

City of Menifee Strategic Plan 2018-2023 Goals and Objectives Implementation Plan					
Objective	Point of Contact (POC)		Action/Task Required	Status	Completion Date
<b>1. Public Safety</b>					
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 - Ongoing
	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

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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		Mar-2023 - 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 - <b>Added 5/7/19</b>	✓	Mar-2020
	City Manager's Office, PD, PW, HR, Finance, IT	1.4.2	Recruit & Hire Sworn and Professional Staff - <b>Added 5/7/19</b>	✓	Jun-2020
	City Manager's Office, PD, PW, HR, Finance, IT	1.4.3	Develop & Implement Department Training Program - <b>Added 5/7/19</b>	✓	May-2020
	City Manager's Office, PD, PW, HR, Finance, IT	1.4.4	Procure & Outfit Police Vehicle Fleet - <b>Added 5/7/19</b>	✓	May-2020
	City Manager's Office, PD, PW, HR, Finance, IT	1.4.5	Adopt Dispatch & Radio Agreement w/ Murrieta - <b>Added 5/7/19</b>	✓	Aug-2019
	City Manager's Office, PD, PW, HR, Finance, IT	1.4.6	Implement Dispatch & Radio Agreement - <b>Added 5/7/19</b>	✓	Apr-2020
	City Manager's Office, PD, PW, HR, Finance, IT	1.4.7	Draft & Adopt Policy / Procedures Manual - <b>Added 5/7/19</b>	✓	May-2020
	City Manager's Office, PD, PW, HR, Finance, IT	1.4.8	Design & Authorize Department Badge/Patch - <b>Added 5/7/19</b>	✓	Jan-2020
	City Manager's Office, PD, PW, HR, Finance, IT	1.4.9	Analyze Adequacy of Public Safety Development Impact Fee (DIF) - <b>Added 5/7/19</b>	✓	Nov-2022
	PD	1.4.10	First Year Department Update (including Code Enforcement Transition & Homeless Program) - <b>Added 3/15/21</b>	✓	Jun-2021
	PD	1.4.11	Menifee Police Department First Year Anniversary Event - <b>Added 3/15/21</b>	✓	Aug-2021
1.6 Fire Services Citywide Needs Assessment	City Manager's Office, Finance, PW, Fire	1.6.1	Fire Dept. Strategic Plan - <b>Added 3/12/20</b>		Phase I - June 2023
	Fire, City Manager's Office, Finance, PW	1.6.2	Fire Ladder Truck - <b>Added 3/12/20</b>	✓	Aug-2021
	City Manager's Office, Finance, PW, Fire	1.6.3	Second Paramedic Unit in City - <b>Added 3/12/20</b>	✓	Sep-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 - <b>Added 2/16/22</b>		Jun-2026

Key	Completed Since May 2022 Update
	Scheduled for Completion by July 2023
	On Hold/Removed
	Carryover to 2023-2028 Plan

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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	On Hold	City Council Sphere of Influence Ad Hoc Committee established on October 19, 2022, to review and provide input regarding opportunities for collaboration with the County of Riverside, Winchester-Homeland Municipal Advisory Council (MAC), and associations in relation to the infrastructure and services required to support growth and development in the unincorporated areas of Riverside County to the east of the Menifee
	Community Development	2.1.2	Public Services Analysis (Completed with County of Riverside Local Agency Formation Commission (LAFCO) Municipal Services Review (MSR) presented to City Council on October 19, 2022)	✓	
	Community Development	2.1.3	Public Facilities Analysis (Completed with County of Riverside LAFCO MSR presented to City Council on October 19, 2022)	✓	
	Community Development	2.1.4	Outside Agencies Analysis (Completed with County of Riverside LAFCO MSR presented to City Council on October 19, 2022)	✓	
	Community Development	2.1.5	LAFCO Processing	On Hold	
2.2 Annexation	Community Development	2.2.1	General Plan Amendment / Comprehensive Update	Removed	Removed following Council review / discussion on October 19, 2022; annexation guided by sphere of influence evaluation process.
	Community Development	2.2.2	Zoning Map Amendment	Removed	
	Community Development	2.2.3	Pre-Zoning	Removed	
	Community Development	2.2.4	CEQA	Removed	
	Community Development	2.2.5	LAFCO Processing	Removed	
	Community Development, Economic Development	2.2.6	Public Outreach Strategy	Removed	
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	✓	Nov-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	Explore Fundraising Opportunities Including Formation of a Parks-Related Nonprofit - <b>Added 3/12/20</b>		Jul-2023
	Community Services	2.3.5	Open Space/Nature Preserve Conservation Effort (Open Space Purchases) - <b>Added 3/12/20</b>	✓	Completed & Ongoing
	Community Services, Community Development	2.3.6	Review Opportunities for Regional Multi-use Sports Facilities within New Developments - <b>Added 5/7/19</b>	✓	Completed & Ongoing
	Community Services, Community Development	2.3.7	Update Parks, Trails, Open Space, and Recreation Master Plan - <b>Added 3/15/21</b>		May-2023
	Community Services, Community Development	2.3.7a	Evaluate Opportunities for New Parks/Enhancement of Existing Parks to Increase Access (Based Upon Master Plan) - <b>Added 2/16/22</b>		May-2023
	Community Services, Community Development	2.3.8	Explore Unique Recreation Amenities as Parks are Developed - <b>Added 3/15/21</b>	✓	Completed & Ongoing
	Community Services, Community Development	2.3.9	Evaluate Possibility for Parking Area at Salt Creek Trail - <b>Added 3/15/21</b>		Jul-2023

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2.4 Valley-Wide Parks Transition	Community Services, City Attorney	2.4.1	Complete LAFCO Detachment Process	On Hold	City Council Parks Ad Hoc Committee established on August 17, 2022, to work in collaboration with City staff and Valley-Wide Recreation and Park District (Valley-Wide) to identify ways to better serve the needs of Menifee city residents as they relate to parks and recreational facilities and gain a greater understanding of the issues related to a possible annexation /
	Community Services, City Attorney	2.4.2	Develop Transition Plan	On Hold	
	Community Services, City Attorney	2.4.3	Create Staffing Plan	On Hold	
	Community Services, City Attorney	2.4.4	Conduct Facility Condition Assessment	On Hold	
	Community Services, City Attorney	2.4.5	Establishing Maintenance & Capital Improvement Plan	On Hold	
	Community Services, City Attorney	2.4.6	Transition Assessment Funding	On Hold	
	Community Services, City Attorney	2.4.7	Transfer of Reserve from VW to City	On Hold	
	Community Services, City Attorney	2.4.8	Transfer of all Contracts, Easements, and Utilities	On Hold	
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	Removed	Insufficient support from property owners located in the plaza to establish a property-based business improvement district (PBID) OR community facilities district (CFD) to move forward with the project at this time.
	Community Development	2.5.6c	Create Specific Plan or Development Overlay/CEQA	Removed	
	Economic Development, City Attorney	2.5.6d	Work with Property Owners to Create BID or CFD	Removed	
	PW	2.5.6e	Public / ROW Improvement Plan	Removed	
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		Jun-2023
	Economic Development	2.6.5	Update Demographic Study	✓	Completed (Apr 2018) & Ongoing
	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	✓	Complete Jun-2022 & Ongoing
	Economic Development	2.6.13	Create EconDev Website	✓	Aug-2018
	Economic Development	2.6.14	Create Entrepreneurship Ecosystem	✓	Sep-2019

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2.6 Economic Development Plan Continued	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
	Economic Development, Community Development, PW, City Manager's Office	2.6.18	Create Incentive Program to Fast Track Development - <b>Added 5/7/19</b>		Dec-2024
	Economic Development	2.6.19	Develop Incubator Plan - <b>Added</b>		Dec-2023
	Economic Development , Community Services	2.6.20	Explore Opportunities for Temporary Use of City-owned Property at Cherry Hills & Bradley - <b>Added 3/15/21</b>	✓	Completed & Ongoing



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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 (CIP 21-05)	City Manager's Office, Community Services, Public Works, Finance	3.2.1	Update Space Analysis/Feasibility Study	✓	Aug-2022
	City Manager's Office, Community Services, Public Works, Finance	3.2.2	Financing Options		Dec-2023
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 Station (CIP PW-BLDG-02) - Added 2/16/22		Incorporated with CIP
	City Manager's Office, Community Services, Public Works, PD, Finance	3.3.2	Maintenance & Operations Center (CIP PW-BLDG-03) - Added 2/16/22		Incorporated with CIP
	City Manager's Office, Community Services, Public Works, Finance	3.3.3	Community Center/Indoor Recreation Center (CIP 23-10) - Added 2/16/22		Incorporated with CIP
	City Manager's Office, Community Services, Public Works, Fire, Finance	3.3.4	Fire Stations (PW-BLDG-04) - Added 5/4/22		Incorporated with CIP
3.4 New Fire Station 5 (CIP 21-04)	City Manager's Office, Finance, PW, Fire	3.4.1	Response Time Assessment - Added 3/12/20	✓	Nov-2020
	City Manager's Office, Finance, PW, Fire	3.4.2	Funding - Added 3/12/20	✓	Mar-2021
	PW, City Manager's Office, Finance, Fire	3.4.3	Design & Environmental - Added 3/12/20	✓	Aug-2022
	PW, City Manager's Office, Finance, Fire	3.4.4	Construction - Added 3/12/20		Dec-2023
3.5 Update Technology	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	✓	Nov-2022
	IT	3.5.4	Disaster Recovery Business Continuity Plan - Added 2/16/22		Jun-2023
3.6 Maintenance Equipment	PW	3.6.1	Invest in Equipment to Maintain City Infrastructure	✓	Completed & Ongoing
3.7 Maintenance Building	PW	3.7.1	Screening at Maintenance Building - Added 3/15/21	✓	Jul-2021

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4. Infrastructure					
4.1 Scott Rd / 215 Improvement (CIP 14-03)	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 (CIP 13-03)	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 (CIP 14-01)	PW, City Manager's Office	4.4.1	Complete Final Design		Jan-2025
	PW, City Manager's Office	4.4.2	ROW Acquisition		Jan-2025
	PW, City Manager's Office	4.4.3	Develop Funding Strategy		Jul-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		Apr-2023
	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		Jun-2023
4.6 Garbani Interchange (CIP 20-05)	PW, City Manager's Office	4.6.1	Identify Purpose and Need / Project Initiation Documents (PID) - Added 5/7/19		Apr-2023
	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		Mar-2023
	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

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4.6 Garbani Interchange (CIP 20-05) Continued	PW, City Manager's Office	4.6.7	Bid and Advertise - <b>Added 5/7/19</b>		TBD
	PW, City Manager's Office	4.6.8	Start Construction - <b>Added 5/7/19</b>		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 - <b>Added 3/12/20</b>		Dec-2027
	PW, City Manager's Office, Community Services	4.7.2	Milestones for Phased Design of Off Ramps Beautification - <b>Added 3/12/20</b>		Dec-2027
4.8 Northern/Southern Gateway	<del>Economic Development, Finance, Community Development, PW</del>	4.8.1	<del>Northern Gateway Infrastructure Assessment – Added 3/12/20</del>	Removed	No longer required due to private investment made in the Northern Gateway
	<del>Economic Development, Finance, Community Development, PW</del>	4.8.2	<del>Northern Gateway Funding Sources – Added 3/12/20</del>	Removed	
	<del>Economic Development, Finance, Community Development, PW</del>	4.8.3	<del>Northern Gateway Partnerships with Utility Providers – Added 3/12/20</del>	Removed	
	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) - <b>Added 3/15/21</b>		Jun-2026
	Economic Development, Community Development, PW	4.8.5	Outreach/Workshop with Southern Gateway Owners - <b>Added 3/15/21</b>		Jun-2026
4.9 Bradley Bridge Over Salt Creek (CIP 13-04)	PW	4.9.1	Design		Jun-2023
	PW	4.9.2	Environmental ( <b>CEQA</b> )		Jun-2023
	PW	4.9.3	Funding Strategy	✓	Jul-2022
	PW	4.9.4	Construction		Dec-2023
4.10 Smart Cities for Infrastructure	IT, Community Development, PW	4.10.1	Develop Strategy Plan - <b>Added 3/12/20</b>		Jun-23
	IT	4.10.2	Citywide Broadband Master Plan - <b>Added 3/15/21</b>		Jun-23
4.11 Streetlights (CIP 23-08 Quail Valley Area)	PW	4.11.1	Evaluation of Streetlights in Rural Areas - <b>Added 3/15/21</b>		In Process - Ongoing Streetlight assessments will be done in phases as part of the Capital Improvement Program (CIP). Phase I - Quail Valley assessment will be completed Jan 2023 with construction beginning June 2023.
4.12 Scott Rd / Bundy Canyon Rd Widening (CIP 20-01)	PW	4.12.1	Funding Strategy - <b>Added 3/15/21</b>	✓	Sep-2021
	PW	4.12.2	Design & Environmental (not including NEPA) - <b>Added 3/15/21</b>		Dec-23
	PW	4.12.3	ROW Acquisition - <b>Added 3/15/21</b>		Jun-2024
	PW	4.12.4	Utility Relocation - <b>Added 3/15/21</b>		TBD
	PW	4.12.5	Project Construction Award - <b>Added 3/15/21</b>		TBD
	PW	4.12.6	Construction Start - <b>Added 3/15/21</b>		TBD
	PW	4.12.7	Construction End - <b>Added 3/15/21</b>		TBD



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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-2023
5.2 Social Media Increased Presence	City Manager's Office, Subcommittee	5.2.1	Develop Social Media Policy	✓	Jan-2023
	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 - <b>Added 5/7/19</b>	✓	Completed & Ongoing
	City Manager's Office, Community Services	5.4.4	Public recognition for youths' & college students' contributions (include "stories") - <b>Added 3/12/20</b>	✓	Completed & Ongoing
	Community Services, IT, City Manager's Office	5.4.5	Create Interactive Informational Maps - <b>Added 3/15/21</b>	✓	Completed & Ongoing
5.5 Create Health Care /Medical Partnerships	Community Services, Economic Development	5.5.1	Identify Partners - <b>Added 3/12/20</b>	✓	Feb-2021
	Economic Development, Community Services	5.5.2	Develop Memorandums of Understanding (MOUs) - <b>Added 3/12/20</b>	✓	Completed & Ongoing
5.6 Public Records, Open Access & Public Transparency	City Clerk	5.6.1	Easy Access Online Records Request - <b>Added 3/12/20</b>	✓	Mar-2020
	City Clerk, IT	5.6.2	Online Records Lookup (Laserfiche Public Portal) - <b>Added 3/12/20</b>	✓	Mar-2022
	City Clerk	5.6.3	2020 Elections Information Page - <b>Added 3/12/20</b>	✓	Jul-2020
	City Clerk	5.6.4	Updated Agenda Management System - <b>Added 3/12/20</b>	✓	Jan-2021
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 - <b>Added 3/12/20</b>	✓	Jan-2021
	Finance, City Manager's Office, IT	5.6.6	OpenGov Implementation - <b>Added 3/12/20</b>	✓	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 - <b>Added 2/16/22</b>		Jun-23
	HR	6.3.2	Conduct Employee Survey - <b>Added 2/16/22</b>		Mar-23
	City Manager's Office, HR	6.3.3	Enhance Menifee University Program to Include Leadership/Supervisory Training - <b>Added 2/16/22</b>	✓	Complete & Ongoing