



2025 City Council Priority Objectives & Committee Objectives and Workplans

February 24, 2025

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2025 Council Priorities & Objectives Introduction



- Lists the 68 proposed Objectives that build on the 2024 incomplete or returning objectives, department proposed, or Council suggested during the 2025 Annual Retreat.
- Reinforces the Council's annual priority setting process
- Shares the role of Council Committees in the work ahead, including Council ad hoc committees and standing committees (committee objectives and workplans review tonight)
- Begins discussion on the Council, community and stakeholder engagement necessary to implement the proposed Council Objectives
- Recognizes tension between capacity, resource limitations, and potential interest in additional objectives for the year

- Staff is seeking input on and approval of the 2025 Council Objectives and will guide Council through a review and discussion of the proposed Objectives by Council Priority.
- Council Objectives are stated in a manner to reflect a milestone of completion within calendar year 2025, work on many of these objectives will continue beyond 2025 with subsequent milestones.
 - Both estimated completion and funding needs are reflective of the 12-month milestone goal and resource needs; additional resources are expected to be necessary for subsequent milestones of some objectives in future years.
- Staff will guide Council to discuss the Committee objectives and Standing Committee Workplans following discussion of Objectives

2025 Council Priorities & Objectives (68 objectives)



Economic Development and Retail Vibrancy	
# of Objectives	\$\$ Needs
13	7

Climate Action and Adaptation & Natural Environment Protection	
# of Objectives	\$\$ Needs
21	6

Implementing Housing Strategies for Social & Economic Balance	
# of Objectives	\$\$ Needs
18	4

Public Safety, Wellness & Belonging	
# of Objectives	\$\$ Needs
16	5*

*Updated to reflect reduced funding needs upon further consideration.

Economic Development & Retail Vibrancy (13 Objectives)

5	R	Council approval of outdoor activation guidelines for California Avenue. (2)	
6	R	Resume work on new parking structure in downtown core (Lot D). (8)	
7	R	Complete build-out of fiber-to-the-premises (FTTP) pilot Phase 1 with grid modernization. (9)	
8	R	Council consideration of an ordinance that expands retail opportunities and promotes retail resiliency. (12)	
9	N	Council consideration of an ordinance restoring subjective wireless communication facility regulations.	
10	R	Enhance partnerships with private-sector stakeholders. (10)	
11	N	Council approval of funding to continue Downtown cleanliness enhancements and other medium-term investments.	\$\$
12	R	Council approval of Ramona Street design and funding appropriations.(4)	\$\$
13	R	Council approval of a final signage plan for California Avenue and funding appropriations. (2)	\$\$\$
14	R	Council approval of a design option for California Ave. (3)	\$\$\$
15	N	Begin feasibility analysis of Assessment District for University Avenue Streetscape.	\$\$
16	N	Propose and implement outdoor activation guidelines for Car-Free Ramona Street.	\$\$
17	N	Refine destination marketing efforts and enhance Palo Alto's reputation.	\$\$

Climate Action and Adaptation & Natural Environment Protection (21 Objectives)

19	R	Council Adoption of the Safe Streets for All (SS4A) Safety Action Plan. (14)	
20	R	Begin construction of the Newell Road Bridge Replacement project. (32)	
21	C	Complete construction of initial pilot area of electric grid modernization. (16)	
22	R	Begin construction of Hamilton Avenue storm drain system capacity upgrades project. (31)	
23	C	Council consideration of an ordinance implementing updated Stream/Creek Corridor Setback requirements. (34)	
24	C	Council consideration of an ordinance implementing Bird Safe Glass & Wildlife Light Pollution Protections standards. (35)	
25	R	Council Adoption of the 2025 Bicycle and Pedestrian Transportation Plan (BPTP). (15)	
26	R	Develop and begin implementing a City Facility Electrification Plan. (19)	
27	N	Develop an updated Regional Water Quality Control Plant Biosolids Facility Plan.	
28	N	Develop and obtain Council approval for strategies and a 2026/2027 work plan for the next phase of S/CAP implementation of climate and sustainability goals, including engaging with Palo Alto Student Climate Coalition on its Heat Mapping project for possible inclusion.	
29	R	Refine Grade Separation Design Alternatives per Council Direction and Conduct Outreach to Support Rail Committee Review of Locally Preferred Alternatives. (30)	
30	C	Advocate for the San Francisquito Creek Flood Protection capital project (Reach 2) through Council's JPA representation and any Council approvals	
31	R	Begin development of a Regional Shoreline Adaptation Plan meeting new standards approved by BCDC. (33)	
32	N	Initiate Preliminary Engineering and Environmental Clearance Work for Quarry Road Extension in Partnership with Stanford University, Caltrans, & VTA.	
33	C	Complete deployment of 65,000 residential Advanced Metering Infrastructure (AMI) meters by end of FY 2025 and begin deployment of commercial AMI meters. (13)	
34	R	Complete E-Mobility Strategic Plan for Council acceptance. (21)	\$
35	R	Share preliminary analysis of strategies for a physical and financial transition of the gas utility to relevant policymakers and stakeholders. (17)	\$\$
36	N	Present an ordinance to Council enacting the 2026 California Building Standards Code update, including the California Green Building Standards Code; submit to the California Building Standards Commission for approval.	\$\$
37	R	Council approval for Phase 2 (full service program) of the Advanced Whole Home Electrification Pilot Program and begin implementation. (19)	\$\$\$
38	R	Develop an Advanced Commercial Rooftop HVAC Pilot Program proposal and review with the Climate Action and Sustainability Ad Hoc Committee for recommendation to Council. (20)	\$\$\$
39	N	Propose an updated multifamily EV charger program (EV 2.0) for Council approval.	\$\$\$

Implementing Housing Strategies for Social and Economic Balance (18 Objectives)

41	R	Prepare an ordinance for Council review expanding the housing focus area. (41)	
42	C	Present to Council an ordinance updating the City's housing incentive program. (46)	
43	N	Prepare an update to the City's accessory dwelling unit ordinance.	
44	C	Partner with Santa Clara County Housing Authority to achieve construction timeline milestones for the Palo Alto Homekey project (which will provide transitional housing and services for unhoused residents). (51)	
45	R	Present a renter protection fair chance ordinance to Council. (54)	
46	R	Report out on initial data from the rental registry program and project implementation; receive feedback and recommendations for	
47	R	Present to Council an analysis related to anti-rent gouging. (55)	
48	R	Extend for one year or codify R1/SB 9 interim ordinance. (45)	
49	N	Initiate evaluation of South of Forest Area Coordinated Area Plan (SOFA) development standards.	
50	N	Identify different housing typology options for the one-acre site near Matadero Creek.	
51	N	Prepare the Community Development Block Grant (CDBG) 5-Year Consolidated Plan and Annual Action Plan.	
52	R	Present to Council the Downtown Housing Plan Community Assessment report and receive Council direction on draft housing plan scenarios. (36)	
53	R	Initiate the San Antonio Road Area Plan. (40)	
54	R	Advance affordable housing project on Downtown surface parking lot (Lot T). (8)	
55	R	Present an ordinance to Council that supports innovative housing structures. (48)	\$\$
56	R	Present findings to Council on a study that explores code amendments reducing commercial floor area and possible extension of Downtown in-lieu parking program to residential development. (50)	\$\$
57	C	Work with the Santa Clara County Housing Authority to determine next steps to maintain affordability and improve conditions at	\$
58	N	Update development impact fees for public safety, government facilities, housing, transportation, parks, and community services.	\$\$

Public Safety, Wellness & Belonging (16 Objectives)

60	C	Open the new Public Safety Building for daily Police, OES, and Fire services. (72)	
61	C	Council to adopt the updated Foothills Fire Management Plan and Community Wildfire Protection Plan. (71)	
62	C	Council approval of construction contract for Fire Station No. 4 Replacement project and initiation of construction. (73)	
63	N	Activate a fire engine at Fire Station 4.	
64	R	Develop Master Plan for Cubberley site. (61)	
65	N	Implement the 2024-2025 Equity Action Plan. <i>Complete the 28 action items in the action plan in collaboration with partners.</i>	
66	R	Implement New Expanded CSD Recreation Special Events Workplan. (60)	
67	R	Support visible police presence by maintaining full police officer staffing through continuous recruiting and retention efforts. (67)	
68	C	Continue engagement with San Francisco Airport on SFO's Ground Based Augmentation System (GBAS) project and other potential opportunities to decrease SFO noise impacts on Palo Alto. (79)	
69	R	Open 445 Bryant Street Community Center.(64)	\$\$
70	C	Council Approval of Quiet Zone Concept Plans at Churchill Ave, Meadow Drive, and Charleston Rd Rail Crossings. (76)	\$\$
71	N	Enhance and Expand Inclusive Programs and Services.	\$
72	R	Support Community Mental Health. (65)	\$
73	N	Enhance safety and improve quality of life in commercial areas by reducing criminal activity through business engagement and the deployment of officers and technology.	\$\$
74	R	Initiate an update to the City's seismic hazards ordinance. (75)	\$\$
75	C	Implement plan for phaseout of leaded fuel at Palo Alto Airport. (77)	\$\$

Committee Objectives and Workplans

- Committee Objectives reflect principles reflected at the City Council Retreat:
 - Ad hocs facilitate efficient Council meetings by vetting complex topics in advance
 - Priorities and assignments, including ad hoc missions (objectives), will be made by the full Council to ensure transparent management of resources
 - Ad hoc recommendations proceed directly to the full Council, not heard by more than one committee
 - Recommendations from ad hocs will be developed in public
- Standing committee workplans reflect annual agenda items and current referrals (to the best of our knowledge) from Council
- As work progresses on the 2025 Objectives, these committees will be used for review and feedback as appropriate to ensure continued progress
- Council may discuss and identify any adjustments to the Committee Objectives and Standing Committee Workplans including updates on the status of Council referrals

Committee Objectives

Rail Ad Hoc Committee

The Rail Committee reviews the projects and provides recommendations to the City Council based on the Rail Guiding principles adopted by the City Council (August 8, 2022). The projects include: the grade separations and safety improvements at existing crossings, additional east-west bicycle and pedestrian crossings, and quiet zone improvements. Rail committee will review and advance projects for Council approval.

With the exception of bicycle and pedestrian railway crossings, all matters related to cycling and pedestrians such as the Bicycle Pedestrian Transportation Plan (BPTP) will be reviewed by the Policy & Services Committee for recommendations to the full City Council.

Cubberley Ad Hoc Committee

The Cubberley Ad Hoc will ensure the City Council's vision is reflected through the master plan process and serve as the Council ambassador for engagement with the community and building community support for development for a new community center at the Cubberley site. This includes making recommendations to the Council on the future operating model (e.g. services available, approach to fees & charges, space allocation) and master plan that will successfully receive voter support in 2026.

Coordination with PAUSD on Cubberley will occur through this committee rather than CSLC. Operations, funding, and ballot measure work (including polling) may be heard by the Finance Committee rather than the Cubberley Ad Hoc for recommendations to the full City Council.

Committee Objectives

Retail Ad Hoc Committee

The retail committee will provide a regular forum for business and community stakeholders to engage with Council members on implementation of the City's economic development strategy. The retail committee will make recommendations to the City Council on economic development and retail vibrancy efforts, such as additional business support, proposed University and California Avenue improvements, and citywide retail zoning code changes.

Climate Action & Sustainability Ad Hoc Committee

The Climate Action & Sustainability Committee will support implementation of the Climate Action workplan items of the Three-Year Sustainability and Climate Action Plan (S/CAP) Workplan and the 2025 Council Priority Objectives for the Climate Action & Adaptation, and Natural Environment Council priority. The Committee will also discuss and provide input on S/CAP implementation strategy leading to Council approval and the development of the Climate Action sections of the upcoming 2026-2027 S/CAP Workplan, including consideration of appropriate actions toward the 2030 Carbon Neutrality goal.

Implementation of the Reliability and Resiliency Strategic Plan will continue to be reviewed primarily by the Utilities Advisory Commission (UAC), and recommendations for funding S/CAP programs through the budget process will be made by the UAC and Finance Committee based on priorities established by the Climate Action & Sustainability Committee.

Policy & Services Committee Workplan

January

- Mayor appoints Committee and designates Chair; no Policy & Services Committee meeting

February

- Auditor Report: Grant Management Audit
- Auditor Report: Utility Billing Audit
- Nonprofit Partnerships Workplan
- Follow Up from City Council Retreat re Umbrella Operating Strategies

March

- Auditor Report: Dispatch Assessment
- Recommendations for Nonprofit Partnerships Workplan Phase 1
- Auditor Quarterly Report (tentative)
- Auditor Task Order Report (if needed)

April

- Update on Recent Race and Equity Work
- Legislative Update (State and Federal)
- Referral: Board and Commission Member Onboarding Support
- Auditor Report: TBD
- Auditor Report: TBD

May

- Recommended Approval of Safe Streets for All Action Plan
- Referral (2024): Establish a frequency for joint City Council meetings or Policy & Services meeting with Boards and Commissions, Youth Council, and meetings with Boards and Commissions Chairs;
- Referral Follow Up: Discussion and Recommendation to Council Regarding Potential New Procedure for Councilmembers to Make Referrals to Staff
- Auditor Report: TBD

June

- Referral (2024): Review of an annual schedule of repeat items that occur annually on agendas for Policy & Services, Finance Committee, and City Council along with the approximate month they occur
- Referral (2024): Review and make recommendations for any initiatives to support and strengthen neighborhood programs (linked to discussions in 2021)
- Audit task orders
- Tentative: Bicycle Pedestrian Transportation Plan (BPTP)

July No meeting; Council break

August

- Auditor Report: TBD
- Auditor Report: TBD
- Race and Equity Update Report
- Legislative Update (State and Federal)

September

- Auditor Report: TBD

October

- Quarterly Audit Status Report

November

- Auditor Report: TBD
- Legislative Agenda and Guidelines (can also go in December)
- Quarterly Update on Recent Race and Equity Work

December

- Auditor Report: TBD
- Procedures & Protocols Handbook Annual Discussion
- 2026 City Council Priorities Discussion (focused on process, the retreat and submitted ideas)
- Informational: Report out on Status of Committee Referrals

Finance Committee Workplan

January

- Mayor appoints Committee and designates Chair; usually no FC meeting

February

- No Meeting, City Council meeting scheduled for Cubberley visioning

March (4th & 18th)

- Planning and Development Services Municipal Fee Update
- Real Property Transaction Review
- Storm Water Management Fee

April (1st & 15th)

- Utilities Advisory Commission Rate Forecasts and Five-Year Financial Plans: Gas, Electric, Water, Wastewater Collection
- Review Human Services Resource Allocation Program recommended grants after Human Resources Commission Review in March [*tentative*]

May (6th, 7th, & 20th)

- Annual Budget Review: Operating and Five-year Capital Improvement Plan
 - Alternative meeting times (9:00am – 5:00pm) 5/6 and 5/7
- City-wide Municipal Fee Study

June (3rd & 17th)

- Review Cubberley [*tentative*]
- Third Quarter Fiscal Year 2025 Financial Report
- Adoption of Fiscal Year 2025 Investment Policy (to be done by June 30 per code)

July

No meeting; Council Break

August

- Grid Modernization Capital Improvement review issuance of debt for project financing

September

- Accept California Public Employees' Retirement System (CalPERS) Pension Annual Valuation. Reports as of June 30, 2024
 - Every 3-4-year review/decision on pension funding policy assumptions next review scheduled for FY 2026.

October

November

- Informational: Report out on Status of Committee Referrals
- Discussion and Recommendation to the City Council to Accept the Macias Gini & O'Connell's Audit of the City of Palo Alto's Financial Statements as of June 30, 2025 and Management Letter
- Discussion and Recommendation to Approve the Fiscal Year (FY) 2025 Annual Comprehensive Financial Report (ACFR) and Approve Budget Amendments in Various Funds

December

- Review and Forward the FY 2027 - FY 2036 Long Range Financial Forecast
- First Quarter Fiscal Year 2026 Financial Report
- Preliminary Utility Rate Forecast Review

Summary and Potential Council Direction



Summary

- Council Priority and Committee Objectives reflect Council action from retreat on January 25th
- Proposed Objectives continue work from previous year and support Council Priorities adopted, and suggested objectives at the retreat.
- Proposed Objectives described to reflect organization's capacity to accomplish and advance within the calendar year

Potential Action:

- **Council approval of 2025 Council Objectives**
- **Council approval of Committee Objectives and workplans**



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Lupita Alamos

Assistant to the City Manager

Kiely Nose

Assistant City Manager

Options for Additional Objectives

Priority Objectives have already been through initial vetting:

Objective → Scope → Resources Required → Schedule → 2025 Milestone

- Should Council wish to add additional objectives, staff will seek clarity on the scope of proposal and may seek the opportunity to review and provide feedback on resource needs.
- As a general path of escalation should Council seek to add:
 - Seek to understand from the department if the new addition is part of a current body of work/objective under way OR if it is a new effort.
 - If not in an existing project, seek to better understand the effort sought. Options include but aren't limited to referral to committee(s), colleagues' memos, etc.