

CITY OF MENIFEE

2018 - 2023 STRATEGIC VISIONING PLAN



MAY 2022 UPDATE

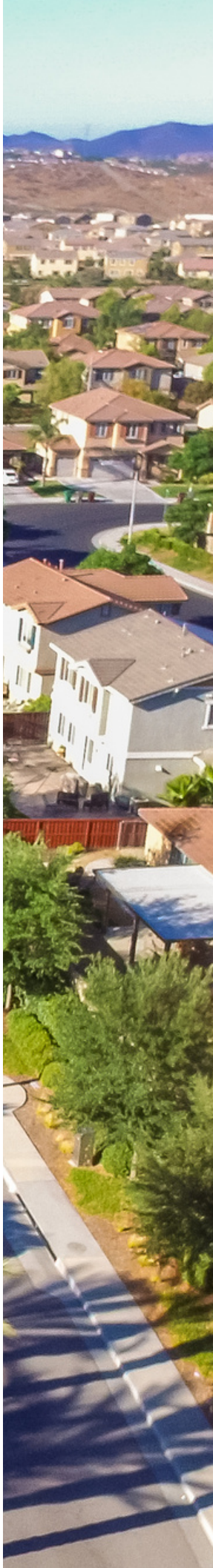


CITY OF MENIFEE STRATEGIC VISIONING

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INTRODUCTION

The City of Menifee's first Strategic Plan took effect in 2012, and the community principles it included still resonate today. The Fiscal Year 2018 – Fiscal Year 2023 Strategic Visioning Plan (Plan) builds upon our past strategic plan's foundation while updating it for the future. This was accomplished through a collaborative effort whereby the City Council and City Staff were engaged through meetings guided by the City's independent consultant. The result of this effort is a vision, measurable key objectives and action items, and alignment with adopted plans and policies.

This Strategic Vision focuses the City's use of resources to deliver services. The purpose of this vision is to define goals and objectives that align with the City's business goals and to improve the balance between demand for more and better technology and available City resources, including staff and capital and operating funds. This five-year Strategic Vision provides a roadmap that will help the city close the gap between current and future needs.

The City's Strategic Vision is updated annually to ensure that it remains current with the city's evolving environment. The goals and objectives will be reviewed and any new initiatives will be added, or existing projects removed, based on the current business needs of the City over the short range (less than two years), medium range (three to four years), and long-range (five years plus). It is crucial that this Plan remains a "live" document.

CREATING CITY COUNCIL'S VISION

- Link the budget process to the Strategic Vision by identifying and prioritizing projects and ties to the Plan's goals;
- Have Strategic Vision projects identified in regular agenda items and encourage department heads to include updates on their work on Strategic Vision related projects in their reports to the City Council;
- Expect and encourage department heads to propose additional projects that further the five Strategic Vision goal statements;
- Have the City's Strategic Vision posted on the City's website to ensure all City employees and the general public have access to the information;
- Set time annually to evaluate and, when necessary, modify the Strategic Vision prior to the start of the City budget process.

The City Manager is responsible for annual updates and collaborates with all City departments in the review process. The Plan is made available to all department staff and the general public through the City's website. The commitment of all City departments is essential for the success of the City's Strategic Vision and for the City to realize the associated benefits. All departments must work together to balance daily departmental operations while embracing innovation and citywide organizational changes.



EXECUTIVE SUMMARY

The City defines the goals and objectives that align with the City's Vision and needs. The Plan identifies a strategy in order for the City to successfully invest in and use appropriate resources to enable the City to support and improve service delivery.

This Strategic Vision is focused on the City's team. The City encourages collaboration with a team approach and all employees are considered part of 'One Team'. The Plan provides a blueprint for the team to concentrate on as we provide services and position the City over the next five years. Located in Southern California, Menifee has a rich history. Over the past several years, there has been a concerted effort to diversify the economic base of the City and expand services thereby increasing the quality of life for Menifee residents.

To develop this Strategic Plan a focus group was convened with representation from various levels of the organization. This group met on three occasions to discuss internal and external influences affecting the City. After the focus group completed their review, the Management team met for a full day strategic visioning and implementation retreat. The team confirmed the information developed by the focus group and, using that information, completed the mission statement and guiding principles for which the City Team is to operate. The mission statement that was created is stated below:

"Through teamwork and leadership, the City of Menifee provides essential services to improve the quality of life of our community."



MENIFEE'S VISION



Bill Zimmerman
Mayor



Bob Karwin
Councilmember
District 1



Matthew Liesemeyer
Councilmember
District 2



Lesa Sobek
Councilmember
District 3



Dean Deines
Mayor Pro Tempore
District 4

In 2023, Menifee is an inclusive city of kindness, with distinct, vibrant neighborhoods, a well-managed government, a safe community, flourishing arts, historic and cultural resources, recreation opportunities, a strong economy, thriving children and youth, environmental sustainability, with healthy residents of all ages making Menifee a sought-after community to develop partnerships and invest in.

Making the Vision a Reality

The vision for the community is a statement of the desired future. It reflects what the City wants to become. This vision drives the work of the City, guides how business is done, and informs the goals and objectives that are pursued.

Our Community's vision contains four goal areas, objectives, and action items that the City is focused on achieving. To further understand and achieve our vision, each of these four goal areas is explained below. Although these goals are described separately, they are intertwined and impact one another.

Accompanying each goal are three sections:

1. The first section contains a paragraph that describes what the goal means to the City.
2. The second section is a list of important deliverables or objectives for each goal.
3. The third section includes the action items (Actions), City's plans, documents, and policies that support achieving each theme and related indicators.

Finally, the City's Visioning will provide a basis from which all members of the City staff can focus their efforts on continuous improvement, and with the use of metrics, understand the impact of their actions on goal achievement.

Definitions:

The AREA OF STRATEGIC PRIORITY represents an overarching area tied to City's overall vision, while an OBJECTIVE represents the segregative achievements planned to obtain, and comprised from, the goals. ACTIONS or TASKS provide the specific activities, investments, or other endeavors planned to accomplish an objective.



GOALS & VISION

The Goals and Objectives Implementation Plan describes the projects and their anticipated timelines. It is important to note that the projects may change over the five-year period as new projects are introduced and existing projects re-prioritized based on available staffing, capital, operating costs, and as a result of changes in technology. The City's Vision and implementation plan is a roadmap that will help the City more closely align business goals and objectives with needs and support services. It is a living document that will be updated annually by the City Manager in collaboration with all City departments. The Plan is the first step in the strategic planning effort. To implement the projects, the City must develop detailed implementation plans that identify specific actions, schedules and timeframes, and resource requirements (staff, funding, etc.).



GOAL 1 - Safe and Attractive Community

The City of Menifee's vision is: Provide a full range of services that meet the highest professional and accredited standards of public safety by protecting life, maintaining order and safeguarding property within our community.



GOAL 2 - Livable & Economically Prosperous Community

The City of Menifee's vision is: Develop mechanisms to foster a robust economy, solid educational opportunities, and jobs.



GOAL 3 - Responsive & Transparent Government

The City of Menifee's vision is: Foster efficient multi-modal communication to inform and educate our community to develop a clear sense of place and establish our unique identity.



GOAL 4 - Accessible & Interconnected Community

The City of Menifee's vision is: Create and maintain functionally appropriate, sustainable, accessible and high quality infrastructure and facilities.

Specific objectives have been identified for each goal and more will be developed as this plan evolves. The plan is designed to be a flexible "live" document that can be adjusted depending upon the City's needs through 2023. While this plan looks ahead five years, there have already been solid results and outcomes even as the process moves forward.



SAFE & ATTRACTIVE COMMUNITY

In 2023, Menifee continues to strive to lead in all areas of public safety, to effectively address the safety and security needs of its community. The City is dedicated to maintaining a safe and secure living and working environment in partnership with those it serves by respectfully employing the highest professional standards and providing exceptional service to our community.

Goal One: Provide a full range of services that meet the highest professional and accredited standards of public safety by protecting life, maintaining order and safeguarding property within our community.

Key Objectives (through FY 2023):

- Emphasize community policing strategies and crime prevention through regular interaction with residents, students, and business owners.
- Provide effective and fiscally responsible municipal services in a manner which promotes a high standard of community life.
- Improve Public Safety by delivering quality programs and services.
- Develop mechanisms to enhance the appearance of the City and cultivate community pride through beautification projects, elimination of blight and graffiti.
- Lead and coordinate disaster-related exercises to evaluate the City's response capabilities to a disaster.

Action Items (through 2022):

- Complete Active Code Enforcement Items:
 - Revised and update various Municipal Codes related to Police Department and Codes Enforcement
 - Complete feasibility study to bring street sweeping services in-house as compared to contract service
 - Illegal dumping enforcement
- Fire Services Needs Assessment Items:
 - Fire Department strategic plan
 - Activate second paramedic unit
- Evaluate need for commercial inspection program
- Develop a disaster recovery and safety master plan
- Develop information technology disaster recovery business continuity plan
- New Fire Station 5 design and construction

Supporting City Plans, Documents, and Policies:

- City General Plan
- City Sidewalk Policy (in process)
- City Municipal Code



LIVABLE & ECONOMICALLY PROSPEROUS COMMUNITY

In 2023, Menifee will have a viable economic engine which can support the needs and enhance the lifestyles of those living and working in our community. We will promote buildings and infrastructure development that are practical, aesthetically pleasing and in harmony with the community environment and surrounding landscape.

Goal Two: Create and implement a comprehensive land use and economic development strategy, which results in a vibrant and diverse economy for the City of Menifee.

Key Objectives (through FY 2023):

- Cultivate proactive economic development mechanisms to enhance new drivers for industrial/manufacturing/clean technology/retail development.
- Collaborate with economic development organizations and agencies to update and implement strategies to stimulate development.
- Create a comprehensive economic development plan which includes strategies and policies that increase the quality of life for residents.
- Review the zoning and preservation ordinances and ensure alignment with our economic development plan.
- Update the General Plan and Housing Element to align with the city's Vision.
- Develop and implement standards and management plans for parks and right-of-ways.
- Update and continue implementation of Community Service comprehensive long-range parks, property, and equipment plan.
- Update the Parks, Trails, Open Space and Recreation Master Plan (Parks Master Plan) to continue to integrate the community's vision and aspirations into a cohesive strategy and action plan to continue to guide the future development, renovation, management and activation of City parks, recreation facilities and trails.

Action Items (through 2022):

- Parks and Trails / Enhance standards of the park system
 - Recalibrate the development impact fee structure
 - Form parks-related non-profit
- Public Safety
 - Analyze Adequacy of Public Safety development impact fee (DIF)
- Economic Development Plan
 - Establish a foreign affairs program
 - Update foreign trade zone to include Menifee
 - Develop tourism backbone
 - Create incentive program to fast track development
 - Develop incubator plan

Supporting City Plans, Documents, and Policies:

- City General Plan
- City Sidewalk Policy (in process)
- Development Code
- Parks, Trails, Open Space & Recreation Master Plan
- Capital Improvement Plan
- Parks & Landscape Design Standards
- Quimby & Mitigation Fee Ordinances



RESPONSIVE & TRANSPARENT COMMUNITY GOVERNMENT

In 2023, Menifee aims to provide a municipal government that is honest, transparent, dependable, inventive, creative, economical and ethical. The City of Menifee will foster a feeling of community spirit and identity as well as promote a sense of full citizen participation by welcoming and accommodating the needs and desires of current residents, future residents and visitors, where the spirit of volunteerism and neighbors work together for the common good to build a strong community. In doing so, Menifee will increase the effectiveness of its marketing, communications and outreach activities by expressing its core mission and fundamental strategies through considered media, social media, technological advances, or other channels to better engage the public and better deliver messages and government information as it relates to the City.

Goal Three: Foster efficient multi-modal communication efforts to inform and educate our community to develop a clear sense of place and establish our unique identity.

Key Objectives (through FY 2023):

- Develop and implement a comprehensive public relations program for the City including traditional media as well as electronic media such as City website, Facebook, and Twitter to enhance community outreach.
- Enhance communication and coordination between community groups, schools, etc.
- Examine the City's facility needs through 2023 and develop a plan to address identified needs.
- To better manage our buildings, prepare and implement a long-range and comprehensive facility maintenance plan.
- Provide timely, accurate information that is easy to access and understand and facilitate public participation in open meetings.



Action Items (through 2022):

- Evaluate City facility needs and funding options to support City services
- Partner with MSJC
 - Execute MOU outlining partnership
- Develop a social media policy
- Create health care / medical partnerships
- Implement online records lookup (Laserfiche Public Portal)
- Create informational interactive maps
- Update technology
 - Information technology (IT) strategic plan

Supporting City Plans, Documents, and Policies:

- City General Plan
- Social Media Policy (in process)
- Demographic Studies
- Business Cluster Analysis



ACCESSIBLE & INTERCONNECTED COMMUNITY

In 2023, Menifee values its history, honors its diverse communities, and respects its distinct, vibrant and walkable neighborhoods. The City is committed to sustaining a high quality of life in its urban, suburban and commercial areas. Menifee has complementary and varied architecture and a beautifully built environment, and the City ensures that new development and infill are compatible with the character of Menifee's neighborhoods, natural environment, and historic resources. Menifee will have a highly effective infrastructure that enables the community activities of its citizens and businesses.

Goal Four: Create and maintain functionally appropriate, sustainable, accessible and high quality infrastructure and facilities.

Key Objectives (through FY 2023):

- Examine the City's infrastructure needs through 2023 and develop a plan to address identified needs.
- Continue maintaining and repairing the City's 212 center lane miles of roads through the judicious use of funds while seeking additional funding opportunities.
- Prepare and implement a comprehensive, long-range infrastructure plan including parking, streets, sewers, water mains, lighting, signs, traffic signals, pavement management, sidewalks and bridges.
- To better manage our buildings, prepare and implement a long-range and comprehensive facility maintenance plan.
- Create identifiable gateways into the City.



Action Items (through 2022):

- Parks and trails / enhance standards of the park system
 - Master plan update
 - Evaluate opportunities for new parks/ enhancement of existing parks to increase access
 - Evaluate possibility for parking at Salt Creek Trail
 - Phased plan for Evans property
 - Valley-wide parks transition evaluation
- Infrastructure
 - McCall interchange improvement
 - Welcome Mat program and identifying Menifee at entrances (signage)
 - Garbani interchange
 - Northern/southern gateway project
 - Bradley bridge over Salt Creek
 - Smart cities infrastructure/broadband
 - Scott Rd/Bundy Canyon Rd widening

- Sphere of influence analysis to determine future ultimate city limits

Supporting City Plans, Documents and Policies:

- City General Plan
- City Sidewalk Policy (in process)
- Capital Improvement Plan (CIP)
- Pavement Management Program (PMP)



COMMUNITY VALUES

Along with the Vision, the following community values provide the foundation of the General Plan, and will help preserve or build upon the features or items that create the essence of Menifee. These Community Values were developed using the input from the General Plan Community Workshops and through a dialogue with the General Plan Advisory Committee (GPAC). Some of the values currently exist in the community, and others identify ideas that are considered essential components of the City but will be achieved over time.

1. Small Town Atmosphere



- We value our strong sense of community and civic pride.
 - We value that our City is comprised of a collection of smaller, yet distinctive community areas (Quail Valley, Sun City, etc.).
 - We value our historically rural character.
 - We value our historic and cultural resources and the responsibility we have to protect and promote areas of early physical, cultural or social importance in the City.
 - We value the ability to accommodate equestrian and rural estate uses within specific areas our city.
 - We value that our city is less crowded and congested than other, similar sized jurisdictions.
-

2. Balanced Growth



- We recognize that, while growth is inevitable, we will accommodate it in a responsible and strategic manner.
- We believe there should be a balance between open space, urban and rural development, as well as a balance between residential, commercial and industrial uses within our City.
- We value focused growth in particular areas of the City in order to retain our natural open spaces.
- We value our ability to provide a broad range residential housing types for our residents' life stages and lifestyles.



COMMUNITY VALUES



3. Town Center Atmosphere

- We value the creation of an activity center that provides a range of dining and entertainment options to our community and serves as a civic space.
- We recognize the social and ceremonial importance of a central gathering place where we can interact with our neighbors and fellow residents and hold our annual community celebrations.
- We desire a diverse range of entertainment opportunities within the Town Center core including dining, movie theaters, farmer's markets, and similar uses that contribute to the sustainability of a vibrant and active space.



4. Infrastructure

- We value the ability of our infrastructure (roadways, sewer, water, drainage, etc.) to keep up with the pace of new development.



5. Employment

- We value the ability to live and work in same community.
- We value the ability to accommodate a diverse mix of business types that will contribute to a fiscally sustainable City.
- We actively seek to attract “clean industries,” professional businesses and medical technologies to the City to complement our existing jobs base.



COMMUNITY VALUES



6. Circulation

- We value the accessibility to –and visibility of– our City due to its proximity to I-215 Freeway.
- We value north-south and east-west roadway linkages throughout the City that allow us to easily navigate through the community without utilizing the I-215 freeway.
- We value access to multi-modal transportation options (pedestrian, bus, trolley, golf cart, rail) to travel within the City and to strategic destinations beyond City limits.



7. Natural Resources

- We value the preservation of the views created by our scenic ridgelines, natural landforms, and rock features that are defining characteristics of our City.



8. Growth Opportunities

- We value the growth potential of our undeveloped land, which provides opportunities for a comprehensive plan for future growth that is not available in jurisdictions that are already largely built out.



COMMUNITY VALUES



9. Recreation

- We value the creation of parks that are evenly distributed throughout the City (east and west of the I-215)
- We value that our amenities are accessible by users of all ages.
- We value our network of trails and the alternative recreational experience they provide.



10. Public Services

- We value that our code enforcement, police and fire services are provided locally, providing a stronger sense of safety and investment in our community.
- We value a single, unified school district to ensure that our schools are not competing internally or with other jurisdiction for resources, funding or quality of education.



We are Building a Safe, Thriving & Premier Place to Be!



STAFF VALUES

Our values drive behavior and support effective implementation of the mission, goals, objectives, and actions that lead us toward our vision. The City has identified five core values that are essential to the work we do.



One Team

We are a united team, working together with a purpose to be effective with open and responsive communication, respecting different ideas, valuing the contributions of all, trusting and holding each other accountable.

Integrity

We are committed and accountable to be responsible, honest, ethical, and fair in all aspects of our work. Integrity is the backbone of our operation.

Customer Service

We strive to exceed expectations and provide consistently positive, responsive and superior customer service with empathy and timely follow-up, empowered with the goal of being solutions oriented.

Leadership

We are approachable, respectful, and with confidence lead by example through sound independent decision making, with forward thinking, and doing what is right.

Professional

We are knowledgeable, reliable, efficient, and ethical, holding ourselves to high standards, improving the quality of life for our community.

**THROUGH
TEAMWORK & LEADERSHIP,
THE CITY OF MENIFEE PROVIDES ESSENTIAL SERVICES TO
IMPROVE THE QUALITY OF LIFE OF OUR COMMUNITY.**



MENIFEE'S GROWTH

The residents of Menifee voted to incorporate in 2008. Thereafter, the City began to plan for land uses and development opportunities. Today, Menifee is one of the fastest growing cities in Southwest Riverside County. It is the second youngest, and the fifth fastest growing city in California. In 2021, the city of Menifee hit an important milestone – surpassing 100,000 residents. The population growth over the past 12 months has continued a years-long upward trend that has resulted in growth in the commercial and industrial sectors, as well as the continued expansion of residential development. Currently, the median age is 36 years young and the median home value is \$563,125.

MENIFEE SNAPSHOTS

INCORPORATED IN 2008



City Growth

5th Fastest Growing City in California
3rd in California Over the Past 10 Years
84% Growth Since 2008
Expected to increase by 9% over the next 2 years (Derrigo)

Budget


74% Growth
\$122 Million Balanced Budget 2021
\$69.9 Million Balanced Budget 2016

Schools

Award Winning School Districts
#1 in Science Academia in Riverside County
40+ MSJC Affiliated University Partners
Home to the only Makerspace in the region at MSJC
Home to MSJC, UMass Global, & Bellevue University




MENIFEE SNAPSHOTS




Demographics

Population:
105,524 (Census 2021)
111,061 (Derrigo 2022)
147,066-5 Mile Radius (Derrigo 2022)
Median Age: 36 years young
Average Household Income: \$93,000
Educational Attainment:
College Degree-30.9%
Some College, No Degree-29%
Total: 59.9%








Unemployment

2019: -3.7%
2020: -9% (COVID)
2021: -7.8%
2022: -5.5%



Median Home Value

74% Growth (5 Yr Comparison)
\$563,125 in 2022
\$290,771 in 2016
\$577,142 5-Mile 2022



GOALS & OBJECTIVES IMPLEMENTATION PLAN

The Goals and Objectives Implementation Plan describes the projects and their anticipated timelines. It is important to note that the projects may change over the five-year period as new projects are introduced and existing projects are re-prioritized based on available resources, staffing, capital, operating costs, and as a result of changes in technology. The following Implementation Plan reflects the six (6) areas of strategic priorities that were identified by the City Council which are:

Public Safety
(Safe & Attractive Community)

Land Use
(Livable & Economically Prosperous Community)

Facilities
(Accessible & Interconnected Community)

Infrastructure
(Accessible & Interconnected Community)

Community Outreach
(Responsive & Transparent Community Government)

Workforce
(Added by staff - encompasses all foundational goals)

Within each strategic priority there are specific actions/tasks that must be completed to satisfy the listed objective. A Point of Contact (POC) is responsible for completing each action/task by the anticipated date.

The Goals and Objectives Implementation Plan ensures progress is made toward each goal and streamlines processes as staff work towards the Strategic Vision.



ACKNOWLEDGEMENTS

Plan Adoption (2018)

City Council

- Mayor Neil R. Winter (Deceased)
- Mayor Bill Zimmerman
- Mayor Pro Tem Lesa Sobek
- Greg August
- John Denver
- Matt Liesemeyer

Office of the City Manager

- Armando G. Villa, City Manager
- Jeff B. Wyman, Assistant City Manager
- Charles Berglund, Management Analyst

Department Directors

- Cheryl Kitzerow, Director of Community Development
- Sarah Manwaring, City Clerk
- Colin McNie, Director of Building & Safety/Code Enforcement
- Jonathan Nicks, Director of Community Services
- Wendy Preece, Acting Director of Finance
- Jonathan Smith, Director of Public Works / City Engineer

Department Liaisons

- Daniel Alvarado, Human Resources Manager
- Ty Davis, Battalion Chief
- Gina Gonzalez, Economic Development Director
- Lisa Gordon, Planning Manager
- Yolanda Macalalad, Assistant City Engineer

Plan Updates (2022)

City Council

- Mayor Bill Zimmerman
- Mayor Pro Tem Dean Deines
- Bob Karwin
- Matt Liesemeyer
- Lesa Sobek

Office of the City Manager

- Armando G. Villa, City Manager
- Rochelle Clayton, Assistant City Manager
- Phil Southard, Public Information/Legislative Affairs Officer
- Rebekah Kramer, Management Analyst

Department Directors

- Nick Fidler, Director of Public Works/City Engineer
- Regina Funderburk, Chief Financial Officer
- Gina Gonzalez, Director of Economic Development
- Cheryl Kitzerow, Director of Community Development
- Sarah Manwaring, City Clerk
- Jeffrey T. Melching, City Attorney
- Jonathan Nicks, Director of Community Services
- Lonny Olson, Division Chief, CalFire/Riverside County
- Ron Puccinelli, Chief Information Officer
- Pat Walsh, Police Chief

Department Liaisons

- Vanessa Barrera, Emergency Mgmt. Analyst
- Molly Binnall, Mgt. Analyst, Community Dev. Dept.
- Christine Booker, Police Budget & Grants Analyst
- Brianna Borunda, Media Specialist
- Sonya Rivera-Bu, Fire Marshal
- Robert Cardenas, Deputy Human Resources D
- Kayla Charters, Mgt. Analyst, Economic Dev. Dept.
- Margarita Cornejo, Financial Services Manager
- Carlos Geronimo, Principal Engineer
- Dave Gutierrez, Police Captain
- Orlando Hernandez, Planning Manager
- Kris Jensen, Mgt. Analyst, Community Services Dept.
- Kori Jones, Financial Analyst, Public Works Dept.
- Chris Karrer, Police Captain
- Mariana Mitchell, Community Services Manager
- Daniel Padilla, Deputy Director of Public Works
- Wendy Preece, Deputy Finance Director
- Jizelle Sandoval, Financial Analyst, Finance Dept.
- Michelle Sarkissian, IT Supervisor



City of Menifee Strategic Plan 2018-2023 Goals and Objectives Implementation Plan					
Objective	Point of Contact (POC)		Action/Task Required	Status	Completion Date
1. Public Safety					
1.1 Local Control: Contract vs. Local Department	Office of the City Manager	1.1.1	Prepare an Updated Independent Comprehensive Public Safety / Police Services Study	✓	Sep-2018
	Office of the City Manager	1.1.2	Financial Feasibility and Comparison of Existing Services Contract Study	✓	Dec-2018
	Office of the City Manager	1.1.3	Develop Conceptual Implementation Plan	✓	Mar-2019
	Office of the City Manager	1.1.4	Present for City Council Consideration/Action	✓	Jun-2019
1.2 Active Code Enforcement	Code Enforcement	1.2.1	Develop of Comprehensive Code Enforcement Plan	✓	Dec-2019
	PD, Code Enforcement, City Clerk, City Attorney	1.2.2	Revise and Update Various Municipal Codes Related to PD/Code Enforcement		Jun-2023
	PD, Code Enforcement	1.2.3	Develop Standard Operating Procedure for Department	✓	Dec-2019
	PD, Code Enforcement	1.2.4	Prepare Staffing Plan	✓	Jun-2018
	PD, Code Enforcement	1.2.5	Parking Enforcement Program	✓	Dec-2018
	Code Enforcement , PW	1.2.6a	Evaluate Service Contract for Street Sweeping Program	✓	Dec-2021
	PW	1.2.6b	Complete Feasibility Study to Bring Street Sweeping Services In-house as Compared to Contract Service - Added 2/16/22		Dec-2022
	Code Enforcement	1.2.7	Nuisance Abatement Program	✓	Sep-2018
	Code Enforcement	1.2.8	Weed Abatement Program	✓	Jun-2018
	City Attorney	1.2.9	Enhanced City Attorney Services	✓	Jul-2018
	Code Enforcement	1.2.10	Abandoned Vehicle Abatement (AVA) Program	✓	Sep-2018
	Code Enforcement	1.2.11	Implementation of Code Enforcement Action Team (CAT)	✓	Dec-2018
	Office of the City Manager, Code Enforcement	1.2.12	Code Enforcement Software Update	✓	Jun-2018
	Code Enforcement, Finance	1.2.13	Cost Recovery Program	✓	Sep-2018
	PD, Code Enforcement	1.2.14	Enhanced Citations Program	✓	Sep-2018
	PD, Code Enforcement, Finance	1.2.15	Enhanced Collections Program	✓	Jun-2020
	Code Enforcement, Economic Development	1.2.16	Public Outreach Program	✓	Feb-2019
	PD, Code Enforcement	1.2.17	Panhandling Enforcement	✓	Jul-2018
1.3 Aesthetics of the City	Building & Safety, Code Enforcement	1.3.1	Signage	✓	Dec-2018
	Code Enforcement	1.3.2	Education Program with Business Owners	✓	Dec-2018
	Code Enforcement, City Attorney	1.3.3	Trash Can Ordinance	✓	Dec-2018
	Code Enforcement, City Attorney	1.3.4	Shopping Carts Ordinance	✓	Dec-2018
	Code Enforcement, City Attorney	1.3.5	Construction Site Screening Ordinance	✓	Dec-2018
	Code Enforcement, City Attorney	1.3.6	Graffiti Abatement Program	✓	Dec-2018
	Code Enforcement, City Attorney	1.3.7	Private Property Parking Ordinance	✓	Dec-2018

City of Menifee Strategic Plan 2018-2023 Goals and Objectives Implementation Plan					
1.3 Aesthetics of the City Continued	Code Enforcement, City Attorney	1.3.8	Commercial Property Parking Ordinance	✓	Dec-2018
	Code Enforcement, Community Services	1.3.9	Vagrant Camps Clean-ups/Procedures/Enforcement	✓	Dec-2018
	Code Enforcement, PW	1.3.10	Illegal Dumping Enforcement Program		In Process - Ongoing
	Code Enforcement, City Attorney	1.3.11	Abandon Property Ordinance	✓	Dec-2018
	Community Development	1.3.12	Development of Design Guidelines for Commercial Buildings	✓	Mar-2020
1.4 Police Department Formation	City Manager's Office, PD, PW, HR, Finance, IT	1.4.1	Acquire & Retrofit Police Facilities - Added 5/7/19	✓	Mar-2020
	City Manager's Office, PD, PW, HR, Finance, IT	1.4.2	Recruit & Hire Sworn and Professional Staff - Added 5/7/19	✓	Jun-2020
	City Manager's Office, PD, PW, HR, Finance, IT	1.4.3	Develop & Implement Department Training Program - Added 5/7/19	✓	May-2020
	City Manager's Office, PD, PW, HR, Finance, IT	1.4.4	Procure & Outfit Police Vehicle Fleet - Added 5/7/19	✓	May-2020
	City Manager's Office, PD, PW, HR, Finance, IT	1.4.5	Adopt Dispatch & Radio Agreement w/ Murrieta - Added 5/7/19	✓	Aug-2019
	City Manager's Office, PD, PW, HR, Finance, IT	1.4.6	Implement Dispatch & Radio Agreement - Added 5/7/19	✓	Apr-2020
	City Manager's Office, PD, PW, HR, Finance, IT	1.4.7	Draft & Adopt Policy / Procedures Manual - Added 5/7/19	✓	May-2020
	City Manager's Office, PD, PW, HR, Finance, IT	1.4.8	Design & Authorize Department Badge/Patch - Added 5/7/19	✓	Jan-2020
	City Manager's Office, PD, PW, HR, Finance, IT	1.4.9	Analyze Adequacy of Public Safety Development Impact Fee (DIF) - Added 5/7/19		Aug-2022
	PD	1.4.10	First Year Department Update (including Code Enforcement Transition & Homeless Program) - Added 3/15/21	✓	Jun-2021
	PD	1.4.11	Menifee Police Department First Year Anniversary Event - Added 3/15/21	✓	Aug-2021
1.6 Fire Services Citywide Needs Assessment	City Manager's Office, Finance, PW, Fire	1.6.1	Fire Dept. Strategic Plan - Added 3/12/20		Dec-2022
	Fire, City Manager's Office, Finance, PW	1.6.2	Fire Ladder Truck - Added 3/12/20	✓	Aug-2021
	City Manager's Office, Finance, PW, Fire	1.6.3	Second Paramedic Unit in City - Added 3/12/20		Dec-2022
1.7 Homeless Program	PD, Community Services, PW	1.7.1	Create Homeless Program Plan	✓	Jan-2022
1.8 Future Police Department Needs	PD, City Manager's Office, Finance, IT	1.8.1	Evaluate Crime Fighting Technology System	✓	Dec-2021
	City Manager's Office, PW/Engineering, PD	1.8.2	Evaluate Need for Commercial Inspection Program (Truck Routes for Commercial Inspection)		Jul-2023
	City Manager's Office, PW/Engineering, PD	1.8.3	Police Department Substations	✓	Nov-2021
1.9 Disaster/Safety Preparedness	Human Resources, PD, Fire, IT, PW, CD, Finance, City Manager, Economic Development, Community Development	1.9	Develop a Disaster Recovery and Safety Master Plan - Added 2/16/22		Jun-2023

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2. Land Use					
2.1 Sphere of Influence Analysis to Determine Future Ultimate City Limits	Community Development	2.1.1	Land Use Analysis		TBD
	Community Development	2.1.2	Public Services Analysis		TBD
	Community Development	2.1.3	Public Facilities Analysis		TBD
	Community Development	2.1.4	Outside Agencies Analysis		TBD
	Community Development	2.1.5	LAFCO Processing		TBD
2.2 Annexation	Community Development	2.2.1	General Plan Amendment / Comprehensive Update		TBD
	Community Development	2.2.2	Zoning Map Amendment		TBD
	Community Development	2.2.3	Pre-Zoning		TBD
	Community Development	2.2.4	CEQA		TBD
	Community Development	2.2.5	LAFCO Processing		TBD
	Community Development, Economic Development	2.2.6	Public Outreach Strategy		TBD
2.3 Parks & Trails/Enhance Standards of Park System	Community Services	2.3.1a	Recalibrate the Quimby Fee Structure	✓	Dec-2019
	Community Services	2.3.1b	Recalibrate the Development Impact Fee (DIF) Structure		Aug-2022
	Community Services	2.3.2	Identify Multi-Use Facilities within New Housing Developments	✓	Completed & Ongoing
	Community Services	2.3.3	Conceptual Design for Regional Multi-use Facility at the Evans Property	✓	Feb-2020
	Community Services	2.3.3a	Phased Plan for Evans Property		Oct-2022
	Community Services	2.3.4	Form Parks-Related Nonprofit - Added 3/12/20		Jul-2023
	Community Services	2.3.5	Open Space/Nature Preserve Conservation Effort (Open Space Purchases) - Added 3/12/20	✓	Completed & Ongoing
	Community Services, Community Development	2.3.6	Review Opportunities for Regional Multi-use Sports Facilities within New Developments - Added 5/7/19	✓	Completed & Ongoing
	Community Services, Community Development	2.3.7	Update Parks, Trails, Open Space, and Recreation Master Plan - Added 3/15/21		Oct-2022
	Community Services, Community Development	2.3.7a	Evaluate Opportunities for New Parks/Enhancement of Existing Parks to Increase Access (Based Upon Master Plan) - Added 2/16/22		TBD
	Community Services, Community Development	2.3.8	Explore Unique Recreation Amenities as Parks are Developed - Added 3/15/21	✓	Completed & Ongoing
	Community Services, Community Development	2.3.9	Evaluate Possibility for Parking Area at Salt Creek Trail - Added 3/15/21		Oct-2022
2.4 Valley-Wide Parks Transition	Community Services, City Attorney	2.4.1	Complete LAFCO Detachment Process		TBD
	Community Services, City Attorney	2.4.2	Develop Transition Plan		TBD
	Community Services, City Attorney	2.4.3	Create Staffing Plan		TBD
	Community Services, City Attorney	2.4.4	Conduct Facility Condition Assessment		TBD
	Community Services, City Attorney	2.4.5	Establishing Maintenance & Capital Improvement Plan		TBD

City of Menifee Strategic Plan 2018-2023 Goals and Objectives Implementation Plan					
2.4 Valley-Wide Parks Transition Continued	Community Services, City Attorney	2.4.6	Transition Assessment Funding		TBD
	Community Services, City Attorney	2.4.7	Transfer of Reserve from VW to City		TBD
	Community Services, City Attorney	2.4.8	Transfer of all Contracts, Easements, and Utilities		TBD
2.5 Cherry Hills Plaza Commercial Development	City Manager's Office, Economic Development	2.5.1	Analyze Commercial Property in Sun City Development	✓	May-2016
	City Manager's Office, Economic Development	2.5.2	Engage Property Owners	✓	Jun-2016
	City Manager's Office, Economic Development	2.5.3	Create Revitalization Plan	✓	Aug-2016
	City Manager's Office, Economic Development	2.5.4	Create Conceptual Rendering	✓	Aug-2016
	City Manager's Office, Economic Development	2.5.5	Develop Phase II of Revitalization Plan	✓	Sep-2018
	City Manager's Office, Economic Development	2.5.6a	Engage Property Owners on Plan	✓	Jul-2019
	PW, City Manager's Office, Economic Development	2.5.6b	Assess Public Roadways and Right of Way Needs		On Hold
	Community Development	2.5.6c	Create Specific Plan or Development Overlay/CEQA		On Hold
	Economic Development, City Attorney	2.5.6d	Work with Property Owners to Create BID or CFD		On Hold
	PW	2.5.6e	Public / ROW Improvement Plan		On Hold
2.6 Economic Development Plan	Community Development	2.6.1	EDC Update	✓	Dec-2019
	Community Development	2.6.2	Comprehensive Development Code Update	✓	Dec-2019
	Economic Development	2.6.3	Create Econ Dev Strategic Plan	✓	Dec-2019
	Economic Development	2.6.4a	Foreign Direct Investment Strategy	✓	Dec-2021
	Economic Development	2.6.4b	Establish a Foreign Affairs Program - Added 2/16/22		Dec-2022
	Economic Development	2.6.5	Update Demographic Study	✓	Apr-2018
	Economic Development	2.6.6	Hotel Market Feasibility Study	✓	Apr-2018
	Economic Development	2.6.7	Health Needs Marketing Study	✓	Dec-2020
	Economic Development	2.6.8	Retail and Office Space Study	✓	Dec-2019
	Economic Development	2.6.9	Update Foreign Trade Zone to include Menifee		TBD - In Process
	Economic Development	2.6.10	Business Cluster Analysis	✓	Apr-2019
	Economic Development	2.6.11	Create Robust Workforce Development Plan	✓	Dec-2021
	Economic Development	2.6.12	Develop Tourism Backbone		Jun-2022
	Economic Development	2.6.13	Develop EconDev Website	✓	Aug-2018
	Economic Development	2.6.14	Create Entrepreneurship Ecosystem	✓	Sep-2019
	Community Development, Economic Development	2.6.15	Streamline Development Process	✓	Jun-2019
	Economic Development	2.6.16	Create Menifee Gardening Program for Business Retention and expansion efforts	✓	Jun-2019
	Economic Development	2.6.17	Create Menifee Masters Ambassadors Program	✓	Apr-2019

City of Menifee Strategic Plan 2018-2023					
Goals and Objectives Implementation Plan					
2.6 Economic Development Plan Continued	Economic Development, Community Development, PW, City Manager's Office	2.6.18	Create Incentive Program to Fast Track Development - Added 5/7/19		May-2022
	Economic Development	2.6.19	Develop Incubator Plan - Added		Dec-2022
	Economic Development , Community Services	2.6.20	Explore Opportunities for Temporary Use of City-owned Property at Cherry Hills & Bradley - Added 3/15/21		TBD - In Process

City of Menifee Strategic Plan 2018-2023 Goals and Objectives Implementation Plan					
3. Facilities					
3.1 90-Day Feasibility Study	City Manager's Office	3.1.1	Space Needs Assessment for Permanent City Hall	✓	May-2017
	City Manager's Office	3.1.2	Assessment of Current City Hall Suitability and overall Compliance	✓	May-2018
	City Manager's Office	3.1.3	Assessment of Cost to Expand Current City Hall	✓	May-2018
	City Manager's Office	3.1.4	Assessment of Avail Space to Lease	✓	May-2018
	City Manager's Office	3.1.5	Assessment of Cost to Lease Interim Facility	✓	May-2018
3.2 Feasibility Study and Funding Options to Build Future City Hall	City Manager's Office, Community Services, Public Works, Finance	3.2.1	Update Space Analysis/Feasibility Study		Jul-2022
	City Manager's Office, Community Services, Public Works, Finance	3.2.2	Financing Options		Dec-2022
3.3 Evaluate City Facility Needs and Funding Options to Support City Services	City Manager's Office, Community Services, Public Works, PD, Finance	3.3.1	Police Department - Added 2/16/22		TBD
	City Manager's Office, Community Services, Public Works, PD, Finance	3.3.2	Maintenance & Operations Center - Added 2/16/22		TBD
	City Manager's Office, Community Services, Public Works, Finance	3.3.3	Community Center/Indoor Recreation Center- Added 2/16/22		TBD
	City Manager's Office, Community Services, Public Works, Fire, Finance	3.3.4	Fire Stations- Added 5/4/22		TBD
3.4 New Fire Station 5 (Moved from Section 1)	City Manager's Office, Finance, PW, Fire	7.1.1 3.4.1	Response Time Assessment - Added 3/12/20	✓	Nov-2020
	City Manager's Office, Finance, PW, Fire	7.1.2 3.7.2	Funding - Added 3/12/20	✓	Mar-2021
	PW, City Manager's Office, Finance, Fire	7.1.3 3.4.3	Design & Environmental - Added 3/12/20		May-2022
	PW, City Manager's Office, Finance, Fire	7.1.4 3.4.4	Construction - Added 3/12/20		Jul-2023
3.5 Update Technology (Moved from Section 6)	City Manager's Office, IT, Community Development	3.5.1	Update Antiquated Systems & Equipment	✓	Completed & Ongoing
	IT	3.5.2	IT Assessment - Added 3/15/21	✓	Completed & Ongoing
	IT	3.5.3	IT Strategic Plan - Added 2/16/22		Jan-2023
	IT	3.5.4	Disaster Recovery Business Continuity Plan - Added 2/16/22		Jun-2023
3.6 Maintenance Equipment (Moved from Section 6)	PW	7.4.1 3.6.1	Invest in Equipment to Maintain City Infrastructure	✓	Completed & Ongoing
3.7 Maintenance Building (Moved from Section 6)	PW	7.5.1 3.7.1	Screening at Maintenance Building - Added 3/15/21	✓	Jul-2021

City of Menifee Strategic Plan 2018-2023

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4. Infrastructure

4.1 Scott Rd / 215 Improvement	PW	4.1.1	Execute TUMF Reimbursement Agreement	✓	Apr-2018
	PW	4.1.2	Advertise for Construction	✓	Apr-2018
	PW	4.1.3	Award of Bid	✓	Jun-2018
	PW	4.1.4	Begin Construction	✓	Aug-2018
	PW	4.1.5	Complete Construction / Grand Opening	✓	Jun-2020
	PW	4.1.6	Public Outreach	✓	Jun-2020
	PW	4.1.7	Develop Funding Strategy with WRCOG / County / RCTC	✓	Jan-2018
	PW	4.1.8	Right of Way Acquisition	✓	Oct-2017
	PW	4.1.9	Utility Coordination / Relocation	✓	Feb-2020
	PW	4.1.10	Solicit Bids for Construction Management	✓	Feb-2018
	PW	4.1.11	Select Construction Management Team	✓	Apr-2018
4.2 Pavement Management Program	PW, City Manager's Office	4.2.1	Update Street Inventory	✓	Completed
	PW, City Manager's Office	4.2.2	Redefine Priority List	✓	Completed
	PW, City Manager's Office	4.2.3	Update Cost Estimate	✓	Completed
	PW, City Manager's Office	4.2.4	Make Recommendations to Council	✓	Completed
4.3 Holland Rd Overpass	PW, City Manager's Office	4.3.1	ROW Acquisition	✓	Oct-2021
	PW, City Manager's Office	4.3.2	Develop Funding Strategy	✓	Mar-2021
4.4 McCall Interchange Improvement	PW, City Manager's Office	4.4.1	Complete Final Design		TBD
	PW, City Manager's Office	4.4.2	ROW Acquisition		TBD
	PW, City Manager's Office	4.4.3	Develop Funding Strategy		Mar-2023
4.5 Identify Menifee at Entrances (includes wayfinding signage)	City Manager's Office, Economic Development, PW, Community Development, Community Services	4.5.1a	Develop Menifee Gateway Sign Program	✓	Jun-2021
	City Manager's Office, Economic Development, PW, Community Development, Community Services	4.5.1b	Identify Placement Locations for Signage		Jun-2022
	City Manager's Office, Economic Development, PW, Community Development, Community Services, Finance	4.5.1c	Cost Estimate and Funding Strategy to Implement		Dec-2022
4.6 Garbani Interchange	PW, City Manager's Office	4.6.1	Identify Purpose and Need / Project Initiation Documents (PID) - Added 5/7/19		Sep-2022
	PW, City Manager's Office	4.6.2	Develop Funding Strategy - Added 5/7/19		TBD
	PW, City Manager's Office	4.6.3	Preliminary Study Report / Project Development Study (PSR/PDS) - Added 5/7/19		Jun-2023

City of Menifee Strategic Plan 2018-2023 Goals and Objectives Implementation Plan					
4.6 Garbani Interchange Continued	PW, City Manager's Office	4.6.4	Project Approval and Environmental Documents (PA&ED) - Added 5/7/19		TBD
	PW, City Manager's Office	4.6.5	Plans, Specifications and Estimates (PS&E) - Added 5/7/19		TBD
	PW, City Manager's Office	4.6.6	ROW Acquisition, Agreements and Permits - Added 5/7/19		TBD
	PW, City Manager's Office	4.6.7	Bid and Advertise - Added 5/7/19		TBD
	PW, City Manager's Office	4.6.8	Start Construction - Added 5/7/19		TBD
4.7 "Welcome Mat" Program	PW, City Manager's Office, Community Services	4.7.1	Begin Process of "Welcome Mat" Landscaping Beautification at Main Corridors - Added 3/12/20		TBD
	PW, City Manager's Office, Community Services	4.7.2	Milestones for Phased Design of Off Ramps Beautification - Added 3/12/20		TBD
4.8 Northern/Southern Gateway	Economic Development, Finance, Community Development, PW	4.8.1	Infrastructure Assessment - Added 3/12/20		TBD - In Process
	Economic Development, Finance, Community Development, PW	4.8.2	Funding Sources - Added 3/12/20		TBD
	Economic Development, Finance, Community Development, PW	4.8.3	Partnerships with Utility Providers - Added 3/12/20		TBD
	Economic Development, Community Development, PW	4.8.4	Explore Specific Plan for Economic Development Corridor Southern Gateway Following Completion of Outreach with Southern Gateway Owners (4.8.5) - Added 3/15/21		TBD
	Economic Development, Community Development, PW	4.8.5	Outreach/Workshop with Southern Gateway Owners - Added 3/15/21		TBD - In Process
4.9 Bradley Bridge Over Salt Creek	PW	4.9.1	Design		Jun-2022
	PW	4.9.2	Environmental (CEQA)		Dec-2022
	PW	4.9.3	Funding Strategy		Jul-2022
	PW	4.9.4	Construction		TBD
4.10 Smart Cities for Infrastructure	IT, Community Development, PW	4.10.1	Develop Strategy Plan - Added 3/12/20		Dec-22
	IT	4.10.2	Citywide Broadband - Added 3/15/21		Dec-22
4.11 Streetlights	PW	4.11.1	Evaluation of Streetlights in Rural Areas - Added 3/15/21		TBD - Ongoing
4.12 Scott Rd / Bundy Canyon Rd Widening	PW	4.12.1	Funding Strategy - Added 3/15/21	✓	Sep-2021
	PW	4.12.2	Design & Environmental (not including NEPA) - Added 3/15/21		TBD - In Process
	PW	4.12.3	ROW Acquisition - Added 3/15/21		TBD
	PW	4.12.4	Utility Relocation - Added 3/15/21		TBD
	PW	4.12.5	Project Construction Award - Added 3/15/21		TBD
	PW	4.12.6	Construction Start - Added 3/15/21		TBD
	PW	4.12.7	Construction End - Added 3/15/21		TBD

City of Menifee Strategic Plan 2018-2023

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5. Community Outreach

5.1 Partner with MSJC	Economic Development	5.1.1	Work with MSJC to Identify Opportunities to Partner	✓	Sep-2018
	Economic Development, Community Services, City Manager's Office	5.1.2	Execute MOU Outlining Partnership		Jul-2022
5.2 Social Media Increased Presence	City Manager's Office, Subcommittee	5.2.1	Develop Social Media Policy		Jun-2022
	Economic Development	5.2.2	Create Staffing Plan	✓	May-2018
	Economic Development	5.2.3	Monitor Social Media platforms	✓	Completed & Ongoing
	Economic Development	5.2.4	Create Response Plan	✓	Jul-2019
	Economic Development	5.2.5	Create On-going Content	✓	Completed & Ongoing
	Economic Development	5.2.6	Develop Videos	✓	Completed & Ongoing
	Economic Development	5.2.7	Develop Graphics Materials	✓	Completed & Ongoing
	Economic Development	5.2.8	Create Menifee Minute Series	✓	Completed & Ongoing
	Economic Development	5.2.9	Create Live- Feeds featuring Town Halls, & Events	✓	Completed & Ongoing
5.3 Public Information Officer	Economic Development	5.3.1	Create Staffing Plan	✓	May-2018
	HR	5.3.2	Recruit & Hire	✓	May-2019
	Economic Development	5.3.3	Create Communications Plan for Content	✓	Jul-2019
5.4 Community Education Outreach	City Manager's Office	5.4.1	Partner with Local HOA's	✓	Completed & Ongoing
	City Manager's Office	5.4.2	Town Halls (Chats with the City Manager and Council District Meetings)	✓	Completed & Ongoing
	City Manager's Office, Community Services	5.4.3	Town Halls at Local Events - Added 5/7/19	✓	Completed & Ongoing
	City Manager's Office, Community Services	5.4.4	Public recognition for youths' & college students' contributions (include "stories") - Added 3/12/20	✓	Completed & Ongoing
	Community Services, IT, City Manager's Office	5.4.5	Create Informational Interactive Maps - Added 3/15/21		TBD
5.5 Create Health Care /Medical Partnerships	Community Services, Economic Development	5.5.1	Identify Partners - Added 3/12/20	✓	Feb-2021
	Economic Development, Community Services	5.5.2	Execute MOUs - Added 3/12/20		Jul-2022
5.6 Public Records, Open Access & Public Transparency	City Clerk	5.6.1	Easy Access Online Records Request - Added 3/12/20	✓	Mar-2020
	City Clerk, IT	5.6.2	Online Records Lookup (Laserfiche Public Portal) - Added 3/12/20	✓	Mar-2022
	City Clerk	5.6.3	2020 Elections Information Page - Added 3/12/20	✓	Jul-2020
	City Clerk	5.6.4	Updated Agenda Management System - Added 3/12/20	✓	Jan-2021

City of Menifee Strategic Plan 2018-2023					
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5.6 Public Records, Open Access & Public Transparency Continued	Community Development, Building & Safety, PW/Engineering, IT	5.6.5	Accela Citizens Access / Online Permitting Portal - Added 3/12/20	✓	Jan-2021
	Finance, City Manager's Office, IT	5.6.6	OpenGov Implementation - Added 3/12/20	✓	Mar-2021

City of Menifee Strategic Plan 2018-2023 Goals and Objectives Implementation Plan					
6. Workforce					
6.1 Workspace	City Manager's Office	6.1.1	Adequate Space for Staff and Future Recruitments	✓	Completed & Ongoing
6.2 Staffing	City Manager's Office, HR	6.2.1	Increase Expected Customer Service with Increased Staffing	✓	Completed & Ongoing
6.3 Employee Retention & Development	HR	6.3.1	Complete Classification & Compensation Study - Added 2/16/22		Jun-23
	HR	6.3.2	Conduct Employee Survey - Added 2/16/22		Jun-22
	City Manager's Office, HR	6.3.3	Enhance Menifee University Program to Include Leadership/Supervisory Training - Added 2/16/22	✓	Complete & Ongoing