

CITY OF CLAREMONT CITY COUNCIL PRIORITIES & 2024-26 OBJECTIVES

(Revised December 2024)

Preserve Our Natural, Cultural, and Historic Resources

Council Task or Objective	Department	Status/ Action Taken (through January 2025)	Next Steps (February 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.	<ul style="list-style-type: none"> Staff and the Community & Human Services Commission will complete the CBO site visits in May 2025. CBOs will submit their mid-year reports and invoicing for payment in June 2025, and their final reports and invoicing for payment 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.

			<ul style="list-style-type: none"> Staff will continue to support and fund CBOs as directed by the City Council.
<p>Continue to support the arts, including potential opportunities to identify a live performing arts space in Claremont.</p>	Administrative Services	<p>The Public Art Committee continues to work on acquiring new public artwork and maintaining its public art inventory. Staff is evaluating potential live theater venues, including Taylor Hall and the Laemmle Theatre.</p>	<p>The Public Art Committee will be selecting the final artist to complete a public art project in El Barrio Park at its meeting in March 2025. A third phase of the Utility Box Painting Project will go to the City Council in spring 2025.</p>
<p>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 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.</p>	Community Services	<p>The draft Tree Policies and Guidelines Manual was approved by the Tree Committee on December 18, 2024, and by the Community and Human Services 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.</p>	<p>The City Council will review the revised draft Tree Policies and Guidelines Manual at the January 28, 2025 City Council meeting. Once the Tree Policies and Guidelines Manual update has been completed, the review of other documents will begin to evaluate them for consistency with one another, as well as urban forest best practices.</p>
<p>Focus on environmental, fiscal, and organizational sustainability, including the professional development and retention of City employees.</p>	All Departments	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Staff will continue to evaluate and recommend best practice financial policies in hopes of positively impacting the City’s fiscal sustainability.

		<p>its balance to 30% of estimated 2026-27 General Fund operating expenditures.</p> <ul style="list-style-type: none">• 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 achieving the Claremont Sustainable City Plan.• The City secured multi-year employment contracts with all employee bargaining units apart from the Claremont Police Officers' Association (CPOA), whose contract expires in June 2025.	<ul style="list-style-type: none">• Staff resources will continue to be dedicated to the Sustainability Committee.• The City will begin contract negotiations with CPOA in early spring 2025.
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Maintain Financial Stability			
Council Task or Objective	Department	Status/ Action Taken	Next Steps
<p>Develop and maintain a ten-year financial plan, which focuses on long-term financial sustainability.</p> <ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • 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.
<p>Continue to evaluate and secure revenue enhancement opportunities, such as the potential regulation of short-term rentals and cannabis.</p>	Financial Services & Community Development	<ul style="list-style-type: none"> • Short-Term Rentals (STR) <ul style="list-style-type: none"> ○ Conducted community survey to gather input on STR regulations. ○ Held two Planning Commission study sessions: the first to provide general direction for drafting a regulatory ordinance, and the second to review and provide feedback on the draft ordinance. 	<ul style="list-style-type: none"> • Short-Term Rentals (STR) <ul style="list-style-type: none"> ○ Finalize the ordinance based on previous feedback from the Planning Commission. ○ Present the ordinance to the Planning Commission for review in Q1 2025. ○ Prepare the ordinance and supporting materials for City Council consideration. • Cannabis

		<ul style="list-style-type: none"> • Cannabis <ul style="list-style-type: none"> ○ Prepared a draft ordinance allowing for a limited number of cannabis retail businesses. 	<ul style="list-style-type: none"> ○ After completing the STR ordinance, present the cannabis ordinance to the Planning Commission for review. ○ Incorporate feedback and prepare for City Council consideration by the end of 2025.
<p>Monitor options for funding, controlling, or reducing current and future pension costs, as well as unfunded liabilities.</p>	<p>Financial Services</p>	<p>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 authorized an additional \$1.0 million deposit to the City’s Section 115 Pension Trust.</p>	<p>Continue to budget for additional discretionary payments to CalPERS and use one-time surplus funds when opportunities arise.</p>

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	The City Council approved the Lewis Park playground design and contract on October 8, 2024.	<p>Construction for the Lewis Park playground began on January 22, 2025, with an estimated timeline of five weeks for completion of the installation of new equipment.</p> <p>The draft Park Facilities Improvement Plan will be available shortly for public review for 30 days once released. After the public comment period on the draft plan is complete, the plan will be reviewed by the Community and Human Services Commission and City Council for adoption.</p>

<p>improvement of the playground at Lewis Park.</p>			
<p>Explore options to relinquish ownership of the Blaisdell Ranch Preserve to the Blaisdell Ranch Homeowners Association.</p>	<p>Administrative Services</p>	<p>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.</p>	<p>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 will discuss their options and communicate to the City whether they would like to proceed with the relinquishment. Staff anticipates that an update will be provided to the City Council on this matter during calendar year 2025.</p>
<p>Ensure availability of modern technology for businesses and residents, and pursue options to address the cell service issues in some geographical areas within Claremont.</p>	<p>Administrative Services</p>	<ul style="list-style-type: none"> • 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. • The Community Development Department is currently processing a formal request for a new cell tower at 1700 N Towne Avenue. The first proposal, which was a bell 	<ul style="list-style-type: none"> • 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.

		<p>tower, was denied at the Architectural Commission. The applicant is redesigning it to be a tree and at a lower height and will bring forward in the next few months.</p> <ul style="list-style-type: none">• Community Development is also working with a provider to construct a new tower at 550 E Base Line Road (behind 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.	
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City Council Priorities & 2024-26 Objectives

		<ul style="list-style-type: none">• 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.	
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Ensure the Safety of Our Community Through Community-Based Policing and Emergency Preparedness

Council Task or Objective	Department	Status/Action Taken	Next Steps
<p>Assess traffic calming measures including street infrastructure and design, as well as additional enforcement by the Police Department.</p>	<p>Police & Community Development</p>	<ul style="list-style-type: none"> 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. During this update period, 18 grant funded enforcement operations have been conducted. Mountain Avenue Complete Streets design has been substantially completed, to include traffic calming features. This item was presented to the Traffic 	<ul style="list-style-type: none"> Continue to conduct additional enforcement operations within the City as well as pursue future grant opportunities. SB1 Local Partnership grant application results are pending. Depending on the results, staff will continue to pursue funding for the construction of the Mountain Avenue Complete Streets Project. Finalize plans and initiate a competitive bid process for the construction of this project. Towne Avenue Complete Streets Project is being finalized with the completion of the punch list items.

		<p>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 November 2024, asking for \$7,626,790 to construct this project.</p> <ul style="list-style-type: none">• 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 is moving forward with the SGVCOG taking the lead. Towne Avenue Complete Streets Project is being	
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		<p>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, landscaping and entry monuments.</p>	
<p>Actively promote alternative uses of streets including bicycles, walking, and scooters, including:</p> <ul style="list-style-type: none"> • 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. 	<p>Community Development & Administrative Services</p>	<ul style="list-style-type: none"> • 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, 	<ul style="list-style-type: none"> • Use the LRSP to design priority projects to address safety issues resulting from collision patterns • Continue to work with the SGVCOG and the consultant on the preparation of the Arrow Highway Complete Streets Project plans, to be completed by the end of 2025. • Indian Hill/San Jose corridors: continue to pursue funds for the preparation of this plan. Staff is proposing to re-apply for the SS4A planning grant this spring, based on feedback received from SS4A representatives. • Rule 20A Arrow Highway: The LA County Board of Supervisors tentatively scheduled to approve the \$1,000,000 funding allocation in January 2025. Once approved,

		<p>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, receiving encouraging feedback to re-apply.</p> <ul style="list-style-type: none"> • 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. 	<p>staff will work with Edison on the development of the project.</p> <ul style="list-style-type: none"> • Active Transportation Plan: finalize the scope and take an item to the City Council for contract consideration and award.
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<p>Continue to pursue improvements to the existing Police Department facility.</p>	<p>Police & Administrative Services</p>	<ul style="list-style-type: none"> • Dunbar Architecture finalized the Women’s Locker Room Project design and submitted to the City for plan check review. • Risha Engineering started work on Phase 2A of the Seismic Retrofit Project and submitted a draft report to the City in December for review. • The Dispatch Center upgrade has continued with the installation of new hardware and software. • Wiring work for the solar panel project has been on-going. • The entire station was re-keyed including installing ADA compliant door handles. • Design of an ADA compliant parking stall to the front of the station is on-going. 	<ul style="list-style-type: none"> • When the plans for the Women’s Locker Room are approved, staff will prepare a bid package to be released. Staff will also solicit proposals for project management services. • Staff will review the Phase 2A draft report and when finalized, Risha will move on with the remaining action items to be completed as part of Phase 2A. Staff will solicit a proposal from Risha for Phase 2B. • Complete the Dispatch Center Upgrade. • Complete the solar project. • Complete the design of the ADA compliant parking stall.
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<p>Proactively address criminal activity related to human trafficking and connect any victims to appropriate resources.</p>	<p>Police</p>	<p>The Police Department conducted two prostitution/human trafficking operations during this update period. During these operations, 17 arrests were made for soliciting commercial sex acts and two additional arrests were made for human trafficking. Staff from the Police Department attended the National Human Trafficking Training conference hosted in Chandler, Arizona.</p>	<p>Continue undercover operations related to prostitution/human trafficking. Develop more comprehensive resources to aid victims of human trafficking.</p>
<p>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.</p>	<p>Police, Administrative Services & Community Development</p>	<p>The City’s Interdepartmental Team (CIT) continues to meet regularly and publish updates regarding hotel and motel activity.</p>	<p>The second Annual Hotel/Motel Ordinance Update will be presented to the City Council in February 2025.</p>
<p>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.</p>	<p>Recreation & Human Services</p>	<p>Staff have met with an engineering firm to identify needs and develop a scope of work for a consultant to conduct the feasibility study</p>	<p>Staff will utilize the engineer’s scope of work to develop a Request for Proposal (RFP) to obtain bids from qualified consultants.</p>
<p>Continue to evaluate citywide emergency preparedness and response efforts.</p>	<p>All Departments</p>	<p>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</p>	<p>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. Staff will also</p>

		<p>throughout Los Angeles county. Staff also utilizes multiple communication tools to share real-time information with the public before, during, and after a potential emergency.</p>	<p>coordinate a public workshop on its emergency preparedness protocols, including coordination with first responder agencies and utility companies. The workshop is tentatively scheduled for March 2025.</p>
<p>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.</p>	<p>Police</p>	<ul style="list-style-type: none"> • The Police Department conducted two prostitution/human trafficking operations during this update period. During these operations, 17 arrests were made for soliciting commercial sex acts and two additional arrests were made for human trafficking. The operations were conducted near shared jurisdictional boundaries and involved personnel from surrounding law enforcement agencies. • Members of the Police Department participated in a regional Internet Crimes Against Children task force operation. The operation 	<p>Continue to work directly with surrounding agencies, including task forces, to address criminal issues impacting the shared local areas.</p>

		<p>netted 201 arrests over a two-week period.</p> <ul style="list-style-type: none">• Members of the Police Department worked with Upland Police Department in an operation targeting massage businesses that were suspected to be engaged in criminal activity. During the operation, inspections were conducted at 12 businesses and 10 arrests were made.	
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Increase Livability In Our Neighborhoods And Expand Opportunities For Our Businesses

Council Task or Objective	Department	Status/Action Taken	Next Steps
<p>Continue to explore and promote resources for people experiencing housing instability and/or displacement, including:</p> <ul style="list-style-type: none"> • 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 address landlord/tenant disputes. 	<p>Administrative Services/ Recreation & Human Services</p>	<p>Staff is preparing an item for the February 11, 2025 City Council meeting to receive direction on the following matters:</p> <ul style="list-style-type: none"> • The feasibility of implementing a Claremont Rental Registry and enacting rent stabilization; • 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 address landlord/tenant disputes. <p>As of December 31, 2024, Program Cycle 2 (7/1/24 through 6/30/25), the City has provided rental assistance to over 185 Claremont households.</p>	<p>Staff will implement direction provided by City Council during its February 11, 2025 meeting.</p> <p>Staff will continue to process applications through the Claremont Temporary Housing Stabilization and Relocation Program until funding is exhausted. Applications for Program Cycle 3 (7/1/25 through 6/30/26) will open in spring 2025.</p>

<p>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.</p>	<p>Community Development</p>	<p>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 was recently re-assigned to another LA County Planning Division due to impacted workloads in the ALUCP Division.</p>	<p>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. The City will assist LA County as they move forward with the Cable Airport ALUCP adoption process and stakeholder outreach. Planning for the future use of the site will not take place until LA County has updated their Airport Land Use Compatibility Plan.</p>
<p>Conduct outreach to businesses throughout the city with attention given to businesses outside the Village.</p>	<p>Administrative Services</p>	<p>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.</p>	<p>Staff will continue to reach out to all businesses through existing communication channels and through the new Gov Delivery digital communication system launching in February.</p>

<p>Consider options to repurpose and provide affordable housing, and engage in discussions with The Claremont Colleges, Claremont Unified School District, and other regional partners to explore the need for workforce housing.</p>	<p>Community Development</p>	<p>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 all levels of housing affordability, as outlined in the City’s Regional Housing Needs Assessment. The staff has 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</p>	<p>Staff will continue to implement the various housing-related programs outlined in the 6th Cycle Housing Element in a timely and effective 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.</p>
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City Council Priorities & 2024-26 Objectives

		or TCCS-owned properties along Foothill Blvd and Indian Hill Blvd, which could include workforce housing. Staff had preliminary discussions with several faith-based organizations interested in developing affordable housing on their parcels.	
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Promote Community Engagement Through Transparency And Communication

Council Task or Objective	Department	Status Action/Taken	Next Steps
<p>Explore costs and feasibility of providing City communication/marketing materials in various languages.</p>	<p>Administrative Services</p>	<p>With the launching of the new City website, information is available in multiple languages on the web browser. Website visitors are able to select the language they prefer.</p>	<p>Staff will continue to provide information in multiple languages on the City’s website and on targeted mailers and flyers.</p>
<p>Utilize technology for communicating with the public.</p>	<p>Administrative Services</p>	<ul style="list-style-type: none"> • The City launched a new website and .GOV domain on December 12, 2024. The City also launched the community engagement website ClarmeontEngage.gov for residents to follow and provide input on City projects. The City also migrated its emergency alert system to Rave systems. • The City installed audiovisual equipment in the Council Chamber to enhance public engagement, improve accessibility, and ensure clearer communication, fostering transparency and greater civic participation. 	<ul style="list-style-type: none"> • Staff will be launching a new communication platform in February that allows for targeted notifications to residents through email and text. Staff is in the process of creating a short video series on the Council/Commission process. • Staff will continue to provide training and support to ensure everyone can fully utilize the upgraded equipment, enhancing meeting efficiency and interactivity with the public.

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 is in the process of creating a short video series on the Council/Commission process.

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 Councilmembers. CPS HR is now fully staffed and will kick off its staff training curriculum in February 2025.	Councilmember training will be scheduled for spring 2025.