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CITY OF SEBASTOPOL CITY COUNCIL AGENDA ITEM REPORT FOR MEETING OF: April 15, 2025

То:	Honorable Mayor and City Councilmembers
From:	City Manager Don Schwartz
Subject:	Recap of City Council Goals and Priorities/Strategies and Next Steps

RECOMMENDATIONS:

That the City Council receive the report recapping the City Council goals and priorities/strategies as well as receipt of next steps.

EXECUTIVE SUMMARY:

The City Council conducted a goal setting workshop on April 1, 2025 and established goals that are fundamental to effective governance. The Council deliberated and established goals through June 30, 2026.

DISCUSSION:

At the goals workshop, the Council, through public participation, input from City Councilmembers, and input from staff, identified goals that staff is to review to determine if they are feasible to be completed by June 30, 2026.

The Council established six goals:

- Community Vitality
- Public Safety
- Infrastructure
- High Performance Organization
- Long Term Financial Stability
- Economic Development

The Council identified strategies and projects to achieve the goals, listed by goal on the attached matrix. It supported 62 items, with forty three (43) of them receiving unanimous support, nine (9) receiving support from four Councilmembers, and ten (10) receiving support from three Councilmembers. These exclude numerous projects recommended by staff, which the Council directed staff to consider in developing recommendations for the Council indicated the projects with unanimous support should be prioritized over items supported by four Councilmembers, which should be prioritized over items with support from three Councilmembers.

Some of the strategies/projects reflect practices that already exist, such as providing quarterly financial reports and improving our emergency management capacity. Most reflect new efforts.

Overall, there are considerably more projects than staff has the capacity to complete before July of next year. Thus, further prioritization will be essential.

NEXT STEPS:

Staff intend to take the following steps, while being flexible to account for new information:

1. Eliminate projects from the matrix that did not receive three or more votes.

- 2. Add projects recommended by staff that are not included on the matrix . but were in the materials provided for the goal-setting session.
- 3. Develop cost estimates for projects with potential budget implications, and to the extent possible include them as items for the Council's consideration in the FY 25-26 budget. This will focus on items receiving unanimous Council support.
- 4. Estimate levels of staff time required for projects, focusing on those receiving unanimous Council support.
- 5. Develop an action plan for Council consideration, which may be completed in phases. The action plan will reflect direction provided by Council, staff recommendation, and budget and staff resources required for each project, In some cases, projects with less Council support may be recommended for action over other projects based on resources available.

Councilmembers have proposed some of the priorities as agenda items that have been presented to the Agenda Review Committee for placement onto a future City Council meeting. Staff is recommending that these items be listed as pending on a forward agenda to allow staff the opportunity to review the items that received unanimous support at the goals session, take those items to the budget committee as part of the budget process, and bring the items forward in the context of other projects. Considering projects individually undermines the opportunity for the Council to consider the importance of particular projects in the context of your goals.

Staff Analysis:

Staff has attached the matrix of goals, priorities/strategies and highlighted the goals that had unanimous Council support.

COMMUNITY OUTREACH:

This item has been noticed in accordance with the Ralph M. Brown Act and was available for public viewing and review at least 72 hours prior to schedule meeting date. The City has also used social media to promote and advertise the City Council Meeting Agenda Items.

As of the writing of this staff report, the City has not received any public comment. However, if staff receives public comment from interested parties following the publication and distribution of this staff report such comments will be provided to the City Council as supplemental materials before or at the meeting.

FISCAL IMPACT: There is no fiscal impact associated with receipt of the Matrix and recommended next steps.

RESTATED RECOMMENDATION:

That the City Council receive the report recapping the City Council goals and priorities/strategies as well as receiving the next steps.

CITY COUNCIL OPTIONS:

That the City Council not support the next steps as recommended and provide direction to staff. If the Council chooses this option, the item would need to be removed from the Consent Calendar.

ATTACHMENTS:

- 1. Matrix
- 2. Example of Template for Next Steps

APPROVALS:

Department Head Approval:

Approval Date

CEQA Determination (Planning): Approval Date:

This action is exempt from the California Environmental Quality Act (CEQA) because it is not a project which has a potential for resulting in either a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment, pursuant to CEQA Guidelines.

Administrative Services (Financial): Approval Date:

Costs authorized in City Approved Budget: □ Yes □ No ☑ N/A

Account Code (f applicable)

City Attorney Approval

City Manager Approval:

Approval Date: N/A Approval Date: April 8, 2025

ONE YEAR GOALS THROUGH JUNE 30 2026

<mark>GOAL</mark>	COMMUNITY VITALITY					
	Enhance Sebastopol as a great place to live that values communit	y health and v	vell-being. Pr	eserve Sebas	topol's unique cł	naracter.
	Strategies/Priorities					
		Carter	Hinton	Maurer	McLewis	Zollman
1	Restore or repair labyrinth teen memorial (\$5000)	Х	Х	Х	Х	Х
2	Support community events with city sponsorship and reduction of fees	X	X	Х	Х	Х
3	Dark sky lighting	X	-	Х	-	Х
4	Pomo and public art and updating city web site/land acknowledgement	X	X	X	Х	Х
5	Drought tolerant landscaping of police and public works	Х	-	Х	-	Х
6	Affordable Housing through ADUs	Х	Х	Х	-	Х
7	Tiny Homes	Х	Х	Х	-	Х
8	Flower Baskets on Main Street	-	Х	Х	Х	Х
9	City Ambassadors	Х	-	-	Х	Х
10	Clean up of Graffiti	Х	Х	Х	Х	Х
11	Festive Activities/Holiday Events	Х	Х	Х	Х	Х
12	Grant Writer	Х	Х	Х	Х	Х

GOAL	PUBLIC SAFETY Strengthen the public's safety and improve the quality of life. Includes supporting our first responders (police, fire, public works), responding to emergencies, protecting people, property, and businesses, and engaging in emergency preparedness community outreach, public education and prevention activities.					
	Strategies/Priorities					
		Carter	Hinton	Maurer	McLewis	Zollman
1	Explore Ways to Address Homelessness	Х	Х	Х	X	Х
2	Volunteer Program Reinstituted/Increased community volunteers for downtown	Х	-	Х	Х	X
3	Emergency Preparedness/Management	Х	Х	Х	Х	Х

9	Community Emergency Response Team – County free offerings	X	X	X	Х	Х
4	Pursue no additional costs and or low cost solutions to homelessness	X	X	X	X	Х
5	Coalition of Housing/Keep County or review non- profit/change lead agencies	X	Х	X	X	Х
6	Keeping drugs out of town /drug enforcement/needle exchange	Х	X	X	X	Х
7	Working in partnership with schools, libraries, other agencies etc	-	-	-	Х	Х
8	Public Transparency of state required mandates for policing	Х	-	-	Х	Х
9	Revisit Infrastructure for back up of City emergency systems	Х	Х	Х	Х	Х

<mark>GOAL</mark>	INFRASTRUCTURE]				
	Maintaining High Quality Infrastructure, Facilities and Services includes repairing/replacing outdated city facilities, improving streets, stormwater and wastewater infrastructure					
	Strategies/Priorities					
		Carter	Hinton	Maurer	McLewis	Zollman
1	Trail Projects/ Desk top study for Apple Blossom Trail	Х	-	Х	-	Х
2	Caltrans grant – Sustainable transportation	Х	Х	Х	Х	Х
3	Parking Issues/downtown	Х	-	-	-	-
4	Potholes/Street Resurfacing	Х	Х	Х	Х	Х
5	Wastewater Pipes/Infrastructure/Sewer master plan	Х	Х	Х	Х	Х
6	Storm Drain Plan – Removal of silt	Х	Х	Х	Х	Х
7	CUSP Grant Application for Phase I of Naturalization of	Х	Х	Х	Х	Х
	Calder Creek and Ives Park					
8	Implementation of Rotary Centennial Plan (with revisioning	Х	Х	Х	Х	Х
	of ives park) Council review first					
9	Well 4 (updates/funding)	Х	Х	Х	Х	Х
10	Review of Downtown Cell Tower/Need/Safety/Anything to be done	-	-	Х	-	-
	about it					
11	Review of City Buildings/Expansion of Senior center/Library/City	Х	Х	Х	-	Х
	Hall/Community Center					
12	SCTCA Funding Plan Cycle/Bodega Ave Bike Lanes	Х	Х	Х	Х	Х
	SCTCA Funding Plan Cycle 2					
13	EIFD	Х	Х	Х	Х	Х

ONE YEAR GOALS THROUGH JUNE 30 2026

14	ADA walk way in Ives Park	Х	Х	Х	Х	Х
15	Removal and/or replace of Chain Link Fence at Ives Park	Х	-	Х	Х	Х
16	Preserve and Clean Up of Laguna Wetlands Open Bathroom during daytime hours (near ball field/little league)	-	-	Х	-	Х
17	Pickleball courts	-	-	Х	Х	-
18	Add Items to List from Staff: Water / Sewer Master Plan City buildings	X	X	X	X	X

<mark>GOAL</mark>	HIGH PERFORMANCE ORGANIZATION					
	Strategies/Priorities					
	Ŭ	Carter	Hinton	Maurer	McLewis	Zollman
1	Achieving staffing/ Program targets that match best	Х	Х	Х	Х	Х
	standards and efficiency/operational staffing					
	efficiencies/baseline budgets/performance management					
2	Avoid builder remedy	Х	Х	Х	Х	Х
3	Slow down major decisions	Х	Х	Х	-	-
4	Restoring public trust	Х	Х	Х	Х	Х
5	Utilizing technology (AI)	Х	-	-	Х	Х
6	IT Audit (approved during earlier Council Meeting)	Х	Х	Х	Х	Х
7	Improve Public Communications	Х	Х	Х	Х	Х
8	Shared Services	Х	Х	Х	Х	X
9	Cross Training of Administrative Staff/Actions from Class	Х	Х	Х	Х	Х
	and Comp Study and Staffing Assessment					

<mark>GOAL</mark>	LONG TERM FINANCIAL SUSTAINABILITY					
	Achieving Greater Fiscal Resilience and Long Term Fiscal Sustainability					
	Strategies/Priorities					
		Carter	Hinton	Maurer	McLewis	Zollman
1	Balanced Budget	Х	Х	Х	Х	Х

2	Quarterly Financial report/annual long term budget reductions	Х	X	Х	Х	X
3	Measure U Priority Resolution reviewed during Budget Process	Х	Х	X	Х	X
4	Enterprise Oversight Committee; weave into budget committee process – biannual review of enterprise funds	Х	-	X	Х	X
5	Publish Reports on Budget Illustrating Budget (Budget at a Glance)	Х	Х	X	X	X
6	Diversify City Revenue base	Х	Х	Х	Х	Х
7	Update Financial Policies/Ensure meets CIRA	Х	Х	Х	Х	Х
8	Increasing Revenue Base	Х	Х	Х	Х	Х
9	Update of Impact Fees and More Information	Х	Х	Х	Х	Х
10	Grants from Regional Bodies	Х	Х	Х	Х	Х
11	Review of Zoning Codes for streamlining of permitting	Х	Х	X	Х	Х

<mark>GOAL</mark>	ECONOMIC DEVELOPMENT					
	Strategies/Priorities					
		Carter	Hinton	Maurer	McLewis	Zollman
1	Growing Businesses Together	Х	Х	Х	Х	Х
2	Attract and support market rate housing	Х	-	Х	Х	Х
3	Support chamber in advertising the City (branding)	Х	-	-	-	-
4	Presentation from new CDD on economic	Х	Х	Х	Х	Х
	development/plans/strategy/ responsibility of who (what					
	department) is keeping track of businesses?/ How we are					
	working as part of economic development /working with					
	broker who are working with people who are seeking					
	spaces/how develop relationships					
5	Clarification on Sebastopol downtown business association merging	Х	-	-	Х	Х
	with chamber of commerce					
6	Audit of are we getting business licensing fees/what is city hall	Х	Х	-	Х	Х
	doing to keep eye on city getting its fees?					
7	Formula Business Review of Ordinance	Х	-	-	Х	Х
8	Business surveys	Х	-	-	Х	Х

GOAL	COMMUNITY VITALITY Enhance Sebastopol as a great place to live th	nat values comm	nunity health ;	and well-being. F	Preserve Sebastopol's	unique character.							
	-	Council			Department		Potential Costs to						
	Title	Priority TBD	Status	Timeline	Responsible	Constraints	City Budget	Additional Notes	Carter	Hinton	Maurer	McLewis	Zollm
ority/Str	rategy		-		•	*		•				-	
IANIMO	OUS SUPPORT												
	Postore or repair laburinth tean memorial							City staff to work with Councilmember Maurer on plan					
	Restore or repair labyrinth teen memorial				Public			for funding and transfer of teen memorial to new	Х	Х	Х	Х	Х
1	(\$5000)				Works/Engineering	Funding/Staff Time		location.					
						Staff time to review permit/fee							
	Support community events with city				Public	waiver request/prepare agenda	None other than loss	Waivers are reviewed by Council on a case by case	Х	Х	Х	Х	Х
2	sponsorship and reduction of fees		Ongoing	Ongoing	Works/Engineering	item	of revenues	basis at a City Council Meeting.					
					City	Research of Land							
	Pomo and public art and updating city web				Administration/City	Acknowledments from other	None other than Staff		Х	Х	Х	Х	Х
3	site/land acknowledgement			Dec-25	Attorney	cities	time						
					Public	Funding of Staff/materials for			1				
4	Clean up of Graffiti				Works/Engineering	removal			X	Х	X	Х	Х
5	Festive Activities/Holiday Events			Dec-25	5				Х	Х	Х	Х	Х
				As soon as		Costs for RFP/Contract or costs			1				
6	Grant Writer			possible	City Administration	for hiring of grant writer			X	Х	Х	Х	Х
		_ _	, 4	•	1		•		<u> </u>			1	<u> </u>
OAL	COMMUNITY VITALITY Enhance Sebastopol as a great place to live th	nat values comm	nunity health ;	and well-being. F	Preserve Sebastopol's	unique character.							
		Council			Department		Potential Costs to						
	T'AL -		Status	Timeline	Responsible	Constraints		Additional Notes	Carter	Hinton	Maurer	McLewis	Zoll
	Intle				•		, ,		1				
	Title rategy												
ority/Str	rategy												
ority/Str FULL C	rategy CONSENSUS (4 Votes)				I	Ι			Ix	x	X	-	x
ority/Str FULL C 1	rategy								X X	X	X X	-	X X

GOAL	COMMUNITY VITALITY Enhance Sebastopol as a great place to live th	at values comm	nunity health a	nd well-being. F	Preserve Sebastopol's	unique character.							
		Council			Department		Potential Costs to						
	Title	Priority TBD	Status	Timeline	Responsible	Constraints	City Budget	Additional Notes	Carter	Hinton	Maurer	McLewis	Zollman
Priority/St	rategy	·											
NO FULL	CONSENSUS (3 Votes)												
	Drought tolerant landscaping of police and								v		v		v
1	public works								л	-	Λ	-	Λ
2	City Ambassadors								Х	-	-	Х	Х
3	Dark sky lighting								Х	-	Х	-	Х

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GOAL	PUBLIC SAFETY Strengthen the public's safety and improve the public education and prevention activities.	quality of life.	Includes suppo	orting our first r	responders (police, fire	e, public works), responding to	emergencies, protec	ting people, property, and businesses, and engaging	in emergen	cy prepare	edness com	munity out	reach,
		Council Priority TBD	Status		Department Responsible		Potential Costs to City Budget	Additional Notes	Carter	Hinton	Maurer	McLewis	Zollman
Priority/Stra													
	JS SUPPORT		-							1	1	1	
1	Explore Ways to Address Homelessness								Х	Х	Х	Х	Х
0	Revisit Infrastructure for back up of City								Х	Х	Х	x	Х
	emergency systems								X	X	x	V	V
	Emergency Preparedness/Management Community Emergency Response Team –								Λ	л	Λ	Λ	Х
	County free offerings								Х	Х	Х	Х	Х
	Pursue no additional costs and or low cost												
	solutions to homelessness								Х	Х	Х	X	Х
	Coalition of Housing/Keep County or review								v	v	v	v	v
	non-profit/change lead agencies								X	Х	X	X	X
	Keeping drugs out of town /drug								x	x	x	x	x
7	enforcement/needle exchange												
	public education and prevention activities.		Includes suppo	2^{\prime}				ting people, property, and businesses, and engaging	in emergen	cy prepare	dness com	munity out	reach,
		Council Priority TBD	Status		Department Responsible		Potential Costs to City Budget	Additional Notes	Carter	Hinton	Maurer	McLewis	Zollman
Priority/Stra													
	ONSENSUS (4 Votes)								1	1	1	1	
	Volunteer Program Reinstituted/Increased community volunteers for downtown								х	-	Х	Х	Х
	PUBLIC SAFETY Strengthen the public's safety and improve the public education and prevention activities.	quality of life.	Includes suppo	orting our first r	esponders (police, fire	e, public works), responding to	emergencies, protec	ting people, property, and businesses, and engaging	in emergen	cy prepare	edness com	munity out	reach,
	Title	Council Priority TBD	Status		Department Responsible		Potential Costs to City Budget	Additional Notes	Carter	Hinton	Maurer	McLewis	Zollman
Priority/Stra													
	ONSENSUS (3 Votes) Public Transparency of state required											1	
	mandates for policing								Х	-	-	Х	Х
÷			1	I				1	l		I	I	
	PUBLIC SAFETY Strengthen the public's safety and improve the public education and prevention activities.	quality of life.	Includes suppo	orting our first r	esponders (police, fire	e, public works), responding to	emergencies, protec	ting people, property, and businesses, and engaging	in emergen	cy prepare	edness com	munity out	reach,
		Council Priority TBD	Status		Department Responsible		Potential Costs to City Budget	Additional Notes	Carter	Hinton	Maurer	McLewis	Zollman
Priority/Stra	ategy			·									
	ONSENSUS (2 Votes)												
	Working in partnership with schools, libraries, other agencies etc.								-	-	-	Х	Х

GOAL	INFRASTRUCTURE Maintaining High Quality Infrastructure, Facilit	ties and Service	es includes repa	airing/replacin	g outdated city facilitie	es, improving streets, stormwat	er and wastewater ir	nfrastructure.					
		Council			Department		Potential Costs to						
	Title	Priority TBD	Status	Timeline	Responsible	Constraints	City Budget	Additional Notes	Carter	Hinton	Maurer	McLewis	Zollman
Priority/St	ategy	-	•	•	•			•	•	-		-	
UNANIMO	US SUPPORT												
1	Caltrans grant – Sustainable transportation								Х	Х	Х	Х	Х

2	Potholes/Street Resurfacing		Х	Х	Х	Х	Х
	Wastewater Pipes/Infrastructure/Sewer		Х	Х	Х	Х	X
4	Storm Drain Plan – Removal of silt		Х	Х	Х	Х	Х
	CUSP Grant Application for Phase I of Naturalization of Calder Creek and Ives Park		Х	Х	Х	Х	Х
	Implementation of Rotary Centennial Plan (with revisioning of ives park) Council review first		x	x	x	х	x
7	Well 4 (updates/funding)		Х	Х	Х	Х	Х
	SCTCA Funding Plan Cycle/Bodega Ave Bike Lanes. SCTCA Funding Plan Cycle 2		Х	Х	Х	х	х
9	EIFD		Х	Х	Х	Х	Х
10	ADA walk way in Ives Park		Х	Х	Х	Х	Х
	Add Items to List from Staff: Water / Sewer Master Plan. City buildings		x	x	x	х	x

INFRASTRUCTURE

GOAL Maintaining High Quality Infrastructure, Facilities and Services includes repairing/replacing outdated city facilities, improving streets, stormwater and wastewater infrastructure.

		Council			Department		Potential Costs to						
	Title	Priority TBD	Status	Timeline	Responsible	Constraints	City Budget	Additional Notes	Carter	Hinton	Maurer	McLewis	Zollman
Priority/Str	ategy												
NO FULL C	ONSENSUS (4 Votes)												

	Review of City Buildings/Expansion of Senior center/Library/City Hall/Community Center				Х	Х	Х	-	Х
2	Removal and/or replace of Chain Link Fence at Ives Park				Х	-	Х	х	X

GOAL	INFRASTRUCTURE Maintaining High Quality Infrastructure, Faci	ilities and Servic	es includes rep	airing/replaci	ng outdated city facilit	ies, improving streets, stormw	ater and wastewater i	infrastructure.					
		Council			Department		Potential Costs to						
	Title	Priority TBD	Status	Timeline	Responsible	Constraints	City Budget	Additional Notes	Carter	Hinton	Maurer	McLewis	Zollman
Priority/St	rategy			-		-							
NO FULL C	CONSENSUS (3 Votes)												
	Trail Projects/ Desk top study for Apple								v		v		v
1	Blossom Trail								Λ	-	Λ	-	Λ

INFRASTRUCTURE Maintaining High Quality Infrastructure, Facilities and Services includes repairing/replacing outdated city facilities, improving streets, stormwater and wastewater infrastructure. GOAL

	Tiala	Council Priority TBD	Chatura	Timeline	Department Responsible	Constraints	Potential Costs to	Additional Notes	Cartar	Llinton	Maurar	Malawia	Zellmen
Priority/Str	Title		Status	Timetine	Responsible	Constraints	City Budget	Additional Notes	Carter	Hinton	Maurer	McLewis	Zouman
	CONSENSUS (2 Votes)												
1	Preserve and Clean Up of Laguna Wetlands Open Bathroom during daytime hours (near ball field/little league)								-	-	x	-	x
2	Pickleball courts										Х	X	
				I					-	-	Δ	11	-
GOAL	INFRASTRUCTURE Maintaining High Quality Infrastructure, Facili		es includes rep	pairing/replaci		ies, improving streets, stormwa		nfrastructure.					
		Council		T	Department		Potential Costs to						L
Drierity/Ctv	Title	Priority TBD	Status	Timeline	Responsible	Constraints	City Budget	Additional Notes	Carter	Hinton	Maurer	McLewis	Zollman
Priority/Str	CONSENSUS (1 Vote)												
NOFULLO	Parking Issues/downtown							1					[
1	Review of Downtown Cell								X	-	-	-	-
	Tower/Need/Safety/Anything to be done about it								-	-	х	-	-
2													
GOAL	HIGH PERFORMANCE ORGANIZATION	4	S										
													
	Title	Council	Statuc	Timeline	Department Responsible	Constraints	Potential Costs to	Additional Notes	Cartor	Hinton	Mauror	Melowis	Zollman
Priority/Str	Title	Council Priority TBD		Timeline	Department Responsible	Constraints	Potential Costs to City Budget	Additional Notes	Carter	Hinton	Maurer	McLewis	Zollman
Priority/Str UNANIMO	rategy	Council		Timeline		Constraints		Additional Notes	Carter	Hinton	Maurer	McLewis	Zollman
		Council		Timeline		Constraints		Additional Notes	Carter	Hinton	Maurer	McLewis X	Zollman X
UNANIMO 1 2	Achieving staffing/ Program targets that match best standards and efficiency/operational staffing efficiencies/baseline budgets/performance management Avoid builder remedy	Priority TBD		Timeline		Constraints		Additional Notes	Carter X X	Hinton X X	Maurer X X	McLewis X X	Zollman X X
UNANIMO 1	Achieving staffing/ Program targets that match best standards and efficiency/operational staffing efficiencies/baseline budgets/performance management Avoid builder remedy Restoring public trust	Priority TBD		Timeline		Constraints		Additional Notes	Carter X X X X	x	x	x	Zollman X X X X
UNANIMO 1 2	rategy US SUPPORT Achieving staffing/ Program targets that match best standards and efficiency/operational staffing efficiencies/baseline budgets/performance management Avoid builder remedy Restoring public trust IT Audit (approved during earlier Council Meeting)	Priority TBD		Timeline		Constraints		Additional Notes	Carter X X X X X X X	x	x	x	Zollman X X X X X X X
UNANIMO 1 2 3 4 5	TategyUS SUPPORTAchieving staffing/ Program targets that match best standards and efficiency/operational staffing efficiencies/baseline budgets/performance managementAvoid builder remedyRestoring public trustIT Audit (approved during earlier Council Meeting)Improve Public Communications	Priority TBD		Timeline		Constraints		Additional Notes	Carter X X X X X X X X X	x	x	x	Zollman X X X X X X X
UNANIMO 1 2 3 4 5	rategy US SUPPORT Achieving staffing/ Program targets that match best standards and efficiency/operational staffing efficiencies/baseline budgets/performance management Avoid builder remedy Restoring public trust IT Audit (approved during earlier Council Meeting) Improve Public Communications Shared Services Cross Training of Administrative Staff/Actions from Class and Comp Study and Staffing	Priority TBD		Timeline		Constraints		Additional Notes	Carter X X X X X X X X X X X X X	x	x	x	Zollman X X X X X X X X X X X X X X
UNANIMO 1 2 3 4 5	rategy US SUPPORT Achieving staffing/ Program targets that match best standards and efficiency/operational staffing efficiencies/baseline budgets/performance management Avoid builder remedy Restoring public trust IT Audit (approved during earlier Council Meeting) Improve Public Communications Shared Services Cross Training of Administrative Staff/Actions	Priority TBD		Timeline		Constraints		Additional Notes	Carter X X X X X X X X X X X X X X X	x	x	x	Zollman X X X X X X X X X X
UNANIMO 1 2 3 4 5	rategy US SUPPORT Achieving staffing/ Program targets that match best standards and efficiency/operational staffing efficiencies/baseline budgets/performance management Avoid builder remedy Restoring public trust IT Audit (approved during earlier Council Meeting) Improve Public Communications Shared Services Cross Training of Administrative Staff/Actions from Class and Comp Study and Staffing	Priority TBD		Timeline		Constraints		Additional Notes	Carter X X X X X X X X X X X X X X	x	x	x	Zollman X X X X X X X X X X
UNANIMO 1 2 3 4 5 6 7	ategy US SUPPORT Achieving staffing/ Program targets that match best standards and efficiency/operational staffing efficiencies/baseline budgets/performance management Avoid builder remedy Restoring public trust IT Audit (approved during earlier Council Meeting) Improve Public Communications Shared Services Cross Training of Administrative Staff/Actions from Class and Comp Study and Staffing Assessment	Council Priority TBD	Status		Responsible Image: Constraint of the second state of the seco		City Budget		X X X X X X X X X	X X X X X X X X	X X X X X X X X X	X X X X X X X X X	X X X X X X X X
UNANIMO 1 2 3 4 5 6 7 GOAL	Title Achieying staffing/ Program targets that match best standards and efficiency/operational staffing efficiencies/baseline budgets/performance management Avoid builder remedy Restoring public trust IT Audit (approved during earlier Council Meeting) Improve Public Communications Shared Services Cross Training of Administrative Staff/Actions from Class and Comp Study and Staffing Assessment	Council Priority TBD		Timeline I	Responsible	Constraints	City Budget	Additional Notes Additional Notes	Carter Carter Carter Carter	x	X X X X X X X X X	x	X X X X X X X X
UNANIMO 1 2 3 4 5 6 7 GOAL Priority/Str	Title Achieying staffing/ Program targets that match best standards and efficiency/operational staffing efficiencies/baseline budgets/performance management Avoid builder remedy Restoring public trust IT Audit (approved during earlier Council Meeting) Improve Public Communications Shared Services Cross Training of Administrative Staff/Actions from Class and Comp Study and Staffing Assessment	Council Priority TBD	Status		Responsible Image: Constraint of the second state of the seco		City Budget		X X X X X X X X X	X X X X X X X X	X X X X X X X X X	X X X X X X X X X	X X X X X X X X

	2	Utilizing technology (AI)				X	-	-	Х	Х
_										
Г										

LONG TERM FINANCIAL SUSTAINABILITY Achieving Greater Fiscal Resilience and Long Term Fiscal Sustainability GOAL

	Council			Department		Potential Costs to						
Title	Priority TBD	Status	Timeline	Responsible	Constraints	City Budget	Additional Notes	Carter	Hinton	Maurer	McLewis	Zollman

Priority/Str	trategy					
UNANIMO	OUS SUPPORT					
1	Balanced Budget	Х	Х	Х	Х	Х
	Quarterly Financial report/annual long term Image: Constructions Image: Construction of the construction	х	Х	Х	Х	Х
3	Measure U Priority Resolution reviewed Image: Constraint of the second seco	х	Х	Х	Х	Х
4	Publish Reports on Budget Illustrating Budget Image: Comparison of the second seco	Х	Х	Х	Х	X
5	Diversify City Revenue base	Х	Х	Х	Х	Х
6	Update Financial Policies/Ensure meets CIRA	Х	Х	Х	Х	Х
7	Increasing Revenue Base	Х	Х	Х	Х	Х
8	Update of Impact Fees and More Information	Х	Х	Х	Х	Х
9	Grants from Regional Bodies	Х	Х	Х	Х	Х
10	Review of Zoning Codes for streamlining of	X	Х	x	X	x

LONG TERM FINANCIAL SUSTAINABILITY

GOAL Achieving Greater Fiscal Resilience and Long Term Fiscal Sustainability

		Council			Department		Potential Costs to			T			
	Title	Priority TBD	Status	Timeline	Responsible	Constraints	City Budget	Additional Notes	Carter	Hinton	Maurer	McLewis	Zollman
Priority/Stra	ategy												
NO FULL CO	ONSENSUS (4 Votes)												
	Enterprise Oversight Committee; weave into budget committee process – biannual review of enterprise funds								x	-	x	x	Х

GOAL	ECONOMIC DEVELOPMENT												
		Council			Department		Potential Costs to						
	Title	Priority TBD	Status	Timeline	Responsible	Constraints	City Budget	Additional Notes	Carter	Hinton	Maurer	McLewis	Zollman
Priority/Str	ategy												
UNANIMO	US SUPPORT												
1	Growing Businesses Together								Х	Х	Х	Х	X
	Presentation from new CDD on economic development/plans/strategy/responsibility of	f											
	who (what department) is keeping track of												
	businesses?/ How we are working as part of								x	х	x	x	х
	economic development /working with broker												
	who are working with people who are seeking												
	spaces/how develop relationships												
	•	-	-		·	·			•				

GOAL	ECONOMIC DEVELOPMENT													
		Council		.	Department		Potential Costs to							
	Title	Priority TBD	Status	Timeline	Responsible	Constraints	City Budget	Additional Notes	Carter	Hinton	Maurer	McLewis	Zollman	
Priority/Str	CONSENSUS (4 Votes)													
1	Attract and support market rate housing	1	1	1					X	-	Х	X	Х	
2	Audit of are we getting business licensing fees/what is city hall doing to keep eye on city getting its fees?								X	Х	-		X	
GOAL	ECONOMIC DEVELOPMENT	CONOMIC DEVELOPMENT												
		Council		_	Department		Potential Costs to							
Dui a vita / Ctu	Title	Priority TBD	Status	Timeline	Responsible	Constraints	City Budget	Additional Notes	Carter	Hinton	Maurer	McLewis	Zollman	
Priority/Str	CONSENSUS (3 Votes)													
	Business surveys	[1						x	-	-	X	Х	
2	Clarification on Sebastopol downtown business association merging with chamber of commerce								x	-	-	x	X	
3	Formula Business Review of Ordinance								Х	-	-	Х	Х	
GOAL	ECONOMIC DEVELOPMENT													
	Title	Council Priority TBD	Status	Timeline	Department Responsible		Potential Costs to City Budget	Additional Notes	Carter	Hinton	Maurer	McLewis	Zollman	
Priority/Str							,							
NO FULL CONSENSUS (1 Vote)														
1	Support chamber in advertising the City (branding)								Х	-	-	-	-	

TOTALS

5 votes = 43

4 votes = 9

3 votes = 10

2 votes = 3

1 vote = 3

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