CITY OF CLAREMONT
CITY COUNCIL PRIORITIES & 2024-26 OBJECTIVES

(Revised July 2025)

Preserve Our Natural, Cultural, and Historic Resources

Council Task or Objective	Department	Status/ Action Taken (through July 2025)	Next Steps (August 2025 through June 2026)
Continue to support and fund Community Based Organizations (CBO).	Recreation & Human Services	• CBO grant applications were open from July-August 2024 for the 2025 Funding Year. CBO funding recommendations were made by the Community & Human Services Commission on November 6, 2024 and approved by the City Council on November 26, 2024 for the 2025 Funding Year. A total of 29 grants were awarded. Staff administered the grant contracts with each of the organizations that have been awarded and facilitate the funding process. • Staff and the Community & Human Services Commission	• CBOs submitted their mid-year reports and invoicing for payment in June 2025. Their final reports and invoicing for payment will be submitted in December 2025 for the 2025 Funding Year. • CBO grant applications will be open from July-August 2025 for the 2026 Funding Year. • CBO funding recommendations will be made by the Community & Human Services Commission and will be presented to the City Council for approval in November 2025 for the 2026 Funding Year. • Staff and the Community & Human Services Commission will complete the CBO site visits in May 2026.

		completed the CBO site visits in May 2025.	• CBOs will submit their mid-year reports and invoicing for payment in June 2026, for payment by July 1, 2026. • Staff will continue to support and fund CBOs as directed by the City Council.
Continue to support the arts, including potential opportunities to identify a live performing arts space in Claremont.	Administrative Services	• Phase 3 Utility Box artists were selected and painting is underway. • In June, the City Council approved the purchase of a sculpture by Vince Skelly for installation at City Hall. • Three community meetings were held for the El Barrio Park mural project. Three finalists will present concepts to the Public Art Committee on September 8, 2025 for final selection. • Staff is evaluating potential live theater venues, including Taylor Hall and the Laemmle Theatre.	• Select a final artist and design for El Barrio Park public art piece in September 2025.
Ensure that the City's Sustainable City Plan, Urban Forest Management Plan, General Plan, Municipal Code, Tree Policies and Guidelines Manual; internal policies/procedures; and	Community Services	• The draft Tree Policies and Guidelines Manual was approved by the Tree Committee on December 18, 2024, and by the Community and Human Services	• Since January staff has worked to implement the new notification process and education outreach programs. • In January, staff was also directed to develop a removal and replacement

staff/contractor qualifications and instructions are all consistent with best urban forest practices and with one another, and are effective in preserving and expanding our City's Urban Forest, both public and private.		Commission on January 16, 2025. The Tree Committee and Community and Human Services Commission recommendation was to approve the revised draft Manual and forward to the City Council for final approval. • The City Council approved the revised draft Tree Policies and Guidelines Manual at the January 28, 2025 City Council meeting.	program for the pine trees in the Claraboya and Kemper Avenue neighborhoods. Once the removal and replanting program is approved and implemented, the review of other documents will begin to evaluate them for consistency with one another, as well as urban forest best practices.
Focus on environmental, fiscal, and organizational sustainability, including the professional development and retention of City employees.	All Departments	• In October 2024, the City Council allocated $1.78 million in General Fund surplus funds to the City's Operating and Environmental Emergency Reserve, bringing its balance to 30% of estimated 2026-27 General Fund operating expenditures. • Staff developed a ten-year financial plan, which focuses on long-term financial sustainability. • The Sustainability Committee continues to meet regularly to monitor progress towards	• Staff will continue to evaluate and recommend best practice financial policies in hopes of positively impacting the City's fiscal sustainability. • Staff resources will continue to be dedicated to the Sustainability Committee.

		achieving the Claremont Sustainable City Plan. • The City secured multi-year employment contracts with all employee bargaining units.	

Maintain Financial Stability

Council Task or Objective	Department	Status/ Action Taken	Next Steps
Develop and maintain a ten-year financial plan, which focuses on long-term financial sustainability. • **Long Range Plan will be added to annual budget process and final budget document.** • **Focus will be on both revenues and expenditures in the General Fund.** • **Continue to evaluate and recommend best practice financial policies, including reserve balance requirements.**	Financial Services	• Staff developed the City's first Long Range Financial Plan (LRFP) covering the ten-year period of 2025-2034. • City Council received and filed the LRFP at the September 24, 2024 Meeting. • Staff will provide annual updates to the City Council each fall.	• Staff will continue to monitor revenue and expenditure activity and evaluate the assumptions for the General Fund. • An update to the LRFP will be provided in the fall of 2025.
Continue to evaluate and secure revenue enhancement opportunities, such as the potential regulation of short-term rentals and cannabis.	Financial Services & Community Development	• Short-Term Rentals (STR) ○ The City Council approved an STR Ordinance allowing hosted rentals and prohibiting vacation rentals. ○ The City has begun accepting applications for eligible hosted STRs. Operators will begin remitting Transient Occupancy Tax (TOT)	• Short-Term Rentals (STR) ○ Staff continues implementing the STR Ordinance and will pursue enforcement against operators in violation of the Ordinance. • Cannabis ○ Both the zoning and regulatory ordinances will be presented to the City Council for consideration on July 22, 2025.

		once permitted and operational.
		
		• Cannabis
		  ○ Staff presented the cannabis zoning ordinance to the Planning Commission, which made a negative recommendation to the City Council due to a lack of consensus.
		  ○ Staff has developed a corresponding cannabis regulatory ordinance to allow a limited number of cannabis retail storefront businesses.	

Monitor options for funding, controlling, or reducing current and future pension costs, as well as unfunded liabilities.	Financial Services	• In October 2024 the City Council allocated $1.25 million from the 2023-24 General Fund Surplus, combined with $600,000 already budgeted, for a combined $1.85 million additional discretionary payment towards the City's unfunded pension liability with CalPERS. At the same meeting, the City Council	Continue to budget for additional discretionary payments to CalPERS and use one-time surplus funds when opportunities arise.

		authorized an additional $1.0 million deposit to the City's Section 115 Pension Trust. • The 2024-25 budget includes $600,000 for an additional discretionary payment towards the unfunded pension liability with CalPERS.	

Invest In The Maintenance And Improvement Of Our Infrastructure

Council Task or Objective	Department	Status/ Action Taken	Next Steps
Maintain cleanliness of business districts, parks, transportation facilities, public rights of way, street signs, public restrooms, and public spaces.	Community Services	Staff have been assigned to regularly clean, pressure wash, and monitor different locations within the City, focusing attention on the cleanliness of the Village. Staff contracted with a new Park Restroom Janitorial company to improve park restroom cleanliness.	Staff will continue to be assigned and clean the locations in and around business areas, evaluating these locations for enhanced cleaning as necessary.
Develop a Park Facilities Improvement Plan by December 31, 2024. The Plan will: (i) assess the age and condition of park facilities, (ii) prioritize park facility improvements, (iii) identify current and future sources of funding for proposed park facility improvement, and (iv) outline a public engagement process for the development of park facility improvement projects. Concurrent with the development of the Park Facilities Improvement Plan, staff will engage the community in the development of a proposal for the	Community Services	• Lewis Park was reopened on March 22 with a brief ceremony. • The Park Facilities Improvement Plan was adopted by the City Council on May 13, 2025.	Staff will implement the Park Facilities Improvement Plan as adopted.

improvement of the playground at Lewis Park.			
Explore options to relinquish ownership of the Blaisdell Ranch Preserve to the Blaisdell Ranch Homeowners Association.	Administrative Services	On October 8, 2024, the City Council received a report from the City Attorney regarding anticipated requirements to relinquish the Blaisdell Ranch Preserve to the Blaisdell Ranch Homeowners' Association (HOA). The City Council directed staff to identify cost estimates for potentially relinquishing the City's easement and to ensure that the Blaisdell Ranch HOA is aware of the process.	Staff has met with representatives from the Blaisdell Ranch HOA and provided an update on the steps necessary for the relinquishment to take place. The HOA board has discussed their options and communicated to the City that they are interested in exploring the relinquishment further. Staff will return to the City Council with an update prior to the end of the year, seeking direction on whether the City Council wants to proceed with the relinquishment, and if so, how the costs of the relinquishment process will be shared by the City and the Blaisdell Ranch HOA.
Ensure availability of modern technology for businesses and residents, and pursue options to address the cell service issues in some geographical areas within Claremont.	Administrative Services	• The City has implemented a scalable and secure network infrastructure to improve communication, enhance data accessibility, and boost operational efficiency across all departments. This will ultimately enable our staff to serve the public more effectively. • Community Development is working with a provider to construct a new tower at 550 E Base Line Road (behind	• Monitor network performance to identify issues and optimize the system's speed, reliability, and scalability. • Conduct regular security audits, penetration testing to maintain government regulations and compliance and ultimately ensure data security. • Continue work with cell service providers in hopes of addressing issues that are experienced in some geographical areas within Claremont.

		Vons). This tower was approved a few years ago but not constructed. The provider is working with staff to make a few minor modifications to the design and hopes to construct the facility this year. • Community Development approved a minor modification to an existing tower on Auto Center Drive (south of Super King). • City staff has been working to identify a provider to install a cell site on or around the Wilderness Park parking lots, to improve coverage in the areas adjacent to the foothills. • City staff has been working with a provider that has been looking at developing a new facility at Padua Avenue Park. Staff has provided supportive comments regarding the preferred design and location, and is currently awaiting a formal proposal from the provider.	

		• All of these cell tower enhancements are intended to improve wireless communication infrastructure in the City.	

Ensure the Safety of Our Community Through Community-Based Policing and Emergency Preparedness

Council Task or Objective	Department	Status/Action Taken	Next Steps
Assess traffic calming measures including street infrastructure and design, as well as additional enforcement by the Police Department.	Police & Community Development	• The Police Department was awarded a grant from the California Office of Traffic Safety in the amount of $140,000. The grant funds allow for additional enforcement in areas of the City based on primary collision factors as well as additional DUI enforcement. • Mountain Avenue Complete Streets design has been substantially completed, to include traffic calming features. This item was presented to the Traffic and Transportation Commission. Since construction funding for complete streets projects is not available, staff have researched funding options and applied for the SB1 Local Partnership Program in	• Continue to conduct additional enforcement operations within the City when possible. • Identify potential funding sources/grant opportunities to complete the Mountain Avenue Complete Streets project. • Engineering staff is moving forward with completing the bid package for the Russian Village Traffic Calming project. It is anticipated that the project will be advertised this summer so that construction can begin in the fall. • A neighborhood meeting was recently conducted regarding the Arrow Highway (Indian Hill to Cambridge) and Cambridge (Arrow Highway to Bonita Avenue) Complete Streets project. Staff will share feedback with the consultant. 60% plans will be completed in the

		November 2024, asking for $7,626,790 to construct this project. Unfortunately, the City did not receive this grant and identifying other available funding sources/grant opportunities will be necessary. • Russian Village Traffic Calming project design plans are being finalized. This item was presented to the Traffic and Transportation Commission. • Arrow Highway (Indian Hill to Cambridge) and Cambridge (Arrow Highway to Bonita Avenue) Complete Streets project, which includes the Arrow/Bucknell traffic signal design continues to forward with the SGVCOG taking the lead. • The Towne Avenue Complete Streets Project has been finalized. The project includes traffic calming measures such as travel lane narrowing, Class II and Class IV bike lanes, green bike paint markings, including bike boxes,	fall and will be presented to the TTC with final design completed by January 2026.

		landscaping and entry monuments.	
Actively promote alternative uses of streets including bicycles, walking, and scooters, including: • **Identifying funding and resources to complete pending Capital Improvement Projects (i.e., South Indian Hill Blvd. and San Jose Ave.)** • **Developing a comprehensive Active Transportation Plan to prioritize projects and allocate funding citywide.**	Community Development & Administrative Services	• A Local Road Safety Plan (LRSP) was completed to identify priority locations impacted by collision patterns. This plan was completed in August 2024 with the purpose of creating funding eligibility for future safety grants. • Arrow Highway (Indian Hill to County Line) grant application submitted through the SGVCOG requesting up to $6,000,000 for complete streets improvements. This grant was submitted in November 2024. • Indian Hill Boulevard and San Jose Corridors: A SS4A grant application was submitted in August 2024, seeking $1,400,000 in grant funds to prepare a complementary safety plan for these corridors. Unfortunately, this grant was not funded. Staff requested to debrief with grant administrators to get feedback on the application,	• Recommendations from the LRSP are being considered for incorporation into the design of upcoming capital improvement projects. • Staff will continue to work with the consultant of the active transportation improvements for Arrow Highway (Indian Hill to Cambridge) and Cambridge (Arrow to Bonita). Additional grant funding in the amount of approximately $4,000,000 is being recommended for allocation to supplement the project. Staff will be working with Metro amending the MOA to include the additional funding. • The LA County Board of Supervisors approved the transfer of $1,000,000 to supplement the Arrow Highway undergrounding project. Edison is currently working on an updated cost estimate. Edison will also be moving forward with project design. It is estimated that construction will take place in 2027. • Staff is currently coordinating with ALTA Planning to implement the Active Transportation Plan scope or

		receiving encouraging feedback to re-apply. • Staff has re-applied for the new SS4A grant in June, for a Complementary Safety Plan and Strategies for Indian Hill (Arrow to San Jose) and San Jose (Mills to Mountain Avenues) to further evaluate and expand recommendations from the LRSP. • Rule 20 Arrow Highway undergrounding of utilities from Indian Hill to Villanova to improve accessibility. LA County has committed to allocate additional $1,000,000 in Rule 20 funds to supplement the City's allocation. • Active Transportation Plan (ATP): staff is currently reviewing proposed ALTA Planning scope of work to move forward the preparation of the Plan.	work and to start scheduling the public outreach efforts.
Continue to pursue improvements to the existing Police Department facility.	Police & Administrative Services	• Staff is in the process of reviewing bids for the Women's Locker Room project and is hopeful that	• By the end of July, work is being planned to coordinate with SCE and two vendors to install new circuits at the PD, which will bring the solar

		groundbreaking will occur by the end of 2025. • The Dispatch Center was completed and the dispatchers have moved back into the location. Along with the new Dispatch Center, staff has installed all new radios and implemented a new CAD RMS system. • The PD's new 9-1-1 system is moving forward and testing at the State lab is on-going. Once the system passes State parameters, staff can upload the software and begin reaping the benefits of the new system. • One of the modular buildings received new technology and tables, chairs and mats to become a training room both for traditional classes/computer terminals as well as a location to train in self-defense and other skills. • Schematic Design for Phase 2A (Mechanical, Electrical, and Plumbing) of the Seismic and Safety Upgrades were completed.	panels on-board. The solar panels will produce energy and store excess in the battery system. • Staff will also be installing the new circuit for the PD's Uninterrupted Power Supply (UPS). In the event of a power outage, if a delay occurs with the battery backup from the solar panels, then the UPS will cover the gap and maintain radios in working order. • Staff will work to get a rough order of magnitude (ROM) for Phase 2 and enter into a new agreement with Risha Engineering to completed Phase 2B, which includes design development and the preparation of construction documents.

Proactively address criminal activity related to human trafficking and connect any victims to appropriate resources.	Police	The PD sent two Officers to Florida for an ICAC (Internet Crimes Against Children) for a convention hosted by the National Criminal Justice Training Center to learn the newest techniques child predators are using to lure children on-line and counter measures to find, obtain evidence and make a case against suspects.	• Continue undercover operations related to prostitution/human trafficking. • Develop more comprehensive resources to aid victims of human trafficking.
Continue to evaluate nuisance activity occurring in and around local motels and use a collaborative approach to abate the activity via the City's Interdepartmental Team.	Police, Administrative Services & Community Development	• The City's Interdepartmental Team (CIT) continues to meet regularly and publish updates regarding hotel and motel activity. Additionally, the second Annual Hotel/Motel Ordinance Update was presented to the City Council in February 2025. • In response to requests from hotel/motel operators, on February 11, 2025, the Claremont City Council adopted an urgency ordinance that temporarily suspends parts of the City's Hotel/Motel Ordinance that are interfering with the hotels' and motels' ability to rent rooms to individuals and families who	• Effective June 10, 2025, Citizen Representative Wendy Ramallo has resigned from the CIT. Staff is in the process of recruiting for a new CIT Citizen Representative. • The 2025 Third Quarter CIT Report will be published on the City website in October.

		were displaced by the LA County wildfires. Staff has been monitoring to ensure that no new criminal or nuisance issues arise as a result of the urgency ordinance being adopted. • Staff conducted voluntary inspections of all Claremont hotels/motels in March 2025 to ensure Ordinance requirements are being met. • The 2025 Second Quarter CIT Report was published on the City website on July 15, 2025.	
Evaluate safety improvements to Claremont Hills Wilderness Park; invest in a feasibility plan and potential funding sources to enhance available parking; and pursue access to Evey Canyon.	Recreation & Human Services	Staff is working with a consulting engineering firm to determine which locations may be feasible for construction of a parking facility.	Staff will review the consultant's study and make recommendations on which feasible areas, if any, may require more in-depth analysis.
Continue to evaluate citywide emergency preparedness and response efforts.	All Departments	• The City has activated its Emergency Operations Center (EOC) when faced with the need for potential emergency response, such as during the Bridge Fire and the January 2025 winds/fires throughout Los Angeles County. Staff also utilizes multiple communication tools to share	• Staff will continue to evaluate citywide emergency preparedness and response efforts, including EOC activations when warranted, staff training, and informing the public of best practices regarding emergency preparedness. • It is anticipated that the Emergency Preparedness Ad Hoc Committee will present recommendation(s) to the

		real-time information with the public before, during, and after a potential emergency. • In March 2025 the City Council held a public workshop to discuss emergency preparedness protocols, including coordination with first responder agencies and utility companies. • Mayor Calaycay created an Emergency Preparedness Ad Hoc Committee to review the City's Emergency Management policies and practices and make recommendations for future emergency preparedness measures.	City Council by the end of calendar year 2025.
Work directly with surrounding agencies, including task forces, to address criminal issues impacting the shared local areas, and consider assigning a Police Officer to these task forces.	Police	CPD participated in a two week operation with Upland and Montclair Police Departments in "Operation Spring Cleaning," where 13 arrests were made. This Operation targeted predators committing internet crimes against children. This Operation was comprised of 26 teams with 35 different police agencies and made 265 arrests in this two week period.	Continue to work directly with surrounding agencies, including task forces, to address criminal issues impacting the shared local areas.

Increase Livability In Our Neighborhoods And Expand Opportunities For Our Businesses

Council Task or Objective	Department	Status/Action Taken	Next Steps
Continue to explore and promote resources for people experiencing housing instability and/or displacement, including: • **The feasibility of implementing a Claremont Rental Registry and rent stabilization;** • **Provide rental assistance/incentives to eligible property owners and tenants through the Claremont Temporary Housing Stabilization and Relocation Program;** • **Consider adding self-governing "anti-harassment" language to the City's Just Cause Eviction Ordinance; and** • **Consider funding "dispute resolution" and/or "mediation" services to**	Administrative Services/ Recreation & Human Services	• On February 11, 2025 the City Council voted to maintain the Claremont Temporary Housing Stabilization and Relocation Program through Program Cycle 4 and re-evaluate the program once the Los Angeles County Affordable Housing Solutions Agency (LACAHSA) produces a program budget for a permanent rental assistance program using Measure A funds, which would be administered at a regional level. • Staff continues to process applications for Program Cycle 3 (7/1/25 – 6/30/26). Staff anticipates that after August payments are processed, approximately $680,000 of the $1.68 million budget will remain. Due to the high demand for the program, staff anticipates that current funding sources will be	• By the end of calendar year 2025, staff will present a funding update on the Claremont Temporary Housing Stabilization and Relocation Program and at that time, will request additional direction from the City Council. • Staff will continue to disseminate information to landlords and tenants regarding the City's ordinances as well as relevant third-party resources that are available to landlords and tenants through LA County and other agencies. • Staff will also continue to work with Tri-City Mental Health and our Tri-City Community Navigator to provide resources, case management and shelter options for those experiencing housing instability and/or displacement.

address landlord/tenant disputes.		exhausted by the end of Program Cycle 3. • On February 11, 2025, the City Council voted not to pursue a contract for third-party dispute resolution/mediation services, since Los Angeles County already offers these services. • On May 13, 2025, the City Council against the establishment of a Claremont Rental Registry. • After conducting two public listening sessions, the City Council adopted an ordinance that prohibits harassment in rental housing on May 27, 2025.	
Undertake deliberate planning for the development of the Foothill Boulevard and Monte Vista Avenue area, and work with Los Angeles County or the City of Upland to promptly adopt the most recent Cable Airport Land Use Compatibility Plan and incorporate it into our General Plan and Municipal Code.	Community Development	In December 2024, the City processed a subdivision map to split the Armstrong Nursery site into a separate parcel and purchased the remaining 6.7-acre vacant area under the ownership of Clare Properties, excluding the 3-acre parcel located in the City of Upland. The staff has stayed in regular communication with the County of Los Angeles on the work necessary to adopt the most recent Cable Airport Land Use Compatibility Plan (ALUCP). The ALUCP plan project	• Now that the City of Claremont holds ownership of the majority of the land area near the City's entrance, the City will have more control over planning efforts rather than relying on private property ownership to propose additional projects. The City will continue to coordinate with the City of Upland as the corner parcel is a key component of this planning effort. • LA County Regional Planning has approved the contract with the contractor, Mead & Hunt, to revise

		was recently re-assigned to another LA County Planning Division due to impacted workloads in the ALUCP Division.	the airport land use compatibility plan to include the LA County side of the plan. The County held a kickoff meeting at the beginning of July and the research and data collection process has started. The timeline for completion is expected to be 12 months. This will include outreach to property owners and stakeholders on the LA County side of the plan area. Community Development staff will be involved in coordinating and attending outreach meetings during this process.
Conduct outreach to businesses throughout the city with attention given to businesses outside the Village.	Administrative Services	Staff maintains an email notification system for all businesses with a business license in Claremont and sends information and bulletins with information on news and opportunities related to businesses. City staff has been actively working with businesses in the southern section of Claremont to address issues of concern for the businesses and neighborhood.	• Staff will continue to reach out to all businesses through existing communication channels and through the new Gov Delivery digital communication system, which launched in February. • Staff sends information to all Business License contact on business matters and City programs.
Consider options to repurpose and provide affordable housing, and engage in discussions with The Claremont Colleges, Claremont Unified School District,	Community Development	• On September 10, 2024, the City received final state certification of its 6th Cycle Housing Element, which includes providing an adequate number of sites for	• Staff will continue to implement the various housing-related programs outlined in the 6th Cycle Housing Element in a timely and effective

and other regional partners to explore the need for workforce housing.		all levels of housing affordability, as outlined in the City's Regional Housing Needs Assessment. • Staff processed ministerial preliminary plan approvals for two new 100% affordable housing developments in the fourth quarter of 2024. The Mercy House development includes 74 units of veteran "head of household" rental units at Towne/Foothill. National Core includes 59 senior 62+ rental units at Bonita/Mountain. Both projects include some units set aside for permanent supportive housing (PSH). • Staff have been performing Building and Engineering Division inspections for the 33-unit Larkin Place PSH development currently under construction adjacent to Larkin Park on Harrison Avenue. • Staff has been in preliminary discussions with The Claremont Colleges Services, Inc. (TCCS) about the Colleges moving forward with master planning of multiple College or TCCS-owned properties along Foothill Blvd	manner, including submitting an annual progress report to the State. • Staff will continue to reach out to the Claremont Colleges and CUSD to explore the need for workforce housing. • Staff will continue to meet with the faith-based organizations in town to provide resources for organizations that desire to provide affordable housing on their faith-based properties. • Staff will continue to work with affordable housing developers and property owners, submitting housing proposals and constructing new affordable housing units. • Staff will coordinate with the Olson Company to implement their inclusionary housing plan for escrow to close on the four low-income priced townhomes. • Staff will work with City Ventures to review and approve their inclusionary housing plan for American Ave.

		and Indian Hill Blvd., which could include workforce housing. • Staff has had preliminary discussions with several faith-based organizations interested in developing affordable housing on their parcels. • Staff is working with the Olson Company to begin the lottery system for selection of potential low-income households to purchase four low-income priced homes in their townhome development located on Foothill Blvd at Towne Ave. • Staff is working with City Ventures to complete their required inclusionary housing plan for their 70 Unit townhome project on American Ave.	

Promote Community Engagement Through Transparency And Communication

Council Task or Objective	Department	Status Action/Taken	Next Steps
Explore costs and feasibility of providing City communication/marketing materials in various languages.	Administrative Services	With the launching of the new City website, information is available in multiple languages on the web browser. Website visitors can select the language they prefer.	Staff will continue to provide information in multiple languages on the City's website and on targeted mailers and flyers.
Utilize technology for communicating with the public.	Administrative Services	• Staff launched Engage Claremont, a communication platform for special projects and educational campaigns in December 2024. • Staff rolled out the new Gov Delivery System for email newsletters and notifications. On February 6, 2025, staff launched a new City Manager Weekly format through the GovDelivery System. Staff is using the system to send topic specific emails like non-emergency tree removals.	Staff will be launching a video series on City Council and Commissions with the first two videos scheduled to launch in July.
Help educate our community on "how to" participate in the public process.	Administrative Services	The City launched a new website on December 12, 2024 with pages dedicated to educating the public on participating in the government process and new forms to submit comments for public meetings.	Staff will be launching a video series on City Council and Commissions with the first two videos scheduled to launch in July.

Develop Anti-Racist, Anti-Discrimination Policies And Plan To Achieve Community And Organizational Diversity, Equity And Inclusion

Council Task or Objective	Department	Status/Action Taken	Next Steps
Continue to work with CPS HR Consulting to conduct community involvement and outreach; DEI trainings for City employees and Councilmembers; and related consulting services.	Administrative Services	CPS HR experienced significant staff turnover in 2024, which delayed planned DEI training for City employees and City Councilmembers. CPS HR is now fully staffed and kicked off its staff training curriculum in February 2025. To date, four executive team trainings have been completed and four Lunch & Learn sessions have been held for all employees.	• Additional executive team trainings and Lunch & Learns are scheduled through the end of calendar year 2025. • City Councilmember training will be scheduled for fall 2025.