



City Council Strategic Priorities FY 2025-27 Work Plan

This work plan details the new and ongoing City projects for fiscal years 2025-2026 and 2026-2027 and categorizes them into different priorities detailed below. See the example project key for how to read the work plan. See the division key for division abbreviations.

EXAMPLE PROJECT KEY—Fiscal years (FY) are July 1–June 30

Project Name. New projects have a “+”.
Carryforward projects have a “→”.

City Division Lead

↓
+ Upgrade and Launch New City Website (City Clerk) ←

Upgrade the City’s website to be more user-friendly, mobile-accessible, and easier to navigate.

↑
Project Description



↑
Project Start and Duration

CITY DEPARTMENT/ DIVISION KEY

CEDD-Building: Community and Economic Development
Department-Building Division

CEDD-Housing: Community and Economic Development
Department-Housing Division

CEDD-Planning: Community and Economic Development
Department-Planning Division

CEDD-RSP: Community and Economic Development
Department-Rent Stabilization Program

City Clerk

CMO-Admin: City Manager’s Office-Administration

CMO-CS: City Manager’s Office-Community Services
and Recreation

CMO-HR: City Manager’s Office-Human Resources

CMO-IT: City Manager’s Office-Information Technology

Finance

Police

PW-Eng: Public Works-Engineering

PW-Env: Public Works-Environment and Sustainability

PW-Main: Operations and Maintenance

FY 2025-29 STRATEGIC PRIORITIES



Civic Engagement

Provide diverse and inclusive opportunities for all EPA community members to participate in City meetings, have a voice in City affairs, and develop leadership skills for EPA youth.



Comprehensive Housing

Increase the City’s housing stock at all income levels (from affordable to market rate), facilitate pathways to homeownership, and prevent displacement of existing residents.



Governance, Organizational Strength, and Fiscal Sustainability

Strengthen the City’s internal capacity, transparency, and long-term financial health by improving core operations, investing in workforce and systems, and implementing data-informed strategies to ensure effective service delivery, accountability, and fiscal resilience.



Land Use, Economic and Workforce Development

Support balanced development that attracts investment, strengthens local businesses, reduces economic leakage, and expands access to quality jobs and services that meet local needs.



Parks, Recreation, and Community Facilities

Invest in the modernization and expansion of the City’s parks, recreation, and community facilities and services to increase residents’ access to open spaces and recreational opportunities.



Public Health, Safety, and Quality of Life

Implement and enforce strategies to ensure public safety, improve the livability of neighborhoods, and prepare the City for disasters and emergencies.



Public Infrastructure and Utilities

Maintain, modernize, and expand the City’s physical infrastructure (streets, sidewalks, utilities) to support the existing homes and businesses as well as new development.

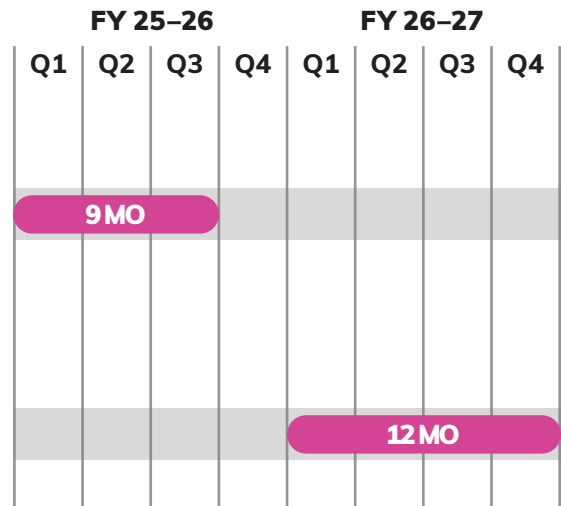
CIVIC ENGAGEMENT

CIV-1. ➔ Develop Recommendations for Establishing a Youth Commission or Alternative Youth Civic Engagement Program (CMO-CS)

Enhance the existing process to establish a Youth Commission, expanding it to include diverse youth civic engagement opportunities and pathways for youth from all backgrounds to participate in City government via internships, civic leadership training, and mentorship.

CIV-2. + Implement Sister City and Cultural Exchange Initiative (City Clerk)

Formalize a sister city relationship with a city in the Kingdom of Tonga, including cultural exchanges and shared events, to foster long-term relationships and cultural, educational, and civic exchanges.



COMPREHENSIVE HOUSING

CH-1. ➔ Complete Construction of 965 Weeks/Colibri Commons (CEDD-Building)

Support the final construction activities and project closeout for Colibri Commons, creating 136 affordable housing units.

CH-2. + Develop and Launch Home Repair Program (CEDD-Housing)

Offer grants or loans for home repairs to qualifying low-income residents.

CH-3. ➔ Establish Rent Registry for Both Rent-Stabilized and Market-Rate Rental Units (CEDD-RSP)

Launch a new Rent Registry system to register and track all rental units in East Palo Alto, promoting transparency and rental stability.

CH-4. + Research Feasibility of a Financial Empowerment and Foreclosure Prevention Program (CEDD-Housing)

Conduct research and internal analysis to assess the feasibility of creating a foreclosure prevention fund to support homeowners at risk of losing their homes.

CH-5. + Research Feasibility of a First-Time Homebuyer Assistance Program (CEDD-Housing)

Research and assess down payment assistance models for eligible first-time homebuyers.

CH-6. + Research Feasibility of a Residential Rental Inspection Program (CEDD-Building)

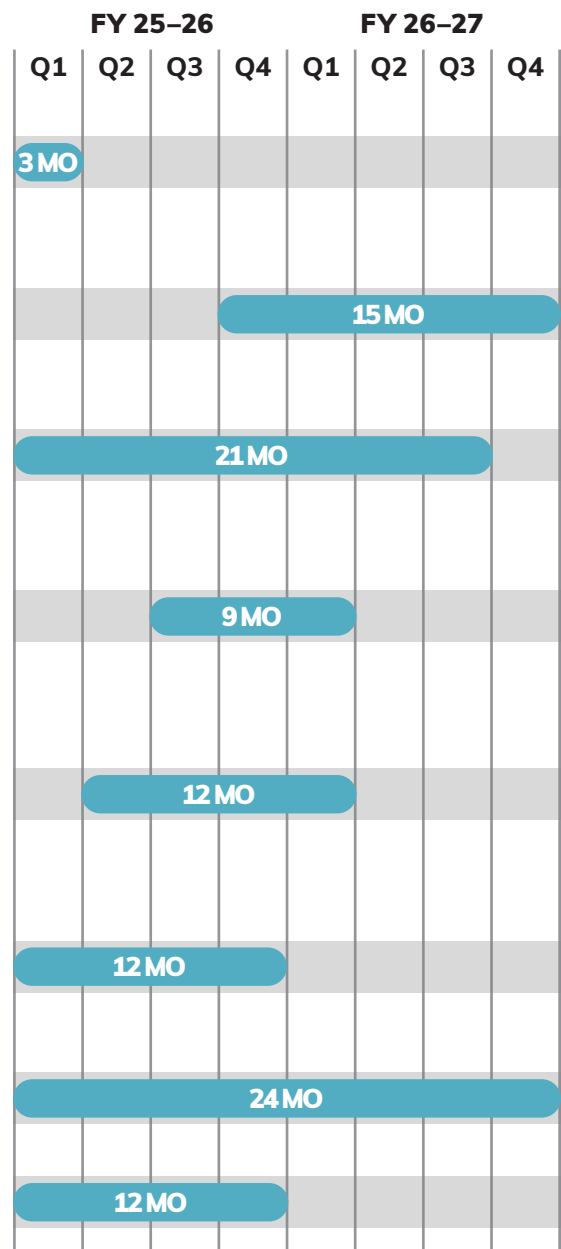
Assess the feasibility of establishing a systematic rental inspection program to ensure safety, habitability, and compliance with health and building codes across residential rental properties.

CH-7. + Update the Inclusionary Housing Ordinance (CEDD-Housing)

Amend the Inclusionary Housing Ordinance to reduce constraints.

CH-8. ➔ Update the Zoning Code (CEDD-Planning)

Complete updates to the City's zoning code to comply with State housing requirements and streamline development review processes.



GOVERNANCE, ORGANIZATIONAL STRENGTH, AND FISCAL SUSTAINABILITY

GOV-1. ➔ Collaborate with the SMC Libraries to Identify and Implement a Comprehensive Funding Strategy for Library Construction (CMO-Admin)
Pursue partnerships and fundraising strategies with San Mateo County Libraries, securing full funding for library construction.

GOV-2. + Conduct Council Term Limit Policy Research (City Clerk)
Analyze how other cities use term limits for elected officials and present options to City Council.

GOV-3. + Develop a 10-Year Fiscal Strategy and Address the Structural Deficit (Finance)
Develop a strategy to reduce the City's budget deficit and keep services funded long term.

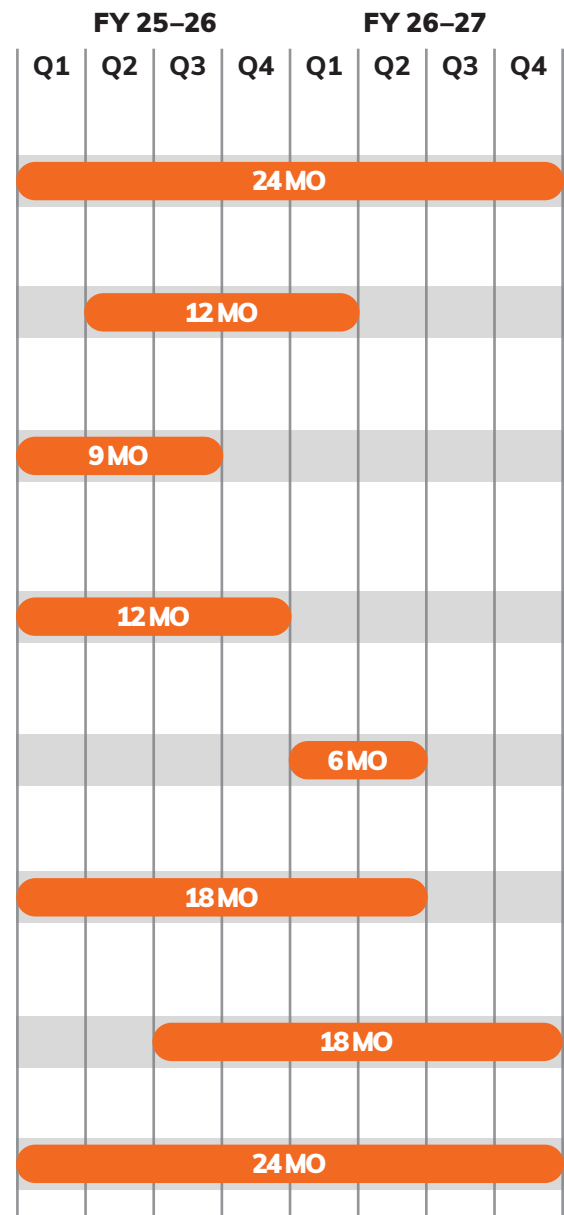
GOV-4. ➔ Develop a Citywide Information Systems Master Plan (CMO-IT)
Create a long-term strategic plan for City technology investments, heightened cybersecurity, and infrastructure upgrades.

GOV-5. + Implement a Centralized Grants Management System (Finance)
Bring in a new system to manage the grants the City applies for and awards to community partners.

GOV-6. + Prepare 2026 Ballot Measure to Raise Revenue for Infrastructure Improvements and Public Facilities (CMO-Admin)
Begin the public process of exploring a future bond measure to fund unfunded infrastructure and buildings.

GOV-7. ➔ Update the City's Personnel Policies and Procedures (CMO-HR)
Update the City's Personnel Policies to align with best practices, support labor relations, and improve Human Resources management.

GOV-8. + Upgrade and Launch New City Website (City Clerk)
Upgrade the City's website to be more user-friendly, mobile-accessible, and easier to navigate.

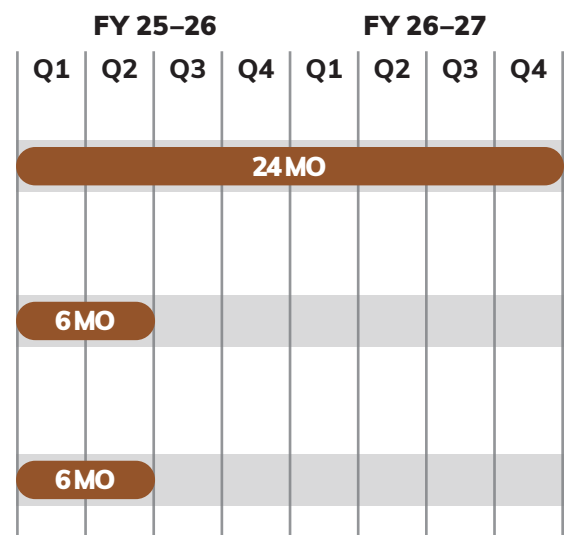


LAND USE, ECONOMIC AND WORKFORCE DEVELOPMENT

LU-1. ➔ Conclude Measure HH Pilot Evaluation and Initiate Ongoing Workforce Development Program (CEDD-Housing)
Complete an evaluation of the Measure HH Pilot Workforce Development Program to assess impact and guide future workforce investments.

LU-2. ➔ Create an Economic Development Strategic Plan Focusing on Small and Micro Businesses (CMO-Admin)
Develop an Economic Development Strategy aimed at supporting small and micro businesses to grow local jobs and services.

LU-3. ➔ Design and Implement a "Pop-Up"/Sidewalk Vending Policy and Program (CMO-Admin)
Develop regulations and a program for immobile sidewalk vendors, supporting equitable entrepreneurship while protecting health and safety.

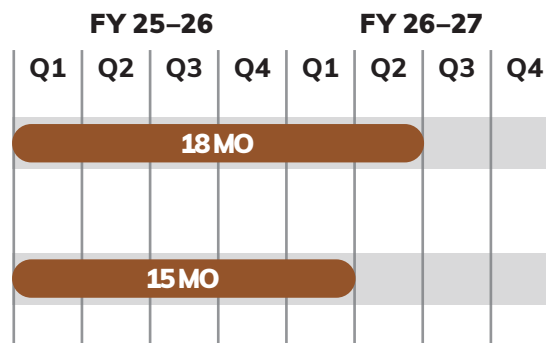


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LU-4. ➔ Implement Program to Distribute Community Resource Funds Grants for Small Business Assistance (CMO-Admin)
Distribute grant funding to support assistance to small businesses.

LU-5. ➔ Renovate the Cummings Loft Property into a Small Business Incubator (PW-Eng)
Renovate the City-owned Cummings Loft property, creating an incubator space for local entrepreneurs and startups.



PARKS, RECREATION, AND COMMUNITY FACILITIES

PR-1. ➔ Complete Construction of Tenant Improvements at City Facilities (PW-Eng)
Perform facility improvements at the police station as well as the Tate Street office building.

PR-2. + Conduct a Comprehensive Evaluation of Senior Service Agreements in East Palo Alto (CMO-CS)
Review the current service levels of operations for the older adult community and use the Age Friendly Action Plan to develop a roadmap for improvements.

PR-3. ➔ Construct Access Improvements at Rutgers Street Entrance to the Bay Trail (PW-Eng)
Complete improvements to open a pedestrian access point to the Bay Trail at Rutgers Street, expanding recreational access for residents.

PR-4. ➔ Create a Pilot Dog Park (CMO-CS)
Establish a pilot dog park at an existing park site.

PR-5. ➔ Establish a Joint Use Agreement with RCSD for Shared Recreation Sites (CMO-CS)
Pursue shared use agreements with local schools, increasing community access to recreational facilities.

PR-6. + Expand EPACENTER Services and Programs Through City Funding (CMO-CS)
Fund new or expanded programs at EPACENTER, increasing access to the arts for the East Palo Alto community.

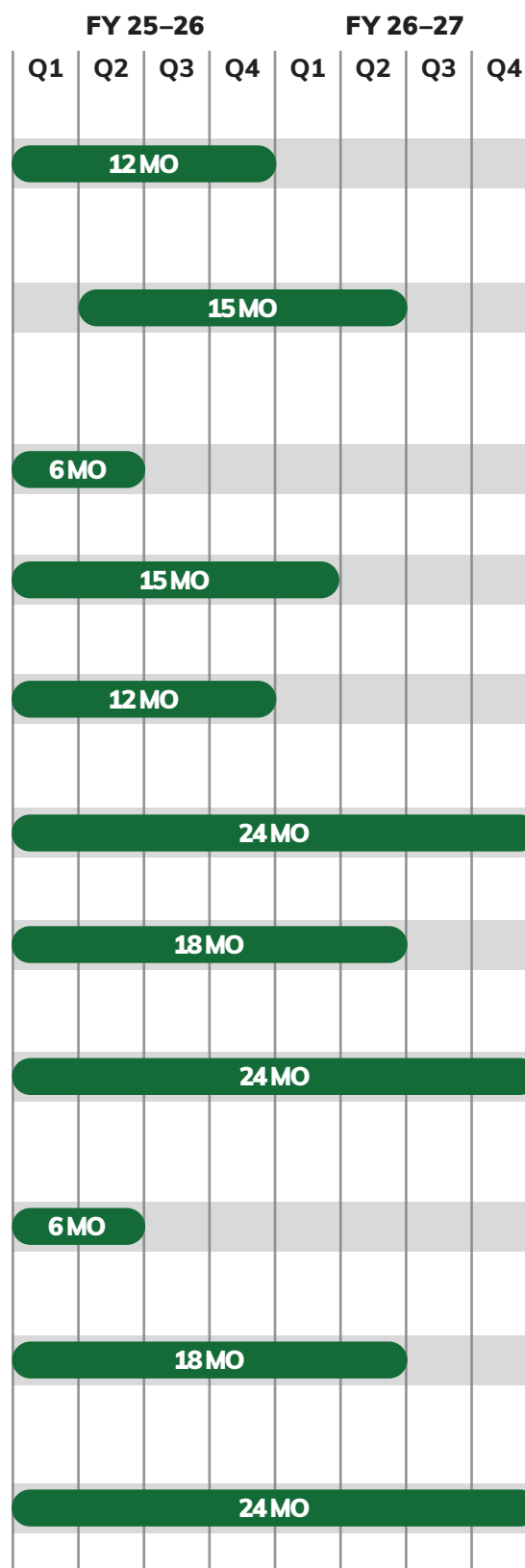
PR-7. ➔ Finalize Architectural Design for the New East Palo Alto Library (PW-Eng)
Finalize the design plans for the new East Palo Alto library, providing modern spaces for learning, technology access, and community programming.

PR-8. + Implement Priority Projects from the Parks, Recreation and Open Space Master Plan (CMO-CS)
Construct small-scale, visible park improvements such as benches, landscaping, and signage.

PR-9. ➔ Negotiate with County to Finalize Acquisition of Beech Street Property (CMO-Admin)
Continue negotiations to acquire County-owned property on Beech Street for future park expansion or community use.

PR-10. + Plan for Development of New Civic Center Facility (CMO-Admin)
Determine funding and begin planning for a new civic center that brings together a new larger library, city hall, police department offices, and park including track and field.

PR-11. + Expand Access to YMCA Programming and Services for the Greater East Palo Alto Community (CMO-CS)
Collaborate with the YMCA to increase accessibility to recreation services for East Palo Alto residents who may otherwise be unable to participate.



PUBLIC HEALTH, SAFETY, AND QUALITY OF LIFE

PH-1. + Expand Parking Enforcement Capacity (Police)

Increase resources to enforce parking rules across the City, addressing blocked driveways and long-term vehicle storage on public streets.

PH-2. ➔ Implement a Crime Data Analytics Platform for the Police Department (Police)

Expand the Police Department's ability to analyze crime, traffic, and community safety trends to inform public safety initiatives.

PH-3. + Implement a Shopping Cart Abatement Program (CMO-Admin)

Create a program to remove and prevent abandoned shopping carts across town.

PH-4. ➔ Launch a Residential Parking Permit Program (PW-Eng)

Implement a pilot parking permit program to manage parking availability and reduce congestion.

PH-5. + Launch Emergency Preparedness Program (CMO-Admin)

Update the City's emergency operations plan, enhance communication systems, and provide training to staff and residents.

PH-6. + Maintain Senior/Disabled Individuals' Emergency Contact Database (CMO-CS)

Improve and expand the City's emergency contact list for seniors and people with disabilities.

PH-7. ➔ Strengthen the Clean City Program to Reduce Illegal Dumping (PW-Env)

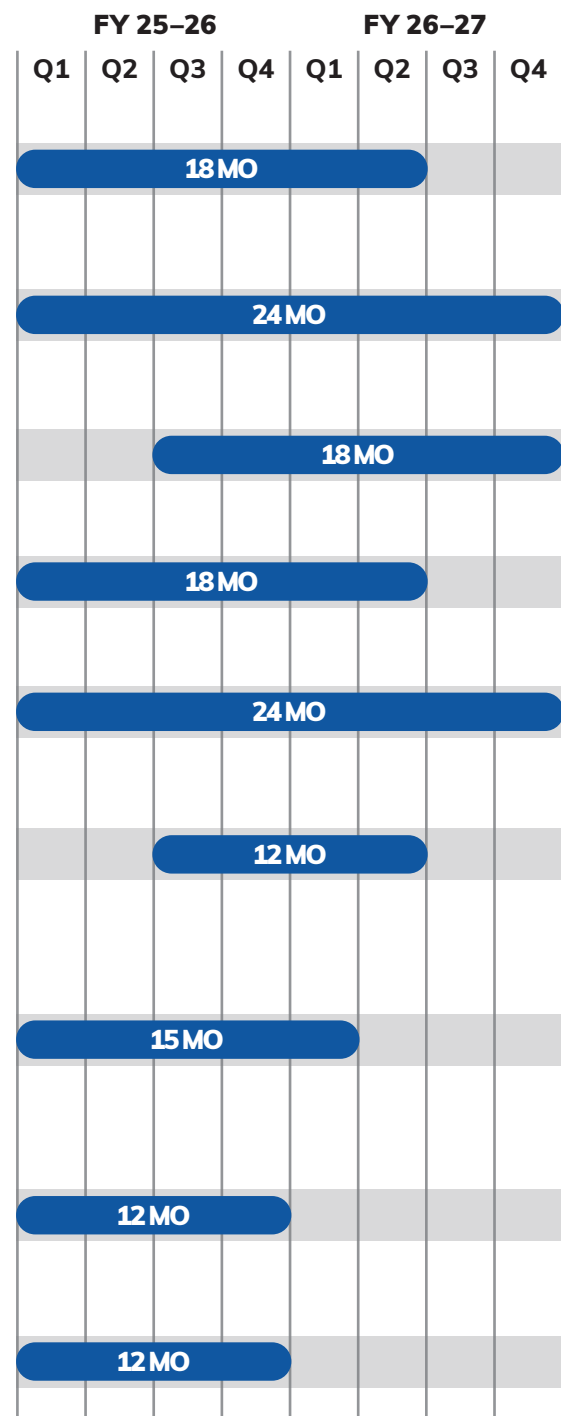
Expand the City's Clean City Program with new enforcement and education strategies to reduce illegal dumping and improve community cleanliness.

PH-8. ➔ Update the Environmental Justice Element of the General Plan (CEDD-Planning)

Complete the Environmental Justice Element update to strengthen policies addressing health disparities and environmental burdens.

PH-9. ➔ Update the Safety Element of the General Plan (CEDD-Planning)

Complete the Safety Element update to align with modern risks and community priorities, enhancing the City's resilience to natural hazards.



PUBLIC INFRASTRUCTURE AND UTILITIES

PI-1. ➔ Assess Utility Operations and Prepare Transition Plan for Post-Lease Operations (CMO-Admin)

Evaluate options for managing water, sewer, and solid waste utilities to ensure their long-term sustainability after their contracts expire.

PI-2. ➔ Build Sidewalk and Pedestrian Safety Improvements on East Bayshore Road (PW-Eng)

Build new sidewalks along East Bayshore Road, enhancing pedestrian safety, ADA accessibility, and multimodal connectivity.

PI-3. ➔ Collaborate with City of Palo Alto to Replace the Newell Street Bridge (PW-Eng)

Coordinate with Palo Alto to replace the Newell Street Bridge, improving flood protection and traffic safety between the cities.

PI-4. ➔ Collaborate with SFCJPA to Construct San Francisquito Creek Flood Protection Upgrades (PW-Eng)

Continue collaboration with the San Francisquito Creek Joint Powers Authority to enhance flood protection for residents and businesses.

PI-5. ➔ Collaborate with SFCJPA to Implement the SAFER Bay Project (PW-Eng)

Advance the SAFER Bay Project design to protect the community from tidal flooding and sea level rise impacts.

PI-6. ➔ Conduct a Siting Study to Identify Locations for Additional Water Storage Tanks (PW-Eng)

Assess and identify suitable sites for new water storage facilities, enhancing emergency and drought resilience.

PI-7. ➔ Construct a Bicycle and Pedestrian Overcrossing on University Avenue at US 101 (PW-Eng)

Complete construction of a new overcrossing, improving safe pedestrian and bicycle access across University Avenue.

PI-8. ➔ Construct Full Trash Capture Devices to Meet Stormwater Compliance Requirements (PW-Eng)

Install trash capture devices in the stormwater system to comply with State mandates and reduce pollution in local waterways.

PI-9. ➔ Construct Mini Roundabouts to Replace Temporary Traffic Circles on Pulgas Avenue (PW-Eng)

Replace temporary traffic circles with permanent mini roundabouts, improving intersection safety and traffic management.

PI-10. ➔ Create a Financing Strategy for Water Infrastructure Upgrades (Finance)

Create a financing strategy for major water infrastructure improvements, leveraging grants and ratepayer resources.

PI-11. ➔ Design Roadway Improvements on Woodland Avenue (PW-Eng)

Design comprehensive roadway improvements on Woodland Avenue from University Avenue to Newell Road.

PI-12. ➔ Develop an Asset Management Database (PW-Main)

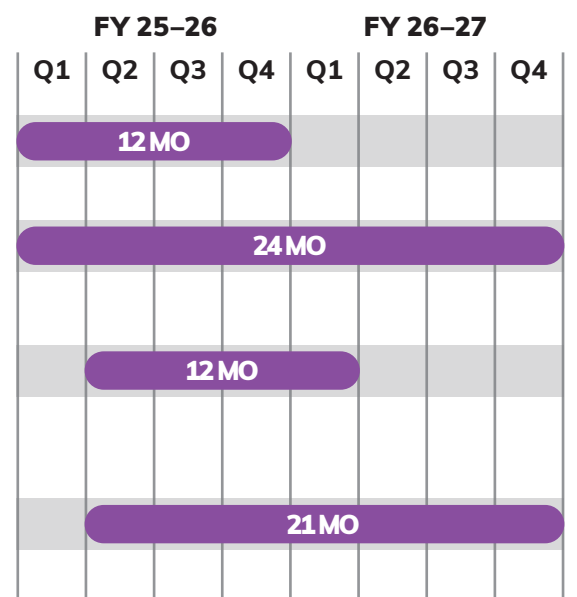
Continue development of a database encompassing all City-owned infrastructure to improve asset tracking and long-term maintenance planning.

FY 25-26				FY 26-27			
Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
24 MO							
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- PI-13. + Develop Citywide Sewer Infrastructure Master Plan (PW-Eng)**
Assess the current condition of the sewer system and create a long-term plan for replacements and repairs.
- PI-14. + Install Citywide Lighting Improvements - Phase II (PW-Eng)**
Finish installing new streetlights and begin the next multi-year phase.
- PI-15. ➔ Install New Traffic Signal and Complete Safety Upgrades on University Avenue at Runnymede (PW-Eng)**
Upgrade the University Avenue/Runnymede Street intersection with traffic signal and pedestrian enhancements.
- PI-16. ➔ Modernize Equipment and Complete Rehabilitation of the O'Connor Pump Station (PW-Eng)**
Upgrade the O'Connor Pump Station's engines and electrical systems, improving stormwater management capacity.




GET IN TOUCH

Contact us through one of the methods below.

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 cityofepa.org

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