience, relationship-building	Ongoing	●
136	DEI	d. Utilize Faculty Fellow assigned to Office of DEI in partnership with CP OUDI to research best practices, grants for internships, programs, outreach, innovative practices, etc.	Ongoing	
137	DEI	e. Explore opportunities and build collaborations with Cuesta College	Ongoing	●
138	DEI	f. Provide City facilities as available to campus DEI programs delivered to and in the community	Ongoing	●
139	DEI	g. Utilize interns from Cal Poly and Cuesta within the Office of DEI	Ongoing	●
140		2.7 Access, Inclusion, Support for Underrepresented Communities		
141	DEI	a. High Impact DEI Grants	Ongoing	●
142	DEI	b. GIA Grants	Ongoing	●
143	DEI	c. HRC Operating Budget for enhanced presence, advocacy, community building, etc. (such as awareness campaigns, access/fairness efforts, citizen award, etc.). Activities TBD	Ongoing	●
144	DEI	e. Support feasibility study for Multicultural Center; provide City liaison/staff support	FY23 Q4	●
145	DEI	f. Contribute to planning / feasibility study	FY23 Q4	●
146	DEI	g. Update City's formal Public Engagement & Noticing (PEN) procedures as well as other public outreach, input efforts to increase diverse participation. Develop tactics and cost to implement	FY23 Q2	●
147	DEI	h. City 101 / Community Academy to increase understanding / access / participation in City government	Ongoing	●
148	DEI	i. City 101 – first stage, short program, easy access/commitment. Overview of City, how to access, ways to be involved. Extensive outreach to Underrepresented minorities, community-based sessions. Design, pilot Y1	Complete	●
149	DEI	j. Community Academy – second stage, longer program. Partner with Chamber, others. Test demand, develop. Pilot Y2	FY23 Q4	●
150	DEI	k. Develop “Undocu-Friendly” logo for City documents, as allowable by law (cost of internal resources)	FY23 Q4	●
151	DEI	l. BIPOC youth artists' public art project. Feature work that provides a fuller representation of all communities. Artists are stipended. Pilot in Y2 - ASSIGNED & RESOURCED TO P&R	Ongoing	●
152	DEI	m. Park major maintenance and repairs specific to Cheng Park improvements and Mission Plaza railing improvements.	FY23 Q3	●
153	DEI	n. Parks Major Maintenance - ADA Transition Plan Implementation	Ongoing	●
154		2.8 Community Education & Programming		
155	DEI	a. Trainings, workshops, speakers, forums, townhalls, listening sessions, outreach, etc. for youth, marginalized communities and community-at-large [in addition to CP's programming]	Ongoing	●
156	DEI	b. Utilize proven providers rather than City develop program. City serves as coordinator, sponsor, convener, etc.	Ongoing	●
157	DEI	c. Determined by interest, guidance by BIPOC, other URM, DEI committee, HRC + public input, etc.	Ongoing	●
158		2.9 Support & Attract Minority-Owned Businesses		

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	MCG	Task	Completion Date	
159	DEI	a.Establish a process for the City to recognize and promote Minority-owned businesses	FY23 Q2	●
160	DEI	b.Implement protocols within the City's Office of Economic Development to reach out to all existing and new Minority-owned/operated businesses to learn of their experiences operating in SLO, and to identify ways the City can be of support.	FY23 Q2	●
161	DEI	c.Establish a City Leadership/Chamber of Commerce / Minority Business Owners' roundtable.	FY23 Q4	●
162	DEI	d. Research, explore and potentially utilize innovative practices such as micro-loans, targeted-sector recruiting and promotion, City-facilitated lending, grants, private support and crowdfunding to support underserved/underrepresented communities. Leverage City's partner network, including the Chamber, Downtown SLO, REACH and others to support the DEI initiatives as they relate to economic development including creation, retention and attraction efforts.	FY23 Q4	●
163	DEI	e. Update and maintain a listing of resources for BIPOC, LGBTQ+ and other underserved communities on the City's Doing Business section of the website.	Ongoing	●
164		3.1 Implement Housing Element		
165	HH	a. Inclusionary Housing Ordinance (HE programs 2.13 & 4.6)	FY23 Q2	●
166	HH	b. Flexible Density Program (HE Program 2.15)	FY23 Q3	●
167	HH	c. Develop Objective Design Standards & Update Development Review Process (HE 6.22 & 6.23)	Complete	●
168	HH	d. Zoning Regulations Update - Housing (HE 5.5, 8.18, 8.23, 2.17 and AB 2345)	Complete	●
169	HH	e. Subdivision Regulations Update (HE 6.20)	FY23 Q4	●
170	HH	f. Missing Middle Housing (HE 5.4)	FY23 Q2	●
171	HH	g. Additional Housing Element Program Implementation (HE 2.16, 2.18, 3.10, 4.7 & 4.8)	FY23 Q2	●
172	HH	h. Regional Coordination (HE Chapter 4)	Ongoing	●
173	HH	i. Housing Element Program Implementation (Chapter 3)	Ongoing	●
174	HH	j. Construct Prado Road Creek Bridge Replacement & S. Higuera/Prado Road intersection reconstruction, adding protected bicycle lanes, sidewalks and a bicycle protected intersection, as recommended in the Active Transportation Plan.	FY 23-24 (next Financial Plan)	●
175	HH	k. Complete construction of the Prado Road Interchange project, providing more efficient connectivity for motor vehicles and transit service (reducing VMT), and providing physically-separated facilities for bicycles and pedestrians, as recommended in the Active Transportation Plan.	FY 24-25 (next Financial Plan)	●
176	HH	l. Development related park improvements specific to Laguna Lake and Orcutt Area.	FY23 Q4	●
177	HH	m. CDD Fleet Replacement	Ongoing	●
178		3.2 Implement Inclusionary Housing Ordinance		
179	HH	a. Development review project referrals	Ongoing	●
180		3.3 Below Market Rate Portfolio Management		
181	HH	a. Inventory Management; Monitoring; Escrow services; Homebuyer & rental services; BEGIN/FTHB	Ongoing	●
182		3.4 Financial Management		
183	HH	a. CDBG Program Administration	Ongoing	●
184	HH	b. GIA Program Administration	Ongoing	●
185	HH	c. Affordable Housing Fund Administration	Ongoing	●
186	HH	d. Grant research; applications; coordination	Ongoing	●
187		3.5 Advisory Body & Council meetings & support		
188	HH	a. Reports, Community meetings, presentations (does not include time associated with tasks identified herein)	Ongoing	●
189	HH	b. HRC liaison	Ongoing	●
190		3.6 Homelessness Team Coordination		
191	HH	a. Coordination of staff from various City departments (Public Works, Parks and Recreation, Police, Fire, Administration) focused on addressing issues associated with homelessness.	Ongoing	●
192	HH	b. Develop a Strategic Plan to guide a sustained effort of engagement by regional partners, non-profit partners, and community members to identify and implement coordinated solutions to chronic homelessness.	FY23 Q3	●

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	MCG	Task	Completion Date	
193	HH	c. Maintain and update informational resources, such as the City's Homelessness Solutions web page, about City actions to help the unhoused population, and the scope of services provided to address the challenges of homelessness by the County, State, City, and regional partners.	Ongoing	●
194	HH	d. Work to prevent homelessness through a Safe Housing Outreach and Education Program that will provide, among other duties, information about rental assistance programs, eviction protection programs, and new housing opportunities.	Ongoing	●
195	HH	e. Pursue a coordinated lobbying strategy to motivate action at the State and regional level, and research and secure additional sources of funding to address local challenges.	Ongoing	●
196	HH	f. Housing and Homelessness City Staff	Ongoing	●
197		3.7 Environmental Protection and Water Quality		
198	HH	a. Environmental clean-ups in creek and open space areas associated with abandoned personal property and trash (Parks & Rec)	Ongoing	●
199	HH	b. Environmental clean-ups in creek and open space areas associated with abandoned personal property and trash (Parks & Rec)	Ongoing	●
200	HH	c. Environmental clean-ups in City Parks and public spaces associated with abandoned personal property and trash (Public Works)	Ongoing	●
201	HH	d. Environmental clean-ups in City Parks and public spaces associated with abandoned personal property and trash (Public Works)	Ongoing	●
202		3.8 Regional Engagement and Grant Management		
203	HH	a. Active participation and representation of the City in the County's regional strategic planning efforts to develop regional solutions to chronic homelessness.	Ongoing	●
204	HH	b. Attend HSOC & PACT meetings, support City seat on the Commission, and report status of agenda items back to staff	Ongoing	●
205	HH	c. Support the Housing Policy and Program section and the Office of Diversity, Equity and Inclusion on homelessness related funding opportunities, such as CDBG, GIA, DEI, and other sources.	Ongoing	●
206		3.9 Community Action Team Resources		
207	HH	a. Expand the current Community Action Team by adding an additional social worker position.	Ongoing	●
208	HH	b. Continue to provide public safety services by utilizing the Community Action Team; includes two officers and a social worker. (Costs include existing social worker position, but funding for the position is provided by the County).	Ongoing	●
209	HH	c. Continue to provide public safety services by utilizing the downtown bike team.	Ongoing	●
210		3.10 Mobile Crisis Unit Pilot Program		
211	HH	a. Pair a crisis worker with an Emergency Medical Technician (EMT) to provide non-emergency response and care to unhoused community members.	Complete	●
212	HH	b. Implement the program with the goals of reducing emergency dispatch of paramedics and law enforcement to community members who need non-emergency support.	Ongoing	●
213	HH	c. Engage with the County of San Luis Obispo in the implementation of the pilot program so that if it is successful it can be scaled up and replicated across the region.	Ongoing	●
214		3.11 Non-Profit Partner Support		
215	HH	a. Support non-profit partners in pursuing funding resources, such as CARES Act and Project Homekey grants.	Ongoing	●
216	HH	b. Support a 25% expansion of the number of beds at the 40 Prado Homeless Services Center.	Complete	●
217	HH	c. Continue to expand Safe Parking opportunities and support coordinated regional efforts for Safe Parking, transitional housing, and other shelter resources.	Ongoing	●
218	HH	d. Ongoing General Fund support to CAPSLO for 40 Prado (includes safe parking, warming center, operational support)	Ongoing	●
219	HH	e. Bus Token in-kind program to CAPSLO	Ongoing	●
220	HH	f. General Fund low income utility subsidies	Ongoing	●
221	HH	g. Federal CDBG Grant for social services (Provided to CAPSLO to help fund Homeless Services Center operations)	Ongoing	●

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MCG		Task	Completion Date	
222		4.1 Provide Sustainability Resources to achieve Council's Adopted Goals		
223	CA	a. To ensure consistent maintenance and adequate oversight of City Open Space lands, add one net new Ranger Maintenance Worker to maintain level of service standards following recent Open Space acquisitions. The City's level of service standard for Open Space is 1 Ranger per 1,000 acres.	Complete	●
224	CA	b. To address Ranger Services staffing, recruitment, and retention, convert 5 Ranger Specialist positions (currently limited benefit temporary) to full-time regular permanent positions.	Complete	●
225	CA	c. Create a limited term Sustainability & Natural Resources Analyst position to support open space conservation planning, implement Climate Action Plan actions that were established for 2021-23 on time, and support the completion of the Resilient SLO climate adaptation work effort.	Ongoing	●
226	CA	d. Restore the Sustainability & Natural Resources Intern position to support open space administration and planning efforts and climate action plan implementation efforts, including completion of the Community Forest Master Plan.	Ongoing	●
227	CA	e. Hire a CivicSpark Fellow for one year to initiate, complete, and begin implementing a municipal solid waste reduction initiative.	Ongoing	●
228	CA	f. Continue grant writing consulting support to ensure focused and competitive proposals for state, federal, and private grants.	Ongoing	●
229	CA	h. Orient the Green Team to support "Lead by Example" implementation, "Resilient SLO" implementation, and all-staff educational efforts.	Ongoing	●
230	CA	i. Continue SLO Climate Coalition support to provide a resource for community members to participate in climate action initiatives and build overall community capacity.	Ongoing	●
231	CA	j. Convene an inter-departmental staff team to assess and provide recommendations for the Urban Forest Program's future role in advancing sustainability goals and objectives.	Ongoing	●
232	CA	k. Continue to monitor the status of the Integrated Waste Management Authority (IWMA) Polystyrene Ordinance and respond as needed and appropriate.	Ongoing	●
233		4.2 Continue to update and implement the Climate Action Plan ("CAP") for carbon neutrality		
234	CA	a. Complete the Biennial Climate Action Plan Update, as called for by CAP Administrative Action 3.	Complete	●
235	CA	b. Implement the Lead by Example Municipal Operations Carbon Neutrality Plan, as called for by CAP Lead by Example task 1.1. Specific projects include: - i. Install electric vehicle chargers to support the transition to all-electric fleet vehicles. - ii. Initiate and complete Building and Facility Energy and Decarbonization Study in order to identify and prioritize projects for City facilities. - iii. Complete installation of lighting retrofits at City Hall and Fire Station 1 using available on-bill financing. - iv. Complete installation of solar panels at the City's Bus Yard, Fire Station 1, and Sinsheimer Pool. - v. Install Transit Facility EV Charging Infrastructure - vi. Review options to further integrate climate action into the 2023-25 Financial Plan.	Ongoing	●
236	CA	c. Provide for 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.	Ongoing	●
237	CA	d. Update the Clean Energy Choice Program for New Buildings for consistency with the 2022 California Building Code update, as called for by CAP Green Buildings task 1.1.	Complete	●
238	CA	f. Initiate a new grant program to catalyze energy efficiency and decarbonization retrofit projects in existing buildings that will also serve as demonstration and showcase projects, in support of CAP Green Buildings task 2.1.	Ongoing	●
239	CA	g. Implement organic waste reduction measures required by California Senate Bill 1383, which are also called for by CAP Circular Economy tasks 1.1, 1.2, 1.3, and 2.1.	Ongoing	●

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	MCG	Task	Completion Date	
240	CA	g. Provide support for community electric mobility work being led by the SLO Climate Coalition, in support of CAP Connected Communities task 3.1.	Ongoing	●
241		4.3 Continue preservation, maintenance, and enhancement of the City's open space and urban forest		
242	CA	a. Working with the Coastal San Luis Resource Conservation District, complete existing planning efforts and pilot program implementation at Johnson Ranch Open Space and City Farm intended to improve soil health and remove and store carbon, as called for at CAP Natural Solutions task 1.1.	FY23 Q2	●
243	CA	b. Complete an Urban Forest Master Plan including a comprehensive update of tree inventory update, assessment of tree canopy coverage, and implementation of an ongoing tracking system, as called for by CAP Natural Solutions task 2.1.	FY23 Q4	●
244	CA	c. Establish a contract service for enhanced tree pruning and maintenance to ensure the long-term health and vigor of the City's Urban Forest, as well as public safety and identify a strategy for a prioritized replacement schedule for downtown focus trees, and begin implementation in order to ensure the long-term preservation of the Downtown street tree canopy.	Ongoing	●
245	CA	d. Partner with ECOSLO to support the 10,000 Trees by 2035 goal through a tree planting and maintenance program, as well as continue with the SLO Stewards Docent Program, annual creek clean up efforts, and administration of the SLO Green Business Program.	Ongoing	●
246	CA	e. Actively pursue opportunities to purchase open space lands and permanent land conservation agreements in furtherance of the City's Greenbelt Protection Program.	Ongoing	●
247	CA	g. Implement priority projects and actions at Cerro San Luis Natural Reserve consistent with the updated Conservation Plan.	Ongoing	●
248	CA	h. Update the existing South Hills Natural Reserve Conservation Plan (2007), including a contemporary natural resources inventory, mapping, policy review, and identification of land stewardship needs and priorities.	FY23 Q4	●
249	CA	i. Implement priority projects at South Hills Natural Reserve consistent with the updated Conservation Plan.	Ongoing	●
250	CA	j. Create the Righetti Hill Open Space Conservation Plan in order to guide the long-term protection and appropriate public use of this new City Open Space property.	FY23 Q4	●
251	CA	k. Implement priority projects at Righetti Hill Open Space consistent with the Conservation Plan.	FY23 Q4	●
252	CA	l. Complete installation of adopted trail systems and establish regular Ranger Service patrol at Miossi Open Space.	FY23 Q4	●
253	CA	m. Complete installation of adopted trail systems at the Waddell Ranch addition to the Irish Hills Natural Reserve.	FY23 Q4	●
254	CA	n. Continue Open Space education activities including the "hikes with experts" series, Junior Ranger Camp, supporting the SLO Stewards Docents, and ongoing public information and programming.	Ongoing	●
255	CA	o. Continued 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	Ongoing	●
256	CA	p. Continued, 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.	Ongoing	●
257	CA	q. Implement Laguna Lake Dredging and Sediment Management and Shoreline Stabilizations Projects in order to begin restoration of the lake for recreation and habitat improvement purposes	Complete	●
258		4.4 Alternative and sustainable transportation		
259	CA	a. Establish consistent mode split tracking and reporting method, consistent with performance monitoring recommendations as called for in the Active Transportation Plan and CAP Connected Communities task 1.1.	FY23 Q2	●

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260	CA	b. Prepare a Mobility as a Service Study to guide potential implementation of programs and software tools to create an integrated platform linking access to transit, future bikeshare and ridesharing services, as called for in CAP Connected Communities task 1.2.	FY23 Q4	●
261	CA	c. Prepare a Transit Innovation Study to provide a blueprint to guide the transition to increased service frequency, electrification and feasibility of no-fare service for students, seniors, and others as called for in CAP Connected Communities tasks 4.2, 4.3, and 4.4.	FY23 Q4	●
262	CA	d. Active Transportation Plan (ATP) Implementation: Implement infrastructure improvements and programs specifically identified in the City's Active Transportation Plan to improve access, mobility and safety for walking and bicycling citywide. Actions support the CAP Connected Communities task 2.1, ATP. Specific projects and programs within the current work program include: - i. Plan, Design and Construct the ATP Tier 1 Network - ii. Construct Minor Bicycle and Pedestrian Access & Safety Improvements - iii. Complete preliminary design and right-of-way acquisition for the Railroad Safety Trail (Tiburon to Orcutt Road) - iv. Implement complete street improvements as part of 2021 and 2022 Roadway Sealing Projects - v. Continue to monitor trends in the Micromobility industry and feasibility of future SLO Bikeshare Program. - vi. Complete construction of the Broad/Woodbridge Pedestrian Hybrid Beacon crossing	Ongoing	●
263	CA	e. Perform additional sweeping to remove debris and obstructions along sidewalks, shared-use paths, and bike lanes, including use of narrow street sweeping machinery and manual sweeping to clear protected bike lanes, parklets and painted bulb outs. FUNDING IN ECONOMIC RECOVERY 1.4 e-2.	Ongoing	●
264	CA	f. Construct sidewalk repairs and new ADA curb ramps to improve access and safety for pedestrians, particularly those with mobility challenges.	Ongoing	●
265	CA	g. Achieve meaningful progress towards the "Vision Zero" goal by implementing recommendations from the City's Annual Traffic Safety & Operations Program, with particular focus on eliminating injury collisions involving vulnerable road users such as bicyclists, pedestrians, seniors and children.	Ongoing	●
266	CA	h. Construct the Cerro San Luis Neighborhood Greenway Phases 1B and 2, completing the priority bicycle and pedestrian route between Foothill Boulevard and Downtown SLO, including safety lighting and public artwork at the US 101/Chorro Undercrossing	FY 23-24 (next Financial Plan)	●
267	CA	i. Complete construction of the Orcutt Road/Tank Farm Road Roundabout, reducing congestion and auto emissions and improving access and safety for bicycles, pedestrians and drivers.	Complete	●
268	CA	j. Complete construction of the California/Taft Roundabout, reducing congestion and auto emissions and improving access and safety for bicycles, pedestrians and drivers.	FY23 Q4	●
269	CA	k. Install new streetlights throughout the city	Ongoing	●
270	CA	l. Install new solar path lights along the Bob Jones and Railroad Safety Trails, utilizing solar options where feasible, to improve safety for active transportation users.	FY 23-24 (next Financial Plan)	●
271	CA	m. Widen Higuera Street from Bridge to Elks to address collision trends by providing a center left-turn lane and improve bicycle facilities.	FY23 Q2	●
272	CA	n. Continue Active Transportation Education and Outreach to encourage safe behaviors for all road users and to encourage interest and use of active transportation modes.	Ongoing	●
273	CA	o. Prepare Feasibility Study for Potential City VMT Mitigation Program, providing a programmatic mechanism to reduce VMT and GHG production of new development projects within the city.	Ongoing	●
274	CA	p. Continue advancing the electrification of the SLO Transit vehicle fleet, including electrification of buses and bus charging infrastructure.	Ongoing	●
275	CA	q. Replace SLO Transit bus shelters to maintain a quality environment for new and future transit users.	FY23 Q2	●

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276	CA	r. Fund two Transportation Interns to assistance with implementation of sustainable transportation projects and programs.	Ongoing	●
277	CA	s. Implement Neighborhood Traffic Management Program to address traffic speeding concerns through local residential streets and collector/arterial streets with fronting residential uses.	Ongoing	●
278	CA	t. Preserve and repair pavement surface within SLO Transit Bus Yard	FY 23-24 (next Financial Plan)	●
279	CA	u. Pedestrian & Bicycle Pathway Maintenance: Preserve and repair pavement service along off-street pedestrian/bicycle pathways (RRST from Cal Poly to Taft; Madonna Inn Path; Meadow Park Paths)	Ongoing	●
280	CA	v. Street Reconstruction and Resurfacing: Implement the City's Pavement Management Program, repairing pavement surfaces along roadways throughout the city while leveraging opportunities for safety and multimodal street improvements.	Ongoing	●
281	CA	w. Traffic Sign & Striping: Repair and replace traffic signs and roadway pavement markings to maintain traffic control measures for all road users in a state of good repair.	Ongoing	●
282	CA	x. Development Agreements: Fund the City's share of costs associated with public infrastructure to be constructed by private development projects per reimbursement agreements for the following projects: - Avila Ranch -- City share of Buckley Road Extension Class I Path - 600 Tank Farm -- City share of Tank Farm/Santa Fe Roundabout, Santa Fe Road Extension, and Design & Right-of-Way for Tank Farm Class I Path	FY23 Q4	●
283		4.5 Planning and implementation for resilience		
284	CA	a. Complete the "Resilient SLO" planning project (Safety Element Update and associated CEQA) to assess community vulnerability to the impacts of climate change and adopt a resilience policy framework in the City's General Plan, as required by California Senate Bill 379.	FY23 Q3	●
285	CA	b. Following successful piloting at Terrace Hill Open Space, implement and expand vegetation management for fire fuel reduction, as well as to promote soil health and recruitment of native perennial bunchgrasses, using goats and sheep with a professional contractor in order to ensure a safe and effective operation.	Ongoing	●
286	CA	c. Proactively conduct pre-season inspections of the creek system and implement the removal of woody debris, hazardous trees, and other obstacles that could lead to an increased potential for local flooding in accordance with the City's Routine Maintenance Agreement permit issued by the California Department of Fish and Wildlife.	Ongoing	●
287	CA	d. Replace or repair Open Space fencing that is currently in disrepair at Cerro San Luis Natural Reserve, Irish Hills Natural Reserve, Bowden Ranch Open Space, and the Bob Jones Trail. (Includes existing Creek and Flood Protection Staffing resources)	FY23 Q4	●
288	CA	e. Respond quickly to instances when hazardous trees are identified on City Open Space lands or creek areas where the City has a property interested.	Ongoing	●
289	CA	f. Conduct a microgrid feasibility assessment to identify City properties that could add solar, battery storage, and controls to allow operation during times of electrical grid outages as an uninterruptable power supply.	FY23 Q4	●
290	CA	g. Support development of the "Micro Community Collaborative" (MCC) initiative with SLO Climate Coalition, which includes a 1) web platform for community members to learn how they can complete their own sustainability initiatives, and 2) coordinating support to advertise the web platform and support communities of practice throughout the city.	Ongoing	●
291	CA	h. Establish an Open Space Fire Fuel Reduction Crew (part-time staff, 4,000 hours), including procurement of necessary machinery and equipment, in order to ensure that the City's has a reliable means of conducting fuel reduction activities.	Ongoing	●
292	CA	i. Expand Technical Rescue Team roster from 3 to 6 firefighters to improve the City's open space rescue capabilities and improve self-sufficiency following the first 72 hours of a regional disaster such as earthquake or flood where resources are often limited.	Complete	●

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293	CA	j. Project: Storm Drainage Infrastructure Replacement - capital maintenance and replacement of pipe, culvert and constructed drainage channels to provide increased flood protection and reduced likelihood of loss of property	Ongoing	●
294	CA	k. Project: Inlet Trash Capture Devices (Water and Wastewater Management Element: The City will manage the collection system to ensure that the proper level of maintenance is provided and that the flow in sanitary sewers does not exceed design capacity.) This annual asset maintenance project addresses capital maintenance and replacement of pipe, culvert and constructed drainage channels to provide increased flood protection and reduced likelihood of loss of property.	Ongoing	●
295	CA	l. Project: Pismo/Johnson/San Luis Creek Bank Stabilization - San Luis Creek passes under Johnson Avenue near Pismo Street. The creek bank is starting to erode and this project will stabilize the creek bank and protect Pismo Street.	Ongoing	●
296	CA	m. Project: Hydration Stations at Various Parks - funding annually for parks surfacing maintenance and water supply infrastructure including the installation of hydration stations.	Ongoing	●
297	CA	n. Project: Laguna Lake Dredging - rerouting of Prefumo Creek has increased sediment deposits into the lake. This is a pilot project to ascertain if dredging is a viable solution for Laguna Lake and could become a routine maintenance activity.	Complete	●
298	CA	o. Project: Ludwick Community Center - Roof and Solar Replacement (This funding provides for capital maintenance of facilities that will reduce unplanned repair costs and optimize energy use by providing planned equipment replacements and building shell sealing. Benefits of proper infrastructure maintenance reduces the cost of major repairs, increases energy efficiency, and ensures the facilities remain in functional condition.)	FY 23-24 (next Financial Plan)	●
299	CA	p. Water Treatment Plant Emergency Power - PSPS - additional temporary or permanent emergency generators, requiring engineering design and inspection services, and construction at the Water Treatment Plant, Whale Rock Reservoir, and other water pump stations.	Ongoing	●
300	CA	q. Water Treatment Plant - Power Storage Units Tesla Battery Grant - when emergency power is not required for plant operations, the power storage units will allow plant staff to shift power needs during electrical time of use periods having lower electrical rates, and lower carbon emissions associated with the transmission of electrical power. The control module operating the power storage units will also monitor and track energy efficiencies of existing pumps and the plant's treatment units.	Complete	●
301	CA	r. Sustainable Groundwater Management Act (SGMA) Groundwater Sustainability Plan (GSP) - collaborate with Groundwater Sustainability Agency (GSA) stakeholders to effectively manage the groundwater basin in the City, which may include preparation of research studies, field investigations, legal documents, grant applications, and regional participation in the development of a GSP.	Ongoing	●
302	CA	s. Mid-Higuera Bypass - this funding provides final engineering design work for this long-planned flood control project between Marsh Street and Madonna Road along San Luis Obispo Creek.	Ongoing	●