

Major Department Initiatives For Fiscal Year 2023-24

Community Development Department:

- Reexamining staff assignments and organizational structure to ensure we have enough resources and staff to conduct daily business and ensure service delivery in light of current work volumes, legislative changes, and technological advances.
- CDD Website Overhaul
- Team building (inter/intra-department) and staff development

Human Resources & Finance:

- Eden Replacement Project – Transition to Workday

Library Department:

- Replacing library outreach van that broke down and could not be repaired.
- Garnering resources to dedicate to community outreach based upon community feedback.

Parks & Recreation:

- Department wide staffing analysis/Reorganization
- Asset Inventory – playground structures, turf fields, park bathrooms, sport courts
- Develop marketing and branding strategy for the department
- Outreach for Shoreview Park Upgrades and Renovations
- East Hillsdale Park Design and Construction
- Assessing aquatics facilities for renovation and upgrades
- Cost Recovery
- Facilities Master Plan

Police Department:

- Implementation of SB2 (provisions regarding peace officer decertification)
- Ensure compliance with RIPA (Racial and Identity Profiling Act) and conduct analysis of data
- Implementation of CIBRS (California Incident Based Reporting System)
- Proactive Policing Initiative
- Bureau of Investigations Mentorship Program
- Communications Infrastructure Phase II – replacement/repair of external infrastructure
- Expand sUAS Program
- Reduce number of vehicle collisions
- Implement programs to combat property crimes
- Implement School Bridge Program – Create and implement school “bridge” program to ensure our youth thrive by helping facilitate the transition from middle to high school and high school to college.

- Launch Retail Theft Prevention Program – Implement creative strategies to discourage ongoing retail theft such as creating workspace/substations near retail; security details; and other tactics to prevent or deter retail theft.
- Implement Homeless Outreach Program – Initiate a coordinated outreach, referral and engagement program for those experiencing homelessness. Enforce state and local statutes and connect individuals with services to better address quality of life issues.

Public Works:

- Comprehensive performance management review of Public Works / Community Development Services
- Emergency planning and training for Public Works staff
- Implementation of Public Works strategic planning initiatives to improve training, process workflows, and efficiency
- Public Works move to City Hall