

COMMUNITY & BUSINESS DEVELOPMENT

Goal: By 2035, achieve the visions and goals in the City's three major growth areas (Downtown TOD, Bay Fair TOD and Shoreline) under the 2035 General Plan Update to create economically vibrant, sustainable and inclusive mixed use neighborhoods.

City Manager Recommendations	Priority Level	Status	Vote
20 year revenue strategy	City Manager's Top 3	In Progress	
Complete and implement Economic Development strategic plan		In Progress	
Streamline City's processes to promote easy expansion and new business development ventures		In Progress	
Referrals	Priority Level	Status*	Vote
Soft Story Ordinance	P1	In Progress	
East 14th/North Area Strategy Plan	P2	Not Started	
Complete Full Digital Building Permit Plan Submittals and Examination Setup in Accela	Not Prioritized	In Progress	
Discussion related to a tax on Ride Share and Bike/Scooter share companies	Not Prioritized	In Progress	
Expand Workforce Development and Jobs Pipeline Programs (partnership with Bay Area Business Roundtable)	Not Prioritized	Not Started	
Report on small business changes (ex. new applications for business licenses and closures, trend lines for groupings)	Not Prioritized	Completed	

**In Progress: significant staff resources have been or are actively being deployed*

COMMUNITY ENGAGEMENT & OUTREACH

Goal: By 2038, every City department will foster community engagement through print and digital outreach platforms. To reach non-English speaking residents, City departments will prioritize translating outreach material. The City will invest time and resources to implement a robust emergency preparedness communication plan and distribute critical information to every communication channel by way of print, telephone, and digital. By implementing the strategic communications plan, results will display improved engagement with all community members. By investing staff resources and budget allocations, these communications efforts will positively expose the City's brand image to the 31,274 San Leandro households/92,826 San Leandro residents, and the other 7,942,552,260 global residents.

City Manager Recommendations	Priority Level	Status	Vote
Roll out City's communications strategic plan	City Manager's Top 3	In Progress	
Expanding the City's communication footprint - align with Race/Equity Initiatives		In Progress	
Emergency Communications and support to ensure community preparedness		In Progress	
Referrals	Priority Level	Status*	Vote
First Responder Program (Mental Health) Services	P2	In Progress	
Adopt a military banner program to honor those who have served or are serving.	Not Prioritized	Not Started	
Bring to Council to review and see if Council wants to move forward with polling segments of public on needs and expectations and satisfaction of 1st Police and then rest of City.	Not Prioritized	Completed	
Complete a Comprehensive Communications Strategic Plan	Not Prioritized	In Progress	
Complete a Library and Museum Strategic Plan	Not Prioritized	In Progress	
Create a Youth Leadership Commission replicated after the Walnut Creek model (new or combine with YAC)	Not Prioritized	Not Started	
Create an Internship Program (Pilot Cities/SLUSD) with Stipend	Not Prioritized	Completed	
Develop a mechanism to capture anecdotes of how the library impacts patrons' lives.	Not Prioritized	In Progress	
Expand Employee and Volunteer Development Opportunities and Recognition	Not Prioritized	In Progress	
Increase Engagement with Sister Cities	Not Prioritized	Completed	
Increase library card holders. Current measure is 29% of our population. Stretch goal is 58% which is the state average.	Not Prioritized	In Progress	
Library and Historical Commission to be consistent and have 9 members. Look at an additional two commissioners as Historical focused.	Not Prioritized	Completed	
Rename Shoreline peninsula after Ohlone tribe or Indigenous People with input from Indigenous People	Not Prioritized	In Progress	
Shoreline Park Outreach	Not Prioritized	In Progress	
Support School District Career Programs (Career Day, Mock Interviews, Internships)	Not Prioritized	Completed	

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FISCAL SUSTAINABILITY & TRANSPARENCY

Goal: By 2030, have adequate fiscal resources in place to ensure San Leandro’s operational, capital, and long-term liability needs are met while also improving delivery of financial information for staff and the public to understand the city’s overall financial health.

City Manager Recommendations	Priority Level	Status	Vote
Adopt Fiscal Year 2023-2024 and 2024-2025 Budget	City Manager's Top 3	In Progress	
Establish a 10 Year Capital Improvement Plan and Funding Strategies		In Progress	
Internal process efficiency gains (i.e. ERP implementation)		In Progress	
Referrals	Priority Level	Status*	Vote
Implement/Fund All Priorities & CIP	P2	In Progress	
Annual Report for Local Inclusion/Purchasing Policy	Not Prioritized	Not Started	
Council Handbook Update - Airfare/Mileage	Not Prioritized	In Progress	
Council Handbook Update - Travel/Tech	Not Prioritized	In Progress	
Create & Implement Community Budget Engagement Process	Not Prioritized	In Progress	
Develop a Training Program and Conduct Training with Departments in Areas Such as Budget Monitoring, AP, and Purchasing	Not Prioritized	In Progress	
Develop Performance Measures to Meet GFOA Budget Requirements and Budget Task Force Recommendations	Not Prioritized	In Progress	
Maintain Relevant and Updated Impact Fees	Not Prioritized	In Progress	
Refresher of in-person meeting protocols for Council as we move back in-person	Not Prioritized	Completed	
Report on mobile home ordinance	Not Prioritized	Completed	
Report on the Use of Measure A-1 Funding for Supportive Housing	Not Prioritized	Completed	
Review and compare the compensation and reimbursements of the Council including Mayor with other like agencies	Not Prioritized	Completed	
Update Strategy for Unfunded Liabilities (PULL plan)	Not Prioritized	Completed	
Update the City's Purchasing Ordinance and Guidelines	Not Prioritized	In Progress	

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HOUSING & HOMELESSNESS

Goal: By 2031, implement and support efforts that provide access to permanent housing for all income levels, as well to supportive services for the homeless, in the City.

City Manager Recommendations	Priority Level	Status	Vote
Purchase the Nimitz Motel in Partnership with a Non-Profit Partner to provide a Navigation Center and long-term for low and very low income community members	City Manager's Top 3	In Progress	
Establish and Implement Policies to Prevent Homelessness		In Progress	
Build more of all types of housing, including affordable housing, that keep people housed, increase supply, and find a pipeline to get people off the streets.		In Progress	
Referrals	Priority Level	Status*	Vote
Homelessness Polices	P1	In Progress	
Naming Navigation Center	P1	Not Started	
Navigation Center	P1	In Progress	
Pay Homeless for Garbage Pick-Up (Citywide Streets Program)	P1	In Progress	
RV/Car Safe Parking Zones	P1	In Progress	
Update Inclusionary Housing Ordinance	P1	Not Started	
Mobile Home Rent Stabilization Regulations	P2	Not Started	
Monthly Stipend for Rent/Mortgage	P2	Not Started	
Rental/Mortgage Assistance (\$900/month)	P2	Not Started	
Tiny Homes Development Feasibility Study	P2	Not Started	
Continue moratorium on evictions once the state of emergency is lifted. CAO to provide information prior to adding this to the agenda	Not Prioritized	In Progress	
Rent Control - Tenant Protections for rent stabilization	Not Prioritized	Not Started	
Rent Review Board: A discussion of Board having enforcement authority	Not Prioritized	Not Started	
Urgent referral to amend the last section of the eviction moratorium. To allow the expiration 365 days after the governor's expiration of state of emergency.	Not Prioritized	In Progress	

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INFRASTRUCTURE

Goal: By 2038, Financially support the maintenance, replacement and repair of all city capital assets within engineering and industry best practices standards.

City Manager Recommendations	Priority Level	Status	Vote
Complete and Implement the Parks and Facilities Assessments in progress	City Manager's Top 3	In Progress	
Community Clean-Up and Beautification		In Progress	
Fully Fund Capital Improvement Plan		In Progress	
Referrals	Priority Level	Status*	Vote
CIP Implementation – Roads	P1	In Progress	
Community Clean-Up and Beautification	P1	In Progress	
Manor Competition Pool	P1	Not Started	
Neptune Drive Assessment District	P1	In Progress	
Parks Study	P1	In Progress	
LINKS / Shuttle Expansion	P2	Completed	
Mulford-Marina Branch Upgrade	P2	In Progress	
Assess and Find Solutions for the Digital Divide	Not Prioritized	In Progress	
Assess City Role in Maintaining Alta Mira House	Not Prioritized	Not Started	
Automatic set aside of any outside funding for bike lanes	Not Prioritized	Not Started	
Citywide garbage pickup by employees	Not Prioritized	Not Started	
Develop/implement 6-year plan for facility and park improvements.	Not Prioritized	In Progress	
Discussion related to reviewing and re-routing truck routes in SL	Not Prioritized	Not Started	
Eden Road Funding Plan	Not Prioritized	In Progress	
Expand BPAC to Mobility Commission	Not Prioritized	Not Started	
Explore Equestrian Center along the Bay Trail	Not Prioritized	Not Started	
Finalize Airport Noise Insulation Program	Not Prioritized	In Progress	
Identify creative methods to reduce procedures/requirements to implement all priorities listed above and in the CIP in timely fashion	Not Prioritized	In Progress	
Improve Bicycle and Pedestrian travel in San Leandro	Not Prioritized	In Progress	
Improve the CIP Process to Select Best Projects to meet the City's Goals	Not Prioritized	In Progress	
Improve the PCI of the Street System	Not Prioritized	In Progress	
Indigenous People Land Park (exact form TBD following discussion with Indigenous group)	Not Prioritized	In Progress	
Parks Study	Not Prioritized	In Progress	
Receive Update of the Downtown Parking Plan	Not Prioritized	In Progress	
Steven Taylor Sanctity of Life Park	Not Prioritized	In Progress	
Study on disable parking in public and private spaces and how this fits in the City's park	Not Prioritized	Not Started	
Study on non-potable recycled water in partnership with other Cities	Not Prioritized	Not Started	
Update Fiber Master Plan to Assess Residential and Partnerships with Schools	Not Prioritized	Not Started	
Update regarding Cap Corridor through San Leandro	Not Prioritized	Completed	
Washington Manor Flood District	Not Prioritized	Not Started	

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PUBLIC SAFETY

By 2030, the City of San Leandro will be the model of contemporary, community-led public safety where Fire, Human Services, and Police will collaborate to provide empathetic, trusted, and responsive services to our diverse community—particularly our most vulnerable—that will result in annual increases in trust, satisfaction, and perceptions of safety.

City Manager Recommendations	Priority Level	Status	Vote
90% staffing strength for all allocated PD positions	City Manager's Top 3	In Progress	
Deploy mental health unit		In Progress	
Increase emergency response capacity (i.e. staff readiness, CERT, resilience hubs, expansion, etc) infrastructure		In Progress	
Referrals	Priority Level	Status*	Vote
Animal Control - Feral Cats	P1	In Progress	
Decoy Car Program	P1	In Progress	
Public Safety Cameras	P1	In Progress	
Support PD Employee Wellness Programs	P1	In Progress	
EOC Manual Update / EMS Outreach	P2	In Progress	
Police Culture Audit / Dept Staffing and Org Review	P2	In Progress	
1-year report out on crime statistics including Asian American hate crimes	Not Prioritized	Completed	
Ban the sale of catalytic converter	Not Prioritized	In Progress	
Community Safety task force	Not Prioritized	Not Started	
Complete ICAT Training	Not Prioritized	In Progress	
Conduct a comprehensive audit of the Police Dept. culture, policies and procedures, and progressive policing strategies 6 months after the new police chief is on board.	Not Prioritized	In Progress	
Curfew on the sale of liquor in the City	Not Prioritized	Completed	
Develop an Multi-year Agile Vision	Not Prioritized	Not Started	
Develop and Implement Enhanced Workplace Safety Measures	Not Prioritized	Not Started	
Enhance Efforts to Address “Smash and Grab” Property Crimes	Not Prioritized	Not Started	
Explore a disaster preparedness program similar to Dolores Street's block party program (Resiliency Hubs are meeting this referral)	Not Prioritized	Completed	
Explore safe zone for setting off fireworks beginning in 2022	Not Prioritized	Completed	
Improve Safety and Reduce Collisions for all Travel Modes	Not Prioritized	In Progress	
Pet Protection	Not Prioritized	Not Started	
Presentation related to the San Leandro Police Department taser program	Not Prioritized	Not Started	
Reduce property crime and increase public safety with non-police alternatives, case stu	Not Prioritized	Not Started	
Research a Gun Buy Back program	Not Prioritized	In Progress	
Review rules on parking times	Not Prioritized	Not Started	
Update AC Fire Dept. Services Contract	Not Prioritized	Completed	
Update Emergency Operations Center Manual and Outreach Strategies	Not Prioritized	In Progress	

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RACE & EQUITY INITIATIVES

Goal: By 2028, the City will have implemented a training, evaluation, and oversight program that advances DEIB initiatives and understanding across all City departments.

City Manager Recommendations	Priority Level	Status	Vote
Continue any and all efforts that support shift toward organizational change in support of DEIB transparency and accountability	City Manager's Top 3	In Progress	
Celebrating and expressing cultures within community		In Progress	
Increasing ability to connect with a multi-lingual community		In Progress	
Referrals	Priority Level	Status*	Vote
30x30 Initiative - more women leaders in local gov't/public safety	P2	In Progress	
Racism as a Public Health Crisis / Reconciliation	P2	In Progress	
Tobacco Retail License Ordinance Review	P2	In Progress	
A pro-Ree v. Wade resolution	Not Prioritized	Completed	
Analyze Purchasing Data for Race and Gender	Not Prioritized	Not Started	
Develop 10-year departmental Succession Plan	Not Prioritized	Not Started	
Develop a Comprehensive Cross-Training Program for Succession Planning and Talent Retention	Not Prioritized	Not Started	
Develop a comprehensive staff training program to build technical and employment integrity skills competencies.	Not Prioritized	Not Started	
Discussion of the Formation of the Equity and Race Community Commission	Not Prioritized	Not Started	
Display artwork from BLM Movement	Not Prioritized	Not Started	
District elections	Not Prioritized	Not Started	
Elimination of rank choice voting	Not Prioritized	Not Started	
Explore City Council pay increase	Not Prioritized	Completed	
Explore Native People's Land Acknowledgement	Not Prioritized	Not Started	
Implement Apprenticeship Expansion under CWA	Not Prioritized	Not Started	
Mandatory implicit bias training for Council	Not Prioritized	Completed	
Modify City Charter: Wage increases for Council	Not Prioritized	Not Started	
Modify City Charter: District wide Council elections.	Not Prioritized	Not Started	
Recognize CM Aguilar as first openly gay Latinx CM*	Not Prioritized	Completed	
Recognize CM Lopez as first Latinx CM*	Not Prioritized	Completed	
Reconciliation in relation to Racism as a Public Health Crisis	Not Prioritized	Not Started	
Research the naming of Mayor David Karp and consider removing his name from the Public Library room and any facility named after him. No specific substitutions (maybe Teresa Mallon?). Refer to Rules Committee	Not Prioritized	Not Started	
Reso Opposing EBMUD bayside groundwater project.	Not Prioritized	In Progress	
Resolution to support Assembly Bill 1466 – the removal of discriminatory racial covenants from deeds (Approved)	Not Prioritized	Completed	
Review, update, and/or create library policies that align with community expectations with consideration for equity, diversity, and inclusion.	Not Prioritized	Not Started	
Supplant former Mayor Dave Karp's name from City buildings & infrastructure	Not Prioritized	Not Started	
Translation services for city Council meetings. Agendas in multiple languages and have public comment translators and advertise it.	Not Prioritized	Not Started	
Weed library materials collection and balance the collection with authors and protagonists that represent the diversity of our community.	Not Prioritized	In Progress	
Discuss in Rules Committee a complete ban on all sales of tobacco in San Leandro	Not Prioritized	Not Started	
Assess and Enhance Paratransit (including on demand services)	Not Prioritized	Not Started	
Discuss in Rules Committee a complete ban on all sales of tobacco in San Leandro	Not Prioritized	Not Started	
Urgent Referral: Rename the Main Library after Bernard Ashcraft	Not Prioritized	Not Started	

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SUSTAINABILITY & RESILIENCY

Goal: By 2030, make substantive progress implementing projects and ongoing programs for reducing carbon emissions, increasing resiliency, and equitably distributing benefits of climate action associated with all strategies in the adopted Climate Action Plan.

City Manager Recommendations	Priority Level	Status	Vote
Transition Fleet to Hybrid and All Electric Over Next 10 Years - Climate Action Plan element	City Manager's Top 3	In Progress	
Develop Trees Master Plan with online tree inventory		In Progress	
Stormwater Infrastructure Funding and Prop 218 long-term fix		In Progress	
Referrals	Priority Level	Status*	Vote
Transition Fleet to Hybrid and All Electric Over Next 10 Years - Climate Action Plan element	P2	In Progress	
Advance nature-based nutrient removal solutions (WPCP) Phase I in progress - Measure AA grant for construction	Not Prioritized	In Progress	
Anti-idling ordinance: Primarily for trucks and diesel vehicles. Later expand to regular vehicles.	Not Prioritized	Not Started	
Ban the sale of new gas powered landscaping equipment	Not Prioritized	Not Started	
Develop Trees Master Plan with online tree inventory	Not Prioritized	In Progress	
Draft Reach Codes and conduct public outreach per adopted CAP	Not Prioritized	Completed	
EV charges on every City Park	Not Prioritized	Not Started	
Expand Battery Storage and Backup Power at City Facilities	Not Prioritized	In Progress	
Feasibility of a Community Garden	Not Prioritized	Not Started	
Renewable Energy Opt-Up	Not Prioritized	Completed	
SB 1383 Implementation	Not Prioritized	In Progress	
Stormwater Fund Rate Analysis	Not Prioritized	In Progress	

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Not Tied to a Council Priority

City Manager Recommendations	Priority Level	Status	Vote
Address Multiple Critical Staffing Levels and Single Failure Points Throughout City	City Manager's Top 3	In Progress	
Facility and Cyber Security Enhancements		In Progress	
Establish a Sustainable Parking Program that Aligns with Council Goals		In Progress	
Referrals	Priority Level	Status	Vote
Corporate donation match for employees.	Not Prioritized	Not Started	
Mayor Cutter to be Mayor Emeritus	Not Prioritized	Completed	
Move City Clerk function to Council	Not Prioritized	Completed	
Resolution to support HR3339 from Council	Not Prioritized	Completed	
Review the naming process of City buildings after San Leandrans or former employees	Not Prioritized	Not Started	
Report on Item 13s by timeline and council member	Not Prioritized	Not Started	