

# Milestone Data Report

2021-23 Council Priorities

Initiatives	Milestones	Milestone Start Date	Milestone End Date	Milestone Percent Complete	Milestone Analysis
0. Key to Council Priorities Dashboard	 1. Gray = Not Started	9/1/21	12/31/23	0 %	
	 2. Green = On Target	9/1/21	12/31/23	0 %	
	 3. Yellow = Caution	9/1/21	12/31/23	0 %	
	 4. Red = Below Plan	9/1/21	12/31/23	0 %	
	 5. Blue Star = Completed	9/1/21	12/31/23	0 %	
1. More stringent penalties for animal cruelty and neglect	 Provide memo to Council describing current state and issues	10/1/21	12/31/21	100 %	Memo "Review of Animal Cruelty Penalty Provisions" was sent to City Council on January 14th, 2022 and resent following May check-in. Decision was made to pursue this Priority through the Legislative Policy Agenda. Previously scheduled work session has been removed from calendar.
	 Council follow up questions/ possible work session or other dialogue	1/1/22	10/31/22	0 %	Decision was made to pursue this Priority through the Legislative Policy Agenda.
	 Public outreach	7/1/22	9/30/22	0 %	Decision was made to pursue this Priority through the Legislative Policy Agenda.
	 Consideration of Code/policy/ program changes	10/1/22	12/31/22	0 %	Decision was made to pursue this Priority through the Legislative Policy Agenda.
	 Draft ordinance/ policy/program changes	10/25/22	12/31/22	0 %	Decision was made to pursue this Priority through the Legislative Policy Agenda.
2. Juvenile diversion	 Reallocate dollars to Launch program	1/1/22	3/30/22	0 %	<p>The program is up and running with 16 individuals either in the program currently or who have graduated.</p> <p>We are receiving very positive feedback about the program in surveys taken by participants and their parents during and after the program.</p> <p>Graduates' DMV records will be checked twice during the 12 months post-graduation period to obtain information on recidivism.</p>

Initiatives	Milestones	Milestone Start Date	Milestone End Date	Milestone Percent Complete	Milestone Analysis
3. Advance transit initiatives that remove barriers	 3a. Funding & Fare Study begins	10/1/21	12/31/21	70 %	On budget and schedule as planned
	 3a. W. Eliz. BRT prelim design complete	10/1/21	12/31/21	100 %	Concluded
	 3a. North College Transit Oriented Development Plan complete	4/1/22	6/30/22	90 %	On budget and schedule as planned
	 3b. Transfort & PSD Coordination Study begins	4/1/22	6/30/22	5 %	Preparing scope of work; project to begin in Q4 of 2022
	 3a. Funding & Fare Study complete	10/1/22	12/31/22	25 %	Funding & Fare Study
	 3a. North Transit Facility Design and Study complete	10/1/22	12/31/22	5 %	Seeking funding for land acquisition & identifying potential sites. Design will follow.
	 3b. Transfort & PSD Coordination Study complete	1/1/23	3/31/23	5 %	Preparing scope of work; project to begin in Q4 of 2022
4. Improved traffic compliance	 Determine high-risk locations and formulate strategy	10/1/21	12/31/21	100 %	<p>The following intersections have been identified for increased enforcement:</p> <ol style="list-style-type: none"> <li>1. College &amp; Trilby</li> <li>2. Shields &amp; Horsetooth</li> <li>3. College &amp; Drake</li> <li>4. Boardwalk &amp; Harmony</li> <li>5. Shields &amp; Prospect</li> <li>6. College &amp; Mulberry</li> <li>7. Lemay &amp; Vine</li> <li>8. Shields &amp; Plum</li> <li>9. Lemay &amp; Drake</li> <li>10. Timberline &amp; Carpenter</li> </ol> <p>Traffic Operations will kick off the Vision Zero action plan work in Q3. Council Work Session scheduled on December 13.</p>
	 Deploy strategy	1/1/22	6/30/22	45 %	FCPS has requested that Verra, the provider for our red light camera system, evaluate

Initiatives	Milestones	Milestone Start Date	Milestone End Date	Milestone Percent Complete	Milestone Analysis
					<p>the feasibility of installing red light cameras at the following intersections: College &amp; Trilby, Boardwalk &amp; Harmony, College &amp; Mulberry, and Timberline and Carpenter. Each of these intersections were identified as having more than expected accidents and they are listed as being amongst the top 10 most dangerous intersections in Fort Collins.</p> <p>One of the intersections receiving focused attention from the FCPS Traffic Unit is Boardwalk &amp; Harmony. Speeding interdiction has been conducted on several different days and have resulted in approximately 30 citations in a 6-hour span.</p> <p>College and Mulberry and the Old Town area was identified for a traffic interdiction event during the first half of August. This also resulted in several citations being written, some for more the 25 over the limit. A larger scale event is planned for the next 4-weeks.</p> <p>Sgt. Avrech and Justin Moore are creating a plan to team law enforcement with code compliance to monitor traffic noise and write citations for excessive noise.</p>
5. Advance Regionalism - collaboration regionally while maintaining the unique character of Fort Collins	★ Create matrix of collaborative groups' meetings/ purpose/goals	10/1/21	12/31/21	100 %	Following May work session, regionalism focus areas have been narrowed and will be highlighted in update cover memo.
6. Look into changing the April election to November with School Board years to have all local elections at once	★ Develop background information	10/1/21	12/31/21	75 %	Council consideration of an ordinance referring question to voters at the November 2022 election.
	★ Organize Election Code Committee	10/1/21	12/31/21	100 %	Meetings started August , 2021, and the Committee meets every third Monday monthly from 12:00-1:30. Discussion begins.
	★ Completion of tasks to allow voter consideration	5/1/22	11/11/22	75 %	Council consideration of ballot language on June 21 and placement on November 2022 ballot.
7. Advance gender equity in City Sales Tax Code	★ October adoption of Code Changes	9/1/21	12/31/21	100 %	Ordinance passed on 2nd reading - October 19th

Initiatives	Milestones	Milestone Start Date	Milestone End Date	Milestone Percent Complete	Milestone Analysis
8. Attract and retain competitive and diverse talent to meet the needs of the community: provide child care options for City employees.	★ EPIC to submit final report with recommendations by the end of December.	10/1/21	12/31/21	100 %	EPIC/Human Resources to present to ELT in May/June with specific recommendations.
	■ Consideration of recommendations with funding requirements. Deploy strategies where funding not a factor.	1/1/22	3/30/22	80 %	<p>On July 14, Karen Burke sent a memo to Council, which included the Flexible Work Practices document and the Hybrid Remote Policy. Every manager meets with each employee to discuss the Flexible Work Policies in August; decisions must be completed by September 1. Additional training and content are being developed to help navigate flexible work practices. While this work is not explicitly connected to child care, many caregivers see it as allowing flexibility while employed full-time. Essential onsite employees have access to scheduled flex time, which can be used for personal reasons such as medical appointments and attending school events, allowing them additional flexibility.</p> <p>The Caregivers' Alliance co-chair Katherine Bailey presented at the August Leadership Link feedback gained from the Caregivers' Roadshow and will present at the October All Managers' Meeting.</p> <p>The City announced a new parental leave of three weeks of paid time parental leave for the birth, adoption, or foster placement of a child. The purpose of this policy is to allow for parental bonding.</p>
9. Help bird species recover	★ Create inter-departmental team	1/1/22	3/30/22	100 %	The team is established and meeting regularly. The Bird City USA application has been submitted. The team is led by the Natural Areas Department and includes the Gardens on Spring Creek, City of Fort Collins Parks Department, Audubon Fort Collins, Audubon Rockies, and Bird Conservancy of the Rockies. All is on track.
	★ Develop education program for Migratory Bird Day	1/1/22	3/30/22	100 %	World Migratory Bird Day events were held on Saturday, May 14 in collaboration with Bird Conservancy of the Rockies, Northern Colorado Wildlife Center, the City's night sky program, Fort Collins Audubon, and City of Fort Collins Utilities and Natural Areas Departments. Activities included bird walks and migratory bird banding, bird box building/decorating, and a night hike with information about night sky-friendly lighting. One hundred and fifty seven community members participated. This is complete.
	★ Resolution for World Migratory Bird Day	4/1/22	6/30/22	90 %	<p>The Bird City designation is a prestigious award given by Environment for the Americas, a Boulder-based non-profit organization. The application consists of 64 questions/criteria, across six categories: Habitat Creation, Protection and Monitoring, Community Forest or Grassland Management, Limiting or Removing Threats to Birds, Public Education and Inclusion, Climate, Energy, and Sustainability, and World Migratory Bird Day.</p> <p>Application was submitted and a site visit with Environment for the Americas to Fossil Creek Reservoir Natural Area was held August 19 hosted by staff from City of Fort Collins Natural Areas and Audubon Rockies. The official designation letter is expected in</p>

Initiatives	Milestones	Milestone Start Date	Milestone End Date	Milestone Percent Complete	Milestone Analysis
					<p>September.</p> <p>Presentation of the Bird City award is scheduled as a Community Report at the October 18 City Council meeting.</p> <p>A memo outlining current efforts to help bird species recover and opportunities for future work was submitted to City Council in their August 2 packet.</p>
10. Accelerate composting - (Curbside and business)	 <p>Work toward compost facility via Regional Wasteshed Project</p>	10/1/21	4/30/23	20 %	<p>August 2022</p> <p>Infrastructure: Staff and Councilmembers Gutowsky and Ohlson are continuing to engage in Regional Wasteshed Coalition. Larimer County issued a Request for Proposals seeking private partners to construct facilities including the compost facility. Proposals are due late August. More information about potential compost facility timing may be clearer after the County's Request for Proposals (RFP) process concludes.</p> <p>Policy: Additional residential curbside yard trimmings collection options are included in the City's contracting project. These options were included in the resolution adopted by Council on July 19 and will be included in the City's contracted residential hauling Request for Proposals that will be issued on August 15. Staff will bring a final contract for Council consideration in late 2022.</p>
11. Adopt graywater statute to allow graywater systems in new buildings	 <p>November Council Work Session</p>	10/1/21	12/31/21	100 %	<ul style="list-style-type: none"> <li>• Council Work Session completed on Nov. 21, 2021, resulting in: <ul style="list-style-type: none"> <li>• Direction to staff to create a graywater ordinance that aligned with Colorado law and water right limitations.</li> </ul> </li> </ul>
	 <p>Ordinance Development</p>	1/1/22	3/30/22	80 %	<ul style="list-style-type: none"> <li>• Draft ordinance has been created.</li> <li>• Final ordinance will be refined prior to 1st reading with Council and will be updated to reflect: <ul style="list-style-type: none"> <li>• final geographic extent (graywater in other water districts or just Utilities),</li> <li>• alignment with Larimer County's graywater ordinance (currently under development) and</li> <li>• other updates that may result from stakeholder and public engagement efforts.</li> </ul> </li> </ul>
	 <p>Stakeholder Outreach</p>	4/1/22	6/30/22	85 %	<ul style="list-style-type: none"> <li>• Communications and engagement planning is complete</li> <li>• Created forum to inform the public and solicit feedback</li> <li>• Board and Commission presentations completed in April <ul style="list-style-type: none"> <li>• Water Commission</li> <li>• Natural Resource Advisory Board</li> <li>• Building Review Commission</li> </ul> </li> <li>• Chamber presentation completed May 21</li> <li>• Stakeholder meeting scheduled for June 16 at 1pm</li> <li>• Various communications planned for April-June, including:</li> </ul>

Initiatives	Milestones	Milestone Start Date	Milestone End Date	Milestone Percent Complete	Milestone Analysis
					<ul style="list-style-type: none"> <li>• Utility bill insert</li> <li>• Building Services e-newsletter</li> </ul>
	 Present Ordinance to Council	7/1/22	9/30/22	100 %	<p>August 2022:</p> <ul style="list-style-type: none"> <li>• Council adopted on 1st Reading at their August 16, 2022 meeting.</li> <li>• 2nd reading is scheduled for September 6, 2022.</li> </ul>
	 Implement Ordinance and revised building code	10/1/22	12/31/22	50 %	<p>August 2022:</p> <ul style="list-style-type: none"> <li>• The ordinance's effective date is scheduled for Nov. 1, 2022.</li> <li>• Staff are completing administrative steps to prepare for the effective date.</li> </ul>
12. Districted system for garbage, recycling and compost	 Project scope and plan	10/1/21	12/31/21	100 %	Memo of project outline and timing sent to Council on 12/28/21.
	 Research, modeling, metrics	1/1/22	3/30/22	100 %	Peer communities research, greenhouse gas, safety, noise, and street maintenance impacts of a contracted system were shared at the July 12 Work Session and July 19 Regular Session.
	 Hauler and resident engagement	4/1/22	9/30/22	95 %	<p>August 2022</p> <p>Staff has engaged extensively with haulers and community. Phase Two engagement about the details, benefits, and tradeoffs in a contracted system targeted both the entire community and historically underrepresented community members. Staff has continued to regularly engage with haulers as well.</p>
	 Council review of engagement findings and RFP approach	10/1/22	12/31/22	100 %	The Work Session on July 12 focused on recommended program elements and sharing additional community input. At the July 19 Regular Session, Council adopted a Resolution to clarify Council priorities for policy inputs to the RFP process.
	 Determine next steps with Council	1/1/23	3/30/23	20 %	<p>August 2022</p> <p>If the proposals align with expectations, staff will bring a contract and related code changes for Council consideration in late 2022. If proposals do not align with expectations, staff will schedule a check in with Council.</p>
13. Explore climate emergency messaging and action	 Begin update of OCF tactical plan	1/1/22	3/30/22	100 %	Complete: Workplan created for '23-'24 Tactical / Next Moves update
	 Continue update OCF tactical plan	4/1/22	9/30/22	66 %	<p>August 2022</p> <p>Assessment and gaps analysis of current Next Moves complete; staff collecting</p>

Initiatives	Milestones	Milestone Start Date	Milestone End Date	Milestone Percent Complete	Milestone Analysis
					additional internal and external projects to include in the '23-'24 tactical plan (now referred to as Next Moves Plan).
	★ Test messaging with community; evaluate Climate goals; update Council	4/1/22	9/30/22	100 %	August 2022 Complete: Climate Emergency messaging being used; Resolution for an interim GHG goal to be considered August 16
	■ Complete update of OCF tactical plan; recommendations for goals and messaging to Council	10/1/22	12/31/22	33 %	August 2022 Q4 OCF work session scheduled for October 11. Staff will focus on data-informed pathways to 2030 goals and key Council decision points. Staff will present Next Moves and long-term strategies that have significant impact on achieving 2030 goals and would require Council action.
	● Implement recommendations	1/1/23	6/30/23	0 %	Work to begin Q1 2023.
14. Effective soil amendment policies and compliance (water usage)	★ Research best practices and coordinate internally	10/1/21	10/1/22	0 %	Clarion Associates has completed and delivered the research and benchmarking report. Staff is reviewing the report and developing an executive summary of results. Results will be shared out with a core, cross-departmental project team to identify opportunities that are fit to bring to public engagement for feedback. Public engagement is scheduled to kick-off Aug 1.
	■ Initiate and complete outreach	6/17/22	3/1/23	10 %	A cross-departmental project team has been identified and an initial kick-off meeting and stakeholder analysis meetings have taken place in preparation for public engagement on this topic. By mid-July, the project team will have selected strategies to bring to public engagement for feedback with the following project objectives in mind: <ul style="list-style-type: none"> <li>1. Identify the opportunities for xeriscape and soil amendment policies that are built on cross departmental perspectives.</li> <li>2. Utilize accessible code language that is easy for staff and community members to interpret and understand.</li> <li>3. Create a user-friendly process that is streamlined, allows for flexibility, and ensures cost to implement is reasonable and accessible.</li> <li>4. Create policies that benefit the community and environment by increasing soil health, reducing water use, increasing pollinator habit.</li> </ul>
	● Bring revised ordinance to Council	7/1/22	3/31/23	0 %	

Initiatives	Milestones	Milestone Start Date	Milestone End Date	Milestone Percent Complete	Milestone Analysis
15. Protect and Enhance Instream River Flows	 Discussions with Northern Water, 1041 Regulatory Development, & Regional Water Discussion	10/1/21	12/31/21	15 %	The initial Regional Water Strat Op process will be conducted this spring. Jason Graham, the Director of Water Utilities, will participate.
	 Begin implementation of BFO Offers accepted	1/1/22	3/30/22	50 %	2022 offers addressing stream flows are underway and offers have been submitted in the 2023-24 budget to continue work.
	 1041 Regulatory Development and Regional Water Discussion	4/1/22	9/30/22	75 %	A work session was held with City Council on June 28, 2022. Draft regulations and stakeholder engagement is being completed in late summer/fall. The first reading of the ordinance is scheduled for November 15, 2022.
16. Reduce Plastic Pollution	 Distribution of free reusable bags	10/1/21	12/31/21	100 %	August 2022 Initial round of bag distribution was completed in December 2021. Staff distributed an additional 5,500 free reusable bags in Q2 2022 to the general public, low-to-moderate income households, and LatinX/Hispanic community members.
	 Stakeholder engagement	10/1/21	12/31/21	100 %	August 2022 Stakeholder engagement has taken place from 2021 to today and will continue through the end of 2022 through the stages of preparing for and rolling out the Disposable Bag Ordinance. (Stakeholders include grocers, community organizations, and community members.)
	 Council work session	1/1/22	3/30/22	100 %	Completed on 3/1/2022
	 Ordinance implementation and outreach	4/1/22	6/30/22	100 %	August 2022 Staff conducted 18 outreach events to distribute free reusable bags as well as multiple grocers check-ins in Q2. Two community groups servicing historically underrepresented community members distributed free reusable bags in Q2.
	 Additional Community engagement	7/1/22	12/31/22	5 %	August 2022 Staff is beginning to plan engagement work to begin in Q3/Q4 2022.
	 Possible Council work session to review policy options	1/1/23	3/30/23	0 %	August 2022 Given Council direction on May 10 to focus implementation on local and state single-use plastics policies, staff does not recommend an additional Work Session at this time.

Initiatives	Milestones	Milestone Start Date	Milestone End Date	Milestone Percent Complete	Milestone Analysis
	 Review current microplastics reduction technology with consultant support	6/1/23	9/1/23	10 %	<p>August 2022</p> <p>This milestone is to review the current consumer-facing microplastics reduction technology to understand its effectiveness and if it could make sense for Fort Collins to encourage its use. Per direction at the May 10 Council Priorities Work Session, this will be addressed after the current city and state single-use plastics policies are implemented.</p> <p>Because this work will be done after rolling out the current plastics requirements, the anticipated end date has been changed to 9/1/23.</p>
17. Improved Air Quality	 Council work session on oil and gas regulations	10/1/21	12/31/21	75 %	<p>AUGUST 2022</p> <ul style="list-style-type: none"> <li>•City and County are working jointly to explore new State regulations related to plugging and abandoning low producing wells.</li> <li>•Potential plugging and abandoning of existing wells may impact the need for operational standards at wells. Staff is evaluating whether any new operational standards will be necessary for existing wells.</li> <li>•Next Work Session is scheduled for October 25.</li> </ul>
	 EPA grant	10/1/21	12/31/21	50 %	<p>August 2022</p> <ul style="list-style-type: none"> <li>• Completed Best Practice research document and Consultant finished the final summary report on the Focus groups</li> <li>• Reconvened working group to begin designing the pilot program</li> <li>• Hired two community members to serve as community consultants on the working group</li> </ul>
	 Consider oil and gas code revisions	1/1/22	3/30/22	75 %	<p>August 2022</p> <p>Scheduled for Work Session review on October 25, 2022.</p>
	 Create interagency task force	1/1/22	3/30/22	25 %	<p>August 2022</p> <ul style="list-style-type: none"> <li>• Staff was recently informed that CSU is creating a similar task force to inform an air quality related grant implementation for "smoke-ready" communities.</li> <li>• County and City staff are working with CSU to see if existing task force can be leveraged, to include shared resources for facilitation, and an initial goal of drafting a regional monitoring plan.</li> </ul>
	 Lawn and garden equipment rebate program	4/1/22	9/30/22	100 %	<p>August 2022</p> <p>Complete: The City supported the 2022 RAQC's Mow Down Pollution lawnmower exchange program. All funds have been expended.</p>

Initiatives	Milestones	Milestone Start Date	Milestone End Date	Milestone Percent Complete	Milestone Analysis
	 State considers updated State Implementation Plan (SIP) re: ozone non-attainment	10/1/22	12/31/22	75 %	August 2022 <ul style="list-style-type: none"> <li>On April 12, the EPA proposed a change in designation for the northern Front Range from "serious" to "severe".</li> <li>The Regional Air Quality Council (RAQC) released a draft updated SIP for public comment, which is expected to go to Hearing for approval by the State in December 2022.</li> </ul>
18. Make real progress on the road to Zero Waste (with focus on multi-family and commercial recycling and construction and demolition recycling)	 Multifamily and commercial Community Recycling Ordinance compliance sweep.	10/1/21	1/1/22	100 %	August 2022 Compliance sweep was conducted; staff working with haulers to get the last few remaining properties into compliance.
	 Hire C&D staff (if funded), or continue C&D recycling complaint response and compliance inspections as time allows.	1/1/22	3/1/22	100 %	Complete
	 Memo to Council on compliance sweep.	1/1/22	3/1/22	100 %	<div style="border: 1px solid #ccc; padding: 5px;"> <p><a href="#">Update memo</a> sent to Council on 4/7/22.</p> </div>
	 C&D staff (if funded) works to increase proactive C&D recycling compliance.	3/1/22	4/30/23	25 %	August 2022 Staff member distributing educational materials, conducting site visits to C&D sites, and developing C&D compliance process and procedures. Issued the first Notice of Violation to a site not following C&D recycling requirements. This is an ongoing effort, so Milestone end date has been changed from 5/31/2022 to 04/30/23.
	 C&D staff (if funded) engages in C&D market development projects at state & regional level.	6/1/22	4/30/23	0 %	Work to begin in Q4 2022. This is an ongoing effort, so the milestone end date has been changed from 08/31/22 to 04/30/23.

Initiatives	Milestones	Milestone Start Date	Milestone End Date	Milestone Percent Complete	Milestone Analysis
	 C&D staff (if funded) provide update and impact memo to Council on C&D recycling.	1/1/23	3/31/23	0 %	Work to begin Q1 2023
	 Compile research on deconstruction ordinance and determine next steps if applicable.	4/1/23	6/30/23	0 %	Work to begin Q1 2023.
	 Share outcome of deconstruction ordinance and recommendations via memo to Council	4/1/23	6/30/23	0 %	Work to begin Q2 2023.
19. Xeriscape – Increase rebates and education, less green lawns with new development	 Increase Xeriscape rebates and incentives	9/1/21	10/31/23	70 %	<p>Utilities offers the Xeriscape Incentive program to residential and commercial water customers. The program is popular and has supported hundreds of projects and is starting to experience growing pains. Staff aims to scale up this program in a way that</p> <ul style="list-style-type: none"> <li>• Increases water savings</li> <li>• Reduces barriers to participation</li> <li>• Increases participation</li> <li>• Delivers more rebates and incentives to water-wise landscape projects</li> </ul> <p>Aug 2022:</p> <p>The Xeriscape Incentive Program will launch for the 2023 program in mid-September. The program has been revamped to reduce barriers to customers to participate, implementing changes that make the process more streamlined and with fewer steps to approval. The revamp also reduces staff burden by automating several pieces of the process to get projects approved more quickly.</p> <p>Staff submitted a Colorado Water Conservation Board grant for \$100k, 100% of which will be returned to residential and commercial customers in the form of xeriscape rebates. \$30,000 are earmarked for projects on City-owned properties.</p>
	 Improve Xeriscape literacy and increase education opportunities	10/1/21	4/30/23	50 %	<p>Aug 2022:</p> <p>In an effort to reduce participant burden, the Xeriscape Incentive Program XIP Basics class will no longer be required for participation. The resources discussed in that class are still available online.</p> <p>Various City staff are taking part in a state-wide effort to develop a grass conversion</p>

Initiatives	Milestones	Milestone Start Date	Milestone End Date	Milestone Percent Complete	Milestone Analysis
					<p>guidebook to ensure better outcomes on commercial properties pursuing landscape changes. This guidebook is scheduled for publishing in spring 2023.</p> <p>The desire to hold a native grass conversion training for landscape contractors is on hold until staff can pull together the appropriate resources, including speakers, to host/ coordinate the event with other regional stakeholders.</p>
	 <p>Update Xeriscape regulations</p>	10/1/21	5/31/23	20 %	<p>Aug 2022:</p> <p>This project has entered the first phase of public engagement. The project team had originally scheduled a public engagement meeting on Aug. 16 to collect public feedback on these topics. The team canceled the public meeting due to concerns the content developed for that outreach effort was too technical in nature for this stage of policy development. Invitations for the meeting had not been sent prior to the cancellation. Staff shifted gears to instead collect a baseline understanding of perceptions of xeriscape and soil amendment policies in Fort Collins. The project team has developed and published a public survey for this topic to understand: how the community values turfgrass and water-wise landscape aesthetics, landscape policies for residential vs. commercial properties, perceptions of artificial turf. The survey had a "soft launch" on Aug 20 at the Poudre River Fest. A formal invitation to over 200 identified stakeholder and stakeholder groups was sent the week of Aug 22. <a href="https://survey.alchemer.com/s3...">https://survey.alchemer.com/s3...</a></p> <p>Staff is concurrently requesting and soliciting focus groups with stakeholders who may be impacted by xeriscape and soil amendment policies.</p> <p>Following this first phase of public engagement, staff will present to Council a policy direction influenced by community feedback on Oct.11. Staff will request Council feedback on the proposed direction.</p> <p>The following are objectives of the xeriscape regulation project:</p> <ol style="list-style-type: none"> <li>1. Identify the opportunities for xeriscape and soil amendment policies that are built on cross departmental perspectives.</li> <li>2. Utilize accessible code language that is easy for staff and community members to interpret and understand.</li> <li>3. Create a user-friendly process that is streamlined, allows for flexibility, and ensures cost to implement is reasonable and accessible.</li> <li>4. Create policies that benefit the community and environment by increasing soil health, reducing water use, increasing pollinator habit.</li> </ol>
	 <p>Water Supply Requirement modification</p>	10/1/21	12/31/21	100 %	<ul style="list-style-type: none"> <li>• On Oct. 5, 2021, Council adopted Ordinance No. 119, 2021 which brings changes to Fort Collins Utilities Water Supply Requirements. These changes will encourage efficient landscaping in new developments by linking cost to water use (e.g., higher water use landscapes will pay more and lower water use landscapes will pay less).</li> <li>• Changes go into effect on Jan. 1 2022.</li> <li>• Staff is actively finalizing the implementation plan and working with developments</li> </ul>

Initiatives	Milestones	Milestone Start Date	Milestone End Date	Milestone Percent Complete	Milestone Analysis
					that will take place in 2022.
20. Enhanced recycling education	 Barriers to Recycling engagement and benchmarking	10/1/21	12/31/21	100 %	Complete
	 Analyze engagement feedback	1/1/22	3/30/22	100 %	Feedback from historically underrepresented groups compiled and analyzed.
	 Implement and track new education elements	4/1/22	12/31/22	25 %	August 2022 Staff built on the work in Q2 by continuing to integrate education into residential contracting project and providing ongoing recycling education. Staff also began planning for fall recycling education and updated guidelines, referencing lessons learned through the Barriers to Recycling project.
	 Memo to Council on engagement findings and recommendations	4/1/22	6/30/22	100 %	June 2022 <div style="border: 1px solid #ccc; padding: 5px; margin-top: 5px;">Memo sent to Council on May 4, 2022.</div>
	 Memo to Council summarizing changes made and next steps	1/1/23	3/30/23	0 %	Work to begin Q1 2023.
21. Improved and accelerated stream (riparian) restoration	 Review options for work acceleration with Council Finance	10/1/21	12/31/21	100 %	
	 Stream (riparian) restoration Off-Cycle Budget Offer	1/1/22	12/31/22	0 %	
	 Stream (riparian) restoration 2023-24 BFO Offer	1/1/23	12/31/23	26 %	The 2023/2024 proposed budget includes an offer to rehabilitate portions of Fossil and Staton Creeks within the Safe Community outcome area.  The Mail Creek Stream Rehabilitation Project at Two Creeks Natural Area is scheduled for construction this winter.

Initiatives	Milestones	Milestone Start Date	Milestone End Date	Milestone Percent Complete	Milestone Analysis
22. Raise the minimum wage	 Issue RFP and Select Consultant	10/1/21	12/31/21	100 %	Completed
	 Complete Survey and Engagement	1/1/22	3/30/22	70 %	August 2022: <ul style="list-style-type: none"> <li>• Completing analysis of the questionnaire and National Business Survey.</li> <li>• Findings to be shared with Council at upcoming Work Session - September 6, 2022.</li> <li>• Engagement with key stakeholder leadership and representatives.</li> </ul>
	 Present Findings to City Council	4/1/22	6/30/22	50 %	August 2022: <ul style="list-style-type: none"> <li>• Additional Council work session scheduled for September 6</li> <li>• Ordinance to raise minimum wage remains scheduled for November 15</li> </ul>
	 Council Consider local ordinance	7/1/22	9/30/22	50 %	August 2022: <ul style="list-style-type: none"> <li>• Ordinance scheduled for consideration on November 15</li> </ul>
	 Local minimum wage effective [Depending on Council Action]	1/1/23	3/30/23	0 %	On schedule; Depends on Council Action on November 15
23. Develop a Circular Economy Plan (EHSP)	 Issue RFP and select Consultant	1/1/22	3/30/22	100 %	August 22: <ul style="list-style-type: none"> <li>• Consultant selected after second RFP round</li> <li>• Scoping and contract under-development.</li> </ul>
	 Engage Community	4/1/22	9/30/22	5 %	August 2022: <ul style="list-style-type: none"> <li>• Work to begin in September 2022</li> <li>• Engagement will rely on extensive engagement done on the Recovery Plan, Budget, and recent National Business Survey</li> <li>• Engagement anticipated to be focused based on the above</li> </ul>
	 Prepare Existing Conditions Analysis	4/1/22	6/30/22	0 %	August 2022: <ul style="list-style-type: none"> <li>• Work anticipated to begin late September 2022.</li> </ul>
	 Present Big Moves and Strategy Update to Council	10/1/22	12/31/22	0 %	August 2022: <ul style="list-style-type: none"> <li>• Work Session needs to be schedule for January 2023.</li> <li>• Council adoption anticipated in February/March 2023.</li> </ul>

Initiatives	Milestones	Milestone Start Date	Milestone End Date	Milestone Percent Complete	Milestone Analysis
	 Develop Implementation Plan	1/1/23	3/30/23	0 %	August 2022: <ul style="list-style-type: none"> <li>Anticipated that initial implementation will be part of the plan adoption (subject to change depending on Council feedback).</li> </ul>
24. Partner with Poudre School District (PSD) for workforce development	 On-going support of PSD for workforce development through partners, including assistance in siting the Future's Lab.	10/1/21	4/30/23	45 %	August 22: <ul style="list-style-type: none"> <li>On-going engagement with PSD on application for State ARPA transformational funding.</li> </ul>
25. Affordable, Quality and Accessible Childcare Infrastructure	 Periodic memo updates to Council as appropriate and necessary	4/1/22	6/30/22	100 %	Memo submitted to Council in May 2022 detailing activity, status and progress occurring within the community and the City organization re: childcare
	 Periodic memo updates to Council as appropriate and necessary	10/1/22	12/31/22	0 %	August 2022: <ul style="list-style-type: none"> <li>Memo will be developed in fall 2022</li> <li>Activities are in progress and will be recognized in memo</li> </ul>
26. Create a targeted, specific plan for community recovery	 Draft Recovery Plan: Work session (Oct 26), and Council adoption (Dec 7)	10/1/21	12/31/21	100 %	Completed and Council adopted.
	 Implementation	1/1/22	12/31/22	100 %	Process for on-boarding all new funded programs has been developed, metrics are set up in ClearPoint, and we are doing quarterly federal reporting.
27. Access funding for parks (maintenance and operations, refresh, and new parks)	 Council Finance Committee	10/1/21	12/31/21	75 %	<ul style="list-style-type: none"> <li>This item is schedule for the September 1st Council Finance Meeting.</li> <li>Intention is to discuss mid level and full funding options per the direction given in the June 2nd Work Session.</li> </ul>
	 Convene internal team.	1/1/22	3/30/22	100 %	<ul style="list-style-type: none"> <li>The team has been formed and is made up with representatives of Budget, Finance, CMO, City Gives, Parks, Park Planning and Community Services.</li> <li>Material was prepared for the Jan, Mar, June and Sept CFC meeting.</li> </ul>
	 Council work session.	1/1/22	3/30/22	75 %	<ul style="list-style-type: none"> <li>Staff presented to the Council Work Session on June 2nd outlining three levels of funding options. Council provided direction to focus on the mid level and full funding options.</li> </ul>

Initiatives	Milestones	Milestone Start Date	Milestone End Date	Milestone Percent Complete	Milestone Analysis
					<ul style="list-style-type: none"> <li>Next Work Session scheduled on December 13th.</li> </ul>
	 Develop & implement plan following direction clarification	4/1/22	6/30/22	35 %	<ul style="list-style-type: none"> <li>Staff has received feedback from CFC and the Work Session to provide focus on providing future funding options for future CFC consideration.</li> </ul>
28. Improve tree policies	 Complete evaluation of current pertinent code	10/1/21	6/30/22	75 %	<p>Forestry has reviewed Chapter 27 (Vegetation) of the Municipal Code and amendments and the Trees as Infrastructure ordinance was adopted on July 5.</p> <p>Forestry Staff received the LUC Audit draft report from Clarion Associates consultant on April 30th, which provides a broad review of LUC from peer cities related to tree preservation and canopy cover enhancement. Staff is in the process of reviewing that report and has asked Clarion to help with identifying current gaps in the Fort Collins LUC, as a next step. Additionally, staff is creating an adhoc committee to review potential updates and impacts of the changes.</p> <p>Forestry also submitted a 2023/2024 budget offer to seek funding for an Urban Forest Strategic Planning effort which will have a community engagement component.</p>
	 Draft code updates	7/1/22	9/30/22	50 %	<p>Chapter 27 Municipal Code updates adopted July 5, including dedicating trees as important community infrastructure.</p> <p>Forestry related LUC audit work continues in identifying key gaps and potential opportunities for improvement. Staff is creating an internal/external to the City adhoc committee to discuss potential changes and improvements.</p>
	 Submit updates to Council for adoption	10/1/22	12/31/22	0 %	Work to begin in Oct 2022
29. Tree planting subsidy	 Implement offer and order trees if funded	1/1/22	3/30/22	100 %	Offer was funded and 1000 trees have been ordered through Fort Collins Wholesale Nursery for a September 2022 tree sale. Staff has begun planning on how to prioritize underserved areas of the community and create better access to all, to increase canopy equity through this program.
	 100% of trees sold to residents for planting	7/1/22	9/30/22	85 %	<p>Community Canopy Program tree sale for 1000 trees went live on August 1 and all but 50 trees sold in two weeks! Trees cost the resident \$25 per tree (City pays the other half) and up to three trees are allowed per address within the GMA.</p> <p>The tree pick-up is scheduled for September 10 from 8-4 at 1380 Hoffman Mill Rd. Fruit trees were added this year along with shade canopy trees, a total of 31 different species! Materials for CCP marketing and aftercare instructions included Spanish translation.</p>
30. Implementation of 15-minute community concept	 Develop a set of needs/ strategies- funding dependent	4/1/22	12/31/22	0 %	These will be defined through the study process.

Initiatives	Milestones	Milestone Start Date	Milestone End Date	Milestone Percent Complete	Milestone Analysis
	 Council Work Session	4/20/22	10/25/22	0 %	Council work session scheduled for October 25, 2022.
	 Create draft plan	7/1/22	9/30/22	30 %	The planning work is underway. Currently working through the definition of 15 minute city and working on analysis of existing conditions in Fort Collins through the lens of a 15 minute city and/or neighborhood.
	 Finalize plan for approval	10/1/22	12/31/22	0 %	The schedule is to bring a final plan to City Council by the end of the year.
31. Homelessness Initiatives	 Shelter "inform" campaign	11/1/21	12/31/21	100 %	<ul style="list-style-type: none"> <li>Conducted Homelessness Awareness Month campaign in November via social media. <ul style="list-style-type: none"> <li>Collaborated with six partner agencies to share posts throughout the month.</li> <li>Proclamation at City Council on November 16 had over 50 representatives from partner agencies!</li> <li>Staff spoke with the Coloradoan and KCSU-TV about current conditions and future 24/7 shelter.</li> </ul> </li> </ul>
	 Community Engagement for future 24/7 shelter-funding dependent	1/1/22	3/30/22	50 %	Fort Collins Rescue Mission has contracted with Shopworks, an architecture firm out of Denver, to conduct initial outreach for the future 24/7 shelter and create a draft site plan based on received feedback. The initial engagement report should be available by the end of August 2022.
	 Outreach Fort Collins midtown planning.	1/1/22	3/30/22	100 %	Outreach Fort Collins has completed their planning for the midtown expansion and will officially begin serving this area on September 6.
	 Implementation of OFC midtown expansion.	7/1/22	9/30/22	75 %	Outreach Fort Collins is slated to officially begin serving midtown Fort Collins on September 6, 2022. They are fully staffed and, after conducting much outreach to midtown businesses and residents, have set their service area boundaries as the entire College corridor from Mulberry to just south of Harmony.