

**City of Menifee Strategic Plan 2023-2028
Goals and Objectives Implementation Plan
Biannual Report**

Lead Point of Contact	Goal	Action/Task Required	Status	Updates (Reporting Period: July 1-December 31, 2024)
1. Connectivity and Mobility				
Public Works & Engineering: Capital Improvement Program (CIP)	1. A	Create a traffic mitigation plan to reduce congestion on Menifee's streets and roadways.	In progress - The Complete Streets Plan (CSP), the General Plan (GP), and the Active Transportation Plan (ATP) collectively serve as the City's Traffic Mitigation Plan (TMP). Traffic mitigation projects identified in the TMP are incorporated and prioritized in the City's 5-year Capital Improvement Program (CIP). The CIP is updated annually through the budget process based on available funding and changes in road and traffic conditions.	The fiscal year (FY) 2024/2025 CIP includes 15 projects that received funding designed to mitigate and reduce traffic congestion on the city's streets and roadways based on the TMP, including 13 in design, and 2 in planning phases. A summary of these projects can be found on the City's website at www.cityofmenifee.us/CIP
Community Services Public Works	1. B	Develop a transit mobility plan, identifying transportation options within the City.	In progress - Staff continues to assess multimodal transportation options to meet the community's needs.	In May 2024, Riverside Transit Agency (RTA) expanded route services in the City due to an increased need to access shopping centers. RTA Route 61 was modified to include a stop at Haun/Newport Road. The City offers a Care-A-Van program for senior and disabled residents for shuttle services and a ride-share service, GOGO Grandparent, offering four one-way rides a year. Information about these services and other transit options can be found at www.cityofmenifee.us/transit . Monthly transportation workshops are held at the Kay Cenicerros Center on the third Thursday of every month at 10 a.m.
Information Technology Public Works, Community Development, Economic Development	1.C.E.3	Initial implementation of Smart City and Broadband Master Plan to expand interconnectivity throughout the City's major corridors to improve traffic flow by increasing fiber optic connectivity to traffic signals and City facilities by 5% per year through June 2028.	In progress.	The Geographic Information System (GIS) division is developing a fiber inventory map application to log and track conduit, fiber cables, and the associated equipment. Public Works will provide the necessary information to be entered into the application.
Public Works & Engineering: CIP	1. D. 2	Adopt the Complete Streets Plan to improve multi-modal infrastructure and increase satisfaction with alternative modes of transportation throughout the City biennially through June 2028.	In progress - The CSP was adopted during the 7/17/24 Council meeting. The comprehensive biennial residential satisfaction survey placed on hold following 10/4/23 review of cost benefit by the City Council. Staff is evaluating alternative methods of gauging satisfaction.	The CSP was presented as a Public Hearing item and adopted during the 7/17/24 City Council meeting. The CSP webpage (cityofmenifee.us/CSP) remains active and includes an interactive survey map for ongoing community recommendations and suggestions.
Community Development: Planning	1.F	Work with the County of Riverside, surrounding communities, and regional partners to assess and mitigate the impacts of growth and development outside City limits, providing for regional infrastructure development and essential services.	In progress - Memorandum of Understanding (MOU) between the City and County of Riverside was adopted by the City Council on 09/06/23 and the Board of Supervisors on 12/12/23. At the 3/20/24 Council meeting, staff was directed to pursue a General Plan amendment, Sphere of Influence (SOI) amendment, and California Environmental Quality Act (CEQA) annexation for 1,929 acres in Riverside's Sun City/Menifee Valley Area, extending from Briggs Road east to Leon Road, and from Old Newport Road south to Scott Road. Interagency coordination on both public and private development projects occurs regularly and is ongoing.	A request for proposal (RFP) was released on 6/26/24, and no proposals were submitted. A revised RFP was released on 9/27/24, and 3 proposals were received. Three proposals were received, and a consultant has been selected. Staff will prepare a phased scope of work for a fiscal analysis of the 1,929 acres before starting the General Plan Amendment and environmental review.
Public Works & Engineering: CIP	1.1	Maintain an average roadway Pavement Condition Index (PCI) of 70 year-over-year through June 2028.	In progress - Completion of 25,920 centerline miles of road resurfacing in FY 2023/2024 underway. The Pavement Management Program (PMP) Update Report to evaluate and prioritize pavement management projects is scheduled for completion by Spring 2025.	On 9/18/24, Council awarded a Professional Services Agreement to Bucknam Infrastructure Group to update the City's Pavement Management Program. This will assess the current average Pavement Condition Index (PCI) and identify critical roadway maintenance needs to prioritize resurfacing projects to preserve and improve existing City roadways. The CIP division has planned several maintenance projects in FY 2024/2025 to improve PCI in the most needed areas.
Public Works & Engineering: CIP Finance	1.4	Increase grant funding for capital projects year-over-year through June 2028.	In progress - Total for FY 2023/2024 - 10 grants awarded totaling \$41,214,367, with \$4,339,620 appropriated to support 13 CIP Projects. In FY2023/2024 there was a 64.9% increase in appropriated grant funds as compared to the prior fiscal year (\$2,632,129 received in FY 2022/2023).	In August 2024, City Council accepted \$400,000 in District Annual Zone 4 Program Funding from the Riverside County Flood Control and Water Conservation District for the McLaughlin Road Storm Drain project (CIP25-12). On 11/26/24, the CIP division was notified that the funding request for an equipment voucher rebate of \$146,570 through the Energy Efficiency and Conservation Block Grant program administered by the Department of Energy had been approved. In October 2024, staff submitted three applications for funding through the Highway Safety Improvement Program Cycle 12 administered by the California Department of Transportation (Caltrans) in the collective amount of just over \$1.6 million. This funding would fund various safety improvements throughout the City, including guardrail and crosswalk upgrades, edge line striping, and pedestrian ramps.

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2. Unique Identity				
Economic Development	2.A.2	Conduct a place-making and tourism feasibility study as part of developing Menifee as a destination city by December 2024.	In progress - RFP was released in December 2023 to assist in creating a to develop Menifee as a destination city. With no qualifying bids received in December 2023 for the Placemaking, Identity, and Tourism Master Plan, the scope of work was reviewed/updated, and the RFP was re-released. On 8/07/24 an agreement was awarded to Hunden Partners. The feasibility study results are now anticipated to be completed by June 2025.	During the 8/07/24 Council meeting an agreement was awarded to Hunden Partners to create a Placemaking, Identity, and Tourism Master Plan. Community Meetings and Council interviews are scheduled for the first quarter of 2025.
Community Services City Executive Office	2.B.1	Conduct a regional events assessment to identify a signature event that will help make Menifee a destination city by March 2024.	In progress - Assessment to be completed as part of the broader Placemaking, Identity, and Tourism Master Plan. The target completion date has been shifted from March 2024 to December 2025.	During the 8/07/24 Council meeting an agreement was awarded to Hunden Partners to create a Placemaking, Identity, and Tourism Master Plan. Community Meetings and Council interviews are scheduled for the first quarter of 2025.
Community Services City Executive Office Economic Development	2.C.3	Implement findings of the events assessment and hold the first annual signature event by December 2025.	In progress - Event to be identified/established based upon the broader Placemaking, Identity, and Tourism Master Plan. The target completion date has been shifted from December 2025 to December 2026.	During the 8/07/24 Council meeting an agreement was awarded to Hunden Partners to create a Placemaking, Identity, and Tourism Master Plan. Community Meetings and Council interviews are scheduled for the first quarter of 2025.
3. Community Engagement and Social Infrastructure				
Information Technology City Executive Office	3. A. 3	Amplify and diversify communication to enhance community awareness and understanding by assessing City controlled websites and comply with regulatory standards by June 2024.	In progress - The consultant completed the website assessment for Americans with Disabilities Act (ADA) compliance and shared the results with staff. The target completion date is now May 2025.	The consultant has assessed and completed a review of the City's website for ADA compliance. The review results have been shared with key staff members across all departments for awareness and understanding. The consultant will be taking the lead on the remediation to address the identified issues. Due to the complexities of the work involved, the deadline has been extended to May 2025 to ensure the website is ADA compliant and all issues have been resolved.
City Executive Office Information Technology	3. A. 4	Amplify and diversify communication to enhance community awareness and understanding by producing and broadcasting two original videos per month by December 2024	In progress - To date 110 original content videos produced, including: - Show Me Menifee - The Agenda Rundown - Happy Tails - Stay Active Menifee - Public Service Announcements (PSA) for Menifee Police Department (MPD), Community Services, Community Development and Public Works.	38 Original content videos produced during this reporting period.
City Executive Office Information Technology	3. A. 5	Amplify and diversify communication to enhance community awareness and understanding by increasing the number of residents registered to receive city alerts by 10% by June 2028	In progress - To date there has been a 128% increase in city website newsflash subscriptions. (1066 to 2429)	105% increase in city website newsflash subscriptions during this reporting period. (1,182 - 2,429). This growth is likely attributed to the City adding additional availability to text-based sign-ups through the City's website, which was a common request by residents to have the option to receive text alerts in addition to email alerts.
City Executive Office	3. A. 6	Amplify and diversify communication to enhance community awareness and understanding by increasing social media followers by 50% by June 2028.	In progress - To date there has been a 21% increase in social media followers. (69,954 to 84,697)	5.6% increase in social media followers during this reporting period. (80,226 - 84,697)
City Executive Office	3. B. D. 1	Increase opportunity for the community to gather and support belonging and connectedness by creating a facility development plan by December 2023.	In progress - Delivery method workshop planned for early 2025.	On 12/3/24, the City held a ribbon cutting ceremony for the new Fire Station No. 5 in Quail Valley, and was fully staffed and operational in January 2025. Built to serve the Menifee community for the next 50 years, this updated station aims to enhance public safety and improve response times.
City Executive Office Community Services, City Attorney	3. B. D. 7	Work in collaboration with Valley-Wide Recreation and Park District (Valley-Wide) to unify the parks in Menifee to better service the needs of residents by June 2028.	In progress.	During the 8/21/24 Council meeting, an agreement was awarded to Spicer Consulting Group for special district annexation fiscal impact analysis and sustainability study to provide maintenance and recreation services to Valley-Wide parks within the city.
City Executive Office Community Services	3.C	Create engagement opportunities to enhance understanding and participation in City planning, community events, and activities.	In progress - Staff continue to create community outreach and engagement opportunities to enhance resident and business community understanding of City planning, community events, and activities are an integral element of all community development projects.	Community engagement opportunities were held for the following projects to give residents a chance to provide feedback and allow for an enhanced understanding of City planning, and community events/activities: - Veteran and Military Families Advisory Committee formation (8/21/24) - Central Park Amphitheater Ad Hoc Committee formed for vision and initial programming (8/21/24) - Menifee Community Center Schematic Design Workshop (10/2/24)
City Executive Office	3. 2	Initiate a comprehensive biennial residential satisfaction survey by December 2023.	On hold - Comprehensive biennial residential satisfaction survey placed on hold following 10/4/23 review of cost benefit by the City Council. Staff is evaluating alternative methods of gauging satisfaction.	

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Community Services	3. D	Develop unique park amenities, green spaces, trails, cultural and recreational facilities and programming that serves the diverse needs and desires of the community in alignment with the Parks Master Plan.	In progress - to date the following steps were taken to develop unique amenities and programming to address the diverse needs of the community: - Memorandum of Understanding (MOU) established with Perris Union High School District for launch of the Aquatics program in Summer 2024. - Held first Adaptive sports fair in February 2024, adding adaptive sports component to Mighty Me programming. - Banner Village Park grand opening - featuring City's first splash pad. - Quartz Ranch Park features pickleball and basketball courts. - Amended Menifee Valley Specific Plan development agreement approved on 2/21/24 including conceptual plans for open space recreation areas (baseball field, Junior-sized Olympic pool, splash pad, nature trails, preservation of Granite Hill as permanent open space and pedestrian bridge connecting the Heritage Lake community to the south) along with small-scale agricultural activities focused on crops and animal husbandry	During the reporting period, the following steps were taken to develop unique amenities and programming to address the diverse needs of the community: - Sun City's first park - design finalized for a 1.94-acre passive park, with a butterfly garden. Construction anticipated for June 2025, pending property acquisition. - Central Park Amphitheater (CIP 19-15) - construction is underway with east and west pillars, back storage walls, stage planters and stairs all completed during this reporting period. - Paloma Wash Pedestrian Bridge (CIP 20-13) - purchase of a prefabricated bridge was approved during the 12/6/24 Council meeting. Bidding for construction services in early 2025. - Civic Center Parking Lot (CIP 22-24) - construction to begin early 2025 - MOU with Arts Council Menifee (7/17/24) - E.L. Pete Petersen Dog Park expansion - Bark in the Park event (October 11) - Four art showcases featuring 87 local artists - Park After Dark Summer Series, including Enhanced Moonlight Markets with concerts, Movies in the Park, and Shakespeare in the Park. - Adaptive sports fair (2/2/24) - offering a variety of sports to accommodate any ability, as well as a quiet zone and sensory booth.
4. Thriving Economy				
Economic Development	4.A.1	Create an Incubator Feasibility Plan by December 2023.	On hold - Development of a Business Incubator Feasibility Plan and acquisition of a facility has been placed on hold pending further evaluation of business development needs and facility priorities. Exploring opportunities for collaboration in the community, working in partnership with the Menifee Valley Chamber of Commerce under the terms of the Sponsorship Agreement approved by Council on 11/15/23 and the Southwest Economic Development Coalition .	
Economic Development	4.A.4	Acquire facility for Business Incubator Program by December 2024.	On hold - Development of a Business Incubator Feasibility Plan and acquisition of a facility has been placed on hold pending further evaluation of business development needs and facility priorities. Exploring opportunities for collaboration in the community, working in partnership with the Menifee Valley Chamber of Commerce under the terms of the Sponsorship Agreement approved by Council on 11/15/23 and the Southwest Economic Development Coalition .	
Community Development Public Works/Engineering Economic Development	4.B.5	Streamline the development processes to support a business-friendly environment and establish metrics for monitoring the performance of the development departments to streamline operations by July 2024.	In progress - Staff is enhancing/streamlining reports associated the development project planning and permitting to better track, monitor, identify, and address project delays/issues timely. Additionally bond releases are now processed electronically and inspections are scheduled online and auto assigned to inspectors. These efforts help to save time and provide real-time information to users.	Building and Safety - developed metrics to track response times and inspection trends. Public Works/Engineering - tracking engineering inspections in a pilot environment while waiting on equipment that will allow for accessing inspection data in the field.
Community Development: Planning Economic Development Public Works/Engineering	4.B.7	Streamline the development processes to support a business-friendly environment and create an incentive program to fast-track the development process for targeted industries by December 2024.	In progress.	The City has engaged Urban 3, a consultant specializing in land value economics, to produce a report that will identify a "value per acre" analysis within the City. Based on the information in this report, the City may change its approach to the tools and incentives that encourage and attract development.
Economic Development	4.C.8	Partner with higher education institutions and stakeholders to create workforce development and execute Memorandums of Understanding (MOUs) for strategic partnerships by December 2025.	In progress - City elected representatives and staff working through the Southwest Riverside County Higher Education Coalition ("Coalition") to expand higher education in the region to include the four year degree programs required to support the workforce development needs of the region with a focus on science, technology, engineering and mathematics (STEM) programs.	The City continues to collaborate with higher education institutions and highlight programming. During this reporting period, the City entered into a no-cost joint use agreement with MSIC for their Banner Program. This Program will allow banners to be installed on City light poles to highlight the campus facilities, students and programming.
Economic Development	4.D.6	Create an Office and Lifestyle/Retail Development Incentive Program by June 2024.	In progress.	The City has engaged Urban 3, a consultant specializing in land value economics, to produce a report that will identify a "value per acre" analysis within the City. Based on the information in this report, the City may change its approach to the tools and incentives that encourage and attract development.

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Community Development: Planning Economic Development, Public Works	4.E.9	Develop and adopt a Specific Plan for the Economic Development Corridor Southern Gateway (EDC-SG) Innovation District to support the diversification of Menifee's economy by June 2026	In progress - Engaged consultant to develop the Menifee Innovation District Specific Plan (previously known as the Southern Gateway Specific Plan) and Environmental Report on 12/6/23. Council and Planning Commission Ad-Hoc subcommittees were formed in February and May 2024.	Renamed to Menifee Innovation District Specific Plan. First public workshop held on 6/25/24 at City Hall. Joint Council and Planning Commission Workshop held on 12/04/24 to provide input and direction to staff on developing a vision statement for the Plan. A Design Charette/Visioning Workshop took place on 1/14/25, with design professionals and community stakeholders to establish the foundation for the Innovation District to attract high-tech, high-wage jobs. The input will inform the land use plan and alternatives to be developed in Spring 2025.
Economic Development	4.3	Increase the number of new Jobs added year-over-year.	In progress.	To track annual job growth, and establish a baseline, staff identified the California Employment Development Department's Quarterly Census of Employment and Wages (QCEW) Ad-Hoc Report as the best tracking method, providing historical data for Menifee. The data collected for the past two years is: - 2022 Average Employment: 14,828 - 2023 Average Employment: 15,990, a 7.8% increase. On 10/02/24, the city received a \$40,000 Economic Development Administration (EDA) Comprehensive Economic Development Strategy (CEDS) Grant. The CEDS plan aims to engage local and regional stakeholders, boost revenue for essential City services, create jobs, support local businesses, diversify Menifee's economy, and enhance residents' quality of life.
Economic Development	4.F	Provide enhanced entertainment amenities to increase Menifee's commercial tax base and create an attractive environment for businesses and workers.	In progress - Staff continues to seek unique dining and entertainment experiences for the City. To date, the City has welcomed the following independent businesses: - Exquisite Tapas - Trivia nights, salsa dancing - Made Local Market - increased number of vendors at Foodie Fridays and The Trading Post events - Ready, Set, Game! - Expanded location due to demand for trivia nights and gaming tournaments - Clever Fox Escape Rooms - Transitioned all locations to Menifee and opened new escape rooms - Tacos and Tequila Grill and Cantina - Expanded location and added live entertainment Lady R Bistro - Paint and sip nights, comedy shows - Rasoi Indian Food - Family-run authentic Indian food - Papa Smash - Wagyu burgers - Savage Spin - Indoor cycling studio	Staff continues to seek unique dining experiences and entertainment to bring to the City. During this reporting period, the City expanded independent businesses, with the grand openings of: - Rasoi Indian Food (Family-run authentic Indian food) - Papa Smash (Wagyu burgers) - Savage Spin (Indoor cycling studio)
Finance	4.G.2	Create and maintain a financial sustainability plan to support city government for the long term by December 2024.	In progress - Developed 10-year financial forecasting model used to assess and track the city's long term financial health and evaluate the impact of changes in operational and economic conditions. Updated financial analysis and budget tracking reports and tools are being developed as part of the new Menifee Metro (Munis) system. These tools will be used to develop a financial sustainability plan, including efforts to diversify and strengthen City revenue, reserves and operational efficiencies.	The 10-year financial model established in 2023, will be reviewed, updated, and presented as part of the upcoming FY 2025/2026 and FY 2026/2027 budget cycle.
Finance	4.H.2	Increase reserve fund balances to support the financial sustainability of city government for the long term by December 2024.	In progress.	Following approval of the updated reserve requirement on 6/5/24, the reserve level amounts have been increased to meet the 40% requirement. Final FY 2023/2024 year-end/audit steps are underway to determine availability of funds following closing of year to contribute towards the assigned fund balance for facilities, vehicle and equipment replacement, and larger more unpredictable on-going expenses such as insurance premiums/claims, and pension liability related costs.
Finance	4.I.2	Diversify revenue streams to support the financial sustainability of city government for the long term by December 2024.	In progress - Development team working to diversify the City's revenue by incentivizing a combination of commercial retail and industrial development in designated areas based upon the City's General Plan. To date several new restaurants opened that will help to increase sales tax revenue, including, but not limited to: - Chic-fil-A - Popeye's - 7-Eleven at McCall Square - Daiso - Arco and Los Amigos Mexican at Goetz Marketplace - Ike's Love & Sandwiches - Krak Boba - Chevron and Papa Smash	13 million square feet (sq ft) of new industrial development and over 1 million sq ft of new commercial/retail development projects have been designated in key areas of the city. When completed, these projects will help to diversify the City's revenue streams to support municipal services and long-term financial sustainability. The projects that are currently in the entitlement, permitting, or construction phases since the last update include: - Menifee Boardwalk - 40,000 sf of commercial space with a daycare center in entitlement. - Kaiser Permanente Medical building - 50,800 sf of medical office space in entitlement review. - Motte Business Center - 1,135,840 sq ft of industrial space approved.

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Finance	4.J.10	Implement an Enterprise Resource Planning (ERP) system to modernize and streamline City operations by June 2026.	In progress.	The ERP system, officially named Menifee Metro (Munis) went live on July 1, 2024. Since the go-live, IT and Finance continue to support staff with ongoing training and troubleshooting while improving workflows. Completed year-end processing in October. Created user accounts for auditors in November for the bi-annual audit. Human Capital Management sessions with HR and payroll are ongoing. Payroll codes and benefits summary are being uploaded for employee access. Time and attendance workflows are completed and ready for testing. Go-live for these modules is scheduled for April 2025.
Community Development Information Technology	4.K.5	Create reports and establish metrics for monitoring the performance of the development departments to streamline City operations by July 2024.	In progress - Reports established to identify expired permits, monitor inspections and submittals, plan review response times and certificate of occupancy.	Development of reports for certificate of occupancy are complete. Efforts to continuously provide meaningful reporting are ongoing.

5. Safe and Vibrant Community

Fire	5.A.1	Implement automatic aid agreements with adjoining fire departments to reduce response times by December 2023.	Completed - September 2023.	
Fire	5.A.4	Develop citywide response map with future planned development and road infrastructure improvements that guides fire service facility and resource allocations by June 2026.	Completed - April 2024.	
Menifee Police Department (MPD)	5.A.5	Develop a response time matrix for the MPD by June 2026.	In progress - Staff is working on a matrix that will show Average Response Times (ART) by patrol beat and percentage of calls responded to within the eight minutes. This will provide MPD with the ability to better understand resource needs and deploy resources.	
Fire	5.A.8	Enhance public safety response times and provide community safety training including cardiopulmonary resuscitation (CPR), first aid, and automated external defibrillator (AED) as part of the Menifee Life Saver Program to 50 people per year through June 2028.	In progress - To date 816 people participated in Menifee Life Savers training program.	285 people participated in the Menifee Life Savers training during this reporting period. The new Fire Station No. 5 ribbon cutting was held on 12/3/24 and will be in service in early 2025. This updated fire station will enhance public safety response times to increase safety in the City.
Human Resources and Risk Management	5.B.3	Develop and implement a citywide safety plan to enhance security and a sense of well-being in the community by June 2026.	In progress - Staff drafted the scope of work for the safety master plan to include goals and objectives established within existing projects, programs, and plans (General Plan, Emergency Operations Plan, Local Road Safety Plan, ATP, CSP, CIP).	Scope of work is being finalized for RFP release in the first quarter of 2025.
Menifee Police Department Public Works & Engineering: CIP	5.C.3	Improve safety infrastructure and technology to enhance the sense of security and well-being in Menifee by June 2026.	In progress - MPD is utilizing the Peregrine Technologies software program to view and analyze crime stats in real time with greater accuracy, helping to more effectively and efficiently deploy resources. City currently has 29 Automated License Plate Readers (ALPR) in service.	During this reporting period, several measures were implemented to enhance the safety infrastructure and technology to improve the sense of security and well-being in the city: <ul style="list-style-type: none"> - At the 8/7/24 Council meeting, the purchase of 15 automated live-view Flock cameras was approved. Installation of all cameras is scheduled to begin February 2025. - MPD has acquired an additional drone for the Drone as First Responder Program, which provides officers with aerial views before entering crime scenes. - Citywide Traffic Signal Safety Improvement project (CIP24-01) is currently in the 60% design phase. - Quail Valley Grid Area Streetlight project (CIP23-08, (completed) installation of 17 solar powered streetlights in strategic locations that had inadequate lighting. - Staff worked with consultant, Rick Engineering to survey major bridges (4 feet or larger) and culverts (4 feet in diameter) within the City, focusing on main roads. A final report was completed in November 2024 that includes a list of recommended priorities for the Citywide Bridge/Culvert Inventory. The Public Works and GIS departments are working together to update the City's GIS layers with this information.
All Departments	5.D	Support ongoing professional staff development.	In progress - Continued efforts to enhance Menifee University, including expanded access/participation in the Leadership Academy and the Menifee Mentors program. The City offers staff a variety of classes in lifesaving skills, dealing with personnel issues, and annual citywide staff development training.	During this reporting period, employees were given the opportunity to participate in the following learning opportunities: <ul style="list-style-type: none"> - Cardiopulmonary Resuscitation (CPR) and Automated External Defibrillator (AED) - First Aid - Active Shooter/De-escalation Techniques - Stop the Bleed - Difficult Conversations - Legal Issues Regarding Hiring and Promotions - Citywide staff development workshop to strengthen stress management skills and thrive under pressure

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Human Resources and Risk Management Fire and Police Department.	5.E	Create a community preparedness plan in collaboration with community partners to ensure the safety of Menifee's neighborhoods, businesses, and vulnerable places.	In progress - To date 47 AEDs have been purchased/installed within the community as part of the Public Access Defibrillator Program (PAD), including 25 in MPD vehicles.	The following steps were implemented to enhance community preparedness: <ul style="list-style-type: none"> - 25 AEDs were purchased and distributed to PD patrol vehicles, increasing the availability of life-saving tools. - 2 AEDs placed at Oasis Homeowners Association (HOA) - As part of the Community Emergency Response Team (CERT) train the trainer course, 5 accredited CERT basic trainers can teach the class in their communities - The Regional Homeless Alliance and Action Plan meeting (9/18/24) discussed how regional collaboration can improve the quality of life for unhoused individuals and the broader community. - MOU with County of Riverside, Riverside University Health Systems Behavioral Health for Crisis
Menifee Police Department	5.F.7	Decrease pedestrian and bicycle fatalities in accordance with Vision Zero by 25% by June 2028.	In progress - To date, there have been 2 pedestrian/bicycle fatalities in 2023 and 1 fatality in 2024. Staff continues to work on projects that improve school traffic safety, including pedestrian crossings, ADA compliance ramps, traffic signals, and speed limit signs.	The MPD Traffic Unit created a Traffic Safety Campaign with specific goals for each month during FY 2024/2025, which include reducing Driving Under the Influence (DUI) collisions, reducing pedestrian fatalities, increasing seatbelt usage, reducing bicycle collisions, and identifying potential engineering improvements. The CIP ATP is designed to encourage multi-modal transportation and safe routes to schools and includes the following projects: <ul style="list-style-type: none"> - Holland Road/I-215 Overcrossing - Substantially Completed (CIP 13-03) - Romoland Grid Area - 3rd Street - ATP - Completed (CIP 23-04) - Pedestrian Crossing at Audie Murphy Ranch - In Design (CIP 24-03) - Romoland Elementary School - ATP - In Design (CIP 24-04) - Watson Road at Harvest Valley Elementary School - ATP - In Design (CIP 24-15) - La Piedra Road at Bell Mountain Middle School - ATP - Substantially Completed (CIP 22-25) - Paloma Wash Pedestrian Bridge - Preparing to bid (CIP 20-13) - Evans Road/Craig Ave Traffic Signal - In Design (CIP 25-05) - Garbani Road Drainage Improvements - In Design (CIP 25-09) The Public Works Streets Division completed the following: <ul style="list-style-type: none"> - Installed crosswalk and ADA compliance ramp at Audie Murphy Road/Normandy Road - Installed school speed limit signs and School Ahead signs at Audie Murphy Road/Normandy Road to Talking Stick Circle - Removed standard crosswalk and upgraded to school zone crosswalk at Audie Murphy Road/Yerba Drive - Installed an ADA ramp to accommodate school crosswalk at Bradley Road/Paloma Valley High School - Double chip sealed dirt road to improve durability to support a projected increase in school traffic at Briggs Road/Wickerd to Garbani Roads - Installed asphalt pedestrian walkway along south side of Garbani Road at Garbani Road/Menifee Valley Middle School to Murrieta Rd
Community Services/Public Works	5.G.6	Develop a streetscape beautification plan to enhance the City's main transit corridors and gateways by December 2027.	In Progress.	Landscaping enhancements underway for Cherry Hills Blvd median and Holland Road/I-215 Overcrossing.
Menifee Police Department	5.2	Partner with high schools to develop and implement a student public safety training program by December 2024.	In Progress.	During this reporting period, the following courses were taught at Elementary and High Schools: <ul style="list-style-type: none"> - Teen Driving Safety (2 sessions) - DUI Prevention (2 sessions) - Current Trends in Law Enforcement within Schools (3 sessions) - Internet Safety (4 sessions) - Drug Awareness (1 session) - Overall Safety and Decisions (1 session) Staff are in the final stages of developing a municipal code for e-bike safety to be presented to Council in the first quarter of 2025, as well as collaborating with schools to offer e-bike safety classes.