

2025 MAJOR STAFF WORK PLAN ITEMS NOT ON CITY COUNCIL PRIORITY LIST

- Improve Environment for Neurodiverse Individuals (focus on autism/Asperger's) (*Library*)
- Improve Children's Patio with Shade and Seating (*Library*)
- Create Cost-Effective Services and Spaces Accessibility Enhancements for Neurodiverse Individuals (*Library*)
- Continued Phase II Workday/ERP Implementation (*IT/HR/Finance*)
- Phone System Replacement (*IT*)
- PC replacements (*IT*)
- Energov Permit System Migration (*IT/CDD/PW*)
- Video Security (*IT*)
- Revisit General Fund Reserve Policy (*Finance*)
- Fiscal Sustainability Plan/Potential 2026 Ballot Measure (*Finance/CMO*)
- 2025 Boards and Commissions Demography Study (*City Clerks*)
- Youth Commissioner Recruitment (*City Clerks*)
- Council Chambers AV Modernization (*City Clerks/IT/PW*)
- Generation Voter Youth Engagement Initiatives (*City Clerks*)
- Records Management Enhancement (*IT/City Clerks*)
- Osaka Expo Support (*City Clerks/Parks & Rec*)
- Development Review Process Evaluation and Implementation (*CDD/PW/CMO*)
- User Fee Study (*CDD/PW/Parks/Finance*)
- Historic Resources Code/Policy Update (*CDD/CAO*)
- Downtown Area Plan Update (*CDD/CMO*)
- Triennial Building Code Adoption Cycle (*CDD*)
- Creek Maintenance Permit (multi-year effort) (*PW*)
- Storm/Stormwater Relater Planning, Maintenance and Improvements (*PW*)
- Community Outreach Strategy (*PW/CMO*)
- Transportation Division Enhancements (*PW/CDD*)
- CIP Organizational Assessment (*CDD*)
- Small Cell Sites (*PW*)
- Re-engineer Employee Recruitment/Selection Process (*HR/All Departments*)
- Develop Recruitment Plans to Reduce 5% Vacancy Rate (*HR*)
- Recruitment Marketing Materials and Webpage Updates (*HR/CMO*)
- Employee Recognition and Rewards Program (*HR*)
- Citywide Strategic Plan (*CMO*)
- San Mateo "Conversations" (*CMO*)
- Economic Development Plan (*CMO*)
- Sea Level Rise Adaptation Plan (*CMO/PW/CDD*)
- City Executive/Leadership Engagement (*CMO*)
- Special Events Permit Policy Update (*CMO/Parks/PW/CDD*)
- Revv Up San Mateo (*CMO*)
- Business Watch Program (*PD*)
- Real Time Information Center (*PD*)
- Organized Retail Theft Grant (*PD*)
- Citywide Security Project (*PD*)

- King and Joinville Aquatic facility repairs and possible rental of SMHS pool (*Parks*)
- East Hillsdale Park Improvements (*Parks*)
- Golf Course Par3 repairs (*Parks*)
- Shoreview Skate Park Improvements (*Parks*)
- Beresford Pickleball Pilot Program (*Parks*)