












# Milestone Data Entry Report

















2021-23 Council Priorities

| Initiatives  | Milestones   | Milestone Owner  | Milestone Collaborators  | Milestone Start Date | Milestone End Date | Milestone Percent Complete | Milestone Analysis            |
|--|--|--|--|----------------------|--------------------|----------------------------|-------------------------------|
| 1. More stringent penalties for animal cruelty and neglect |  <p>Provide memo to Council describing current state and issues</p>         |  <p>Caryn Champine (PDT Administration)</p>   |  <p>Carrie Daggett (City Attorney's Office)</p>  <p>Mary Donaldson (City Attorney)</p>  <p>Marcy Yoder (CDNS)</p>       | 10/1/21              | 12/31/21           | 0 %                        | Memo anticipated by year end. |
|  |  <p>Council follow up questions/possible work session or other dialogue</p> |  <p>Caryn Champine (PDT Administration)</p>   |  <p>Carrie Daggett (City Attorney's Office)</p>  <p>Mary Donaldson (City Attorney)</p>  <p>Marcy Yoder (CDNS)</p>      | 1/1/22               | 3/30/22            | 0 %                        |                               |
|  |  <p>Draft ordinance/policy/program changes</p>                            |  <p>Caryn Champine (PDT Administration)</p> |  <p>Carrie Daggett (City Attorney's Office)</p>  <p>Mary Donaldson (City Attorney)</p>  <p>Marcy Yoder (CDNS)</p> | 4/1/22               | 6/30/22            | 0 %                        |                               |








| Initiatives           | Milestones                                   | Milestone Owner                     | Milestone Collaborators   | Milestone Start Date | Milestone End Date | Milestone Percent Complete | Milestone Analysis  |
|-----------------------|--|-------------------------------------|---|----------------------|--------------------|----------------------------|---|
|                       | Public outreach                              | Caryn Champine (PDT Administration) | Carrie Daggett (City Attorney's Office)<br>Mary Donaldson (City Attorney)<br>Marcy Yoder (CDNS) | 7/1/22               | 9/30/22            | 0 %                        |   |
|                       | Consideration of Code/policy/program changes | Caryn Champine (PDT Administration) | Carrie Daggett (City Attorney's Office)<br>Mary Donaldson (City Attorney)<br>Marcy Yoder (CDNS) | 10/1/22              | 12/31/22           | 0 %                        |   |
| 2. Juvenile diversion | Reallocate dollars to Launch program         | Jill Hueser (Municipal Court)       | Patty Netherton (Municipal Court)   | 1/1/22               | 3/30/22            | 30 %                       | <p>Oct 2021:<br/>Restorative Traffic Circle Program targeting youth drivers between 16 and 20 years old implemented.</p> <p>First restorative circle scheduled for December 15, 2021.</p> <p>Teen smoking/vaping diversion program design work to begin Jan 2022.</p> <p>Roll-out for smoking/vaping diversion program expected during Q1 2022.</p> |

















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|---|--|--|---|----------------------|--------------------|----------------------------|---------------------------------------|
| 3. Advance transit initiatives that remove barriers |  3a. Funding & Fare Study begins                              | CC Caryn Champine (PDT Administration) | DB Drew Brooks (Transfort/Parking Services)<br>Alexander Bruny<br>AB (Transfort/Parking Services) | 10/1/21              | 12/31/21           | 5 %                        | Firm selected.                        |
|   |  3a. W. Eliz. BRT prelim design complete                      | CC Caryn Champine (PDT Administration) | DB Drew Brooks (Transfort/Parking Services)<br>Alexander Bruny<br>AB (Transfort/Parking Services) | 10/1/21              | 12/31/21           | 50 %                       | On budget and schedule as planned.    |
|   |  3a. North College Transit Oriented Development Plan complete | CC Caryn Champine (PDT Administration) | DB Drew Brooks (Transfort/Parking Services)<br>Alexander Bruny<br>AB (Transfort/Parking Services) | 4/1/22               | 6/30/22            | 60 %                       | On budget and schedule as planned.    |
|   |  3b. Transfort & PSD Coordination Study begins              | CC Caryn Champine (PDT Administration) | DB Drew Brooks (Transfort/Parking Services)<br>Alexander Bruny<br>AB (Transfort/Parking Services) | 4/1/22               | 6/30/22            | 0 %                        | Project to begin in 2022 budget year. |

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|--------------------------------|---|---|--|----------------------|--------------------|----------------------------|--|
|                                |  <b>3a. Funding &amp; Fare Study complete</b>                  |  Caryn Champine (PDT Administration) |  Drew Brooks (Transfort/Parking Services)<br> Alexander Bruny (Transfort/Parking Services)   | 10/1/22              | 12/31/22           | 5 %                        | Firm selected.   |
|                                |  <b>3a. North Transit Facility Design and Study complete</b>   |  Caryn Champine (PDT Administration) |  Drew Brooks (Transfort/Parking Services)<br> Alexander Bruny (Transfort/Parking Services)   | 10/1/22              | 12/31/22           | 25 %                       | General study is complete, next steps would be land acquisition and then design.   |
|                                |  <b>3b. Transfort &amp; PSD Coordination Study complete</b>    |  Caryn Champine (PDT Administration) |  Drew Brooks (Transfort/Parking Services)<br> Alexander Bruny (Transfort/Parking Services) | 1/1/23               | 3/31/23            | 0 %                        | Project to begin in 2022 budget year.  |
| 4. Improved traffic compliance |  <b>Determine high-risk locations and formulate strategy</b> |  John Feyen (Police)               |  Greg Yeager (Police - Administration)  | 10/1/21              | 12/31/21           | 50 %                       | October 2021: There is a monthly meeting between the FCPS traffic unit and Traffic Ops with the City. This meeting is used to identify high-risk locations and develop strategies to impact these locations. |
|                                |  <b>Deploy strategy</b>                                      |  John Feyen (Police)               |  Greg Yeager (Police - Administration)  | 1/1/22               | 6/30/22            | 0 %                        | October 2021: Work will begin in January 2022.   |











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| 5. Advance Regionalism - collaboration regionally while maintaining the unique character of Fort Collins         |  Create matrix of collaborative groups' meetings/purpose/goals |  Tyler Marr (City Manager's Office)          |  | 10/1/21              | 12/31/21           | 0 %                        | Memo and matrix to be provided to Council by year end.  |
| 6. Look into changing the April election to November with School Board years to have all local elections at once |  Develop background information                                |  Tammi Pusheck (City Clerk's Office)         |  Rita Knoll (City Clerk's Office)<br> Kyle Stannert (City Manager's Office)    | 10/1/21              | 12/31/21           | 0 %                        | Committee members have received required information to make an informed decision.  |
|  |  Organize Election Code Committee                              |  Tammi Pusheck (City Clerk's Office)         |  Rita Knoll (City Clerk's Office)<br> Kyle Stannert (City Manager's Office)    | 10/1/21              | 12/31/21           | 0 %                        | Committee meets every third Monday monthly from 12:00-1:30.   |
|  |  Completion of tasks to allow voter consideration            |  Tammi Pusheck (City Clerk's Office)       |  Rita Knoll (City Clerk's Office)<br> Kyle Stannert (City Manager's Office) | 4/1/23               | 6/30/23            | 0 %                        | <ul style="list-style-type: none"> <li>Determined consideration will go to the voters in November 2022. Have discussed voter language, but need to wait for committee decisions before moving forward.</li> </ul> |
| 7. Advance gender equity in City Sales Tax Code  |  October adoption of Code Changes                            |  Jennifer Poznanovic (Finance - Sales Tax) |  | 9/1/21               | 12/31/21           | 100 %                      | Ordinance passed on 2nd reading - October 19th  |

















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|---|--|---|--|----------------------|--------------------|----------------------------|--|
| 8. Attract and retain competitive and diverse talent to meet the needs of the community; provide child care options for City employees. |  <p>EPIC to submit final report with recommendations by the end of December.</p>                                  |  <p>Teresa Roche (Human Resources)</p>                     |  | 10/1/21              | 12/31/21           | 60 %                       | <p>Child care survey completed and consultants currently reviewing responses.</p> <p>Meetings held with internal and external stakeholders.</p> <p>Met with the Larimer County Human Resources Director to ensure we stay connected with their timeline.</p> |
|   |  <p>Consideration of recommendations with funding requirements. Deploy strategies where funding not a factor.</p> |  <p>Teresa Roche (Human Resources)</p>                     |  | 1/1/22               | 3/30/22            | 0 %                        |  |
| 9. Help bird species recover  |  <p>Create inter-departmental team</p>  |  <p>Charlotte Norville (Natural Areas)</p>                 |  <p>Rob Crabb IV (Parks)</p>  | 1/1/22               | 3/30/22            | 0 %                        |  |
|   |  <p>Develop education program for Migratory Bird Day</p>   |  <p>Charlotte Norville (Natural Areas)</p>                 |  <p>Rob Crabb IV (Parks)</p>  | 1/1/22               | 3/30/22            | 0 %                        |  |
|   |  <p>Resolution for World Migratory Bird Day</p>   |  <p>Charlotte Norville (Natural Areas)</p>               |  <p>Rob Crabb IV (Parks)</p>  | 4/1/22               | 6/30/22            | 0 %                        |  |
| 10. Accelerate composting - (Curbside and business)   |  <p>Work toward compost facility via Regional Wasteshed Project</p>   |  <p>Jacqueline Kozak-Thiel (Sustainability Services)</p> |  <p>Lindsay Ex (Environmental Services)</p> <p>            Caroline Mitchell (Environmental Services)         </p> | 10/1/21              | 4/30/23            | 20 %                       | <p>Oct 2021:</p> <p>Staff are continuing to engage in Regional Wasteshed Coalition. Councilmembers Ohlson and Gutowsky have been oriented and participated in Policy Advisory Council.</p>   |













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| 11. Adopt graywater statute to allow graywater systems in new buildings |  November Council Work Session                   | Carrie Daggett (City Attorney's Office)             | Liesel Hans (Utilities Customer Connections)   | 10/1/21              | 12/31/21           | 70 %                       | Completed research and interviews with other communities.<br>Conducted internal staff stakeholder workshop.<br>Started conversations with developers, water districts, and graywater system companies.<br>Draft of Council materials in the works. Due Oct 27th. |
|   |  Ordinance Development                           | Carrie Daggett (City Attorney's Office)             | Liesel Hans (Utilities Customer Connections)   | 1/1/22               | 3/30/22            | 0 %                        |  |
|   |  Stakeholder Outreach                            | Carrie Daggett (City Attorney's Office)             | Liesel Hans (Utilities Customer Connections)   | 4/1/22               | 6/30/22            | 0 %                        |  |
|   |  Present to Council                              | Carrie Daggett (City Attorney's Office)             | Liesel Hans (Utilities Customer Connections)   | 7/1/22               | 9/30/22            | 0 %                        |  |
|   |  Implement Ordinance and revised building code | Carrie Daggett (City Attorney's Office)           | Liesel Hans (Utilities Customer Connections)   | 10/1/22              | 12/31/22           | 0 %                        |  |
| 12. Districted system for garbage, recycling and compost                |  Project scope and plan                        | Jacqueline Kozak-Thiel (Sustainability Services)  | Lindsay Ex (Environmental Services) <br>Caroline Mitchell (Environmental Services)  | 10/1/21              | 12/31/21           | 15 %                       | Oct 2021:<br>Project scope and plan on track to be completed by 12/31/21   |















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|-------------|--|--|---|----------------------|--------------------|----------------------------|---------------------------------------|
|             |  Research, modeling, metrics                            | Jacqueline Kozak-Thiel (Sustainability Services)    | Lindsay Ex (Environmental Services) <br>Caroline Mitchell (Environmental Services)      | 1/1/22               | 3/30/22            | 0 %                        | Oct 2021:<br>Work to begin in Q1 2022 |
|             |  Hauler and resident engagement                         | Jacqueline Kozak-Thiel (Sustainability Services)    | Lindsay Ex (Environmental Services) <br>Caroline Mitchell (Environmental Services)      | 4/1/22               | 9/30/22            | 0 %                        | Oct 2021:<br>Work to begin in Q2 2022 |
|             |  Council review of engagement findings and RFP approach | Jacqueline Kozak-Thiel (Sustainability Services)    | Lindsay Ex (Environmental Services) <br>Caroline Mitchell (Environmental Services)     | 10/1/22              | 12/31/22           | 0 %                        | Oct 2021:<br>Work to begin in Q4 2022 |
|             |  Determine next steps with Council                    | Jacqueline Kozak-Thiel (Sustainability Services)  | Lindsay Ex (Environmental Services) <br>Caroline Mitchell (Environmental Services)  | 1/1/23               | 3/30/23            | 0 %                        | Oct 2021:<br>Work to begin in Q1 2023 |

































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| 13. Explore climate emergency messaging and action |  Begin update of OCF tactical plan |  Jacqueline Kozak-Thiel (Sustainability Services) |  Honore Depew (Environmental Services)<br> John Phelan (Utilities Customer Connections)<br> Molly Saylor (Environmental Services)   | 1/1/22               | 3/30/22            | 0 %                        | Oct 2021:<br>Work to begin in Q1 2022 |
|  |  Continue update OCF tactical plan |  Jacqueline Kozak-Thiel (Sustainability Services) |  Honore Depew (Environmental Services)<br> John Phelan (Utilities Customer Connections)<br> Molly Saylor (Environmental Services) | 4/1/22               | 9/30/22            | 0 %                        | Oct 2021:<br>Work to begin in Q2 2022 |















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|  |  <p>Test messaging with community; evaluate Climate goals; update Council</p>                    |  <p>Jacqueline Kozak-Thiel (Sustainability Services)</p> |  <p>Honore Depew (Environmental Services)</p>  <p>Jill Marx (CPIO)</p>  <p>Jensen Morgan (Environmental Services)</p> | 4/1/22               | 9/30/22            | 0 %                        | Oct 2021:<br>Work to begin in Q2 2022   |
|  |  <p>Complete update of OCF tactical plan; recommendations for goals and messaging to Council</p> |  <p>Jacqueline Kozak-Thiel (Sustainability Services)</p> |  <p>Honore Depew (Environmental Services)</p>  <p>Lindsay Ex (Environmental Services)</p>  | 10/1/22              | 12/31/22           | 0 %                        | Oct 2021:<br>Work to begin in Q3 2022   |
|  |  <p>Implement recommendations</p>  |  <p>Jacqueline Kozak-Thiel (Sustainability Services)</p> |  <p>Honore Depew (Environmental Services)</p>   | 1/1/23               | 6/30/23            | 0 %                        | Oct 2021:<br>Work to begin in Q1 2023   |
| 14. Effective soil amendment policies and compliance (water usage) |  <p>Research best practices, draft language, and coordinate internally</p>                     |  <p>Theresa Connor (Utilities)</p>                     |  <p>Katie Collins (Utilities - Customer Connections)</p>  <p>Jesse Schlam (Utilities - Enviro Reg Affairs)</p>   | 10/1/21              | 12/31/21           | 10 %                       | Oct 2021:<br>Developed scope of work for consultant work.<br>In negotiations with consultant to perform research. |















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|---|--|--|---|----------------------|--------------------|----------------------------|---|
|   |  <b>Initiate and complete outreach</b>  |  Theresa Connor (Utilities)   |  Katie Collins (Utilities - Customer Connections)<br> Jesse Schlam (Utilities - Enviro Reg Affairs) | 1/1/22               | 6/30/22            | 0 %                        |   |
|   |  <b>Bring revised ordinance to Council</b>  |  Theresa Connor (Utilities)   |  Katie Collins (Utilities - Customer Connections)<br> Jesse Schlam (Utilities - Enviro Reg Affairs) | 7/1/22               | 9/30/22            | 0 %                        |   |
| <b>15. Protect and Enhance Instream River Flows</b> |  <b>Discussions with Northern Water, 1041 Regulatory Development, &amp; Regional Water Discussion</b> |  Theresa Connor (Utilities)   |   | 10/1/21              | 12/31/21           | 33 %                       | <p>- Discussions with Northern Water to influence the outcome of the Northern Integrated Water Supply Project are ongoing. The timing of the next major milestone is the issuance by the Record of Decision of the permit by the Army Corps of Engineers. The timing of that is unknown.</p> <p>- the 1041 Regulatory Development is being led by PDT and is in process.</p> <p>- The regional group of Mayor and Mayor Pro Tems met with the staff and Board Chairs of regional water districts to discuss shared interests such as stronger policy advocacy at the state and federal levels to protect local water resources.</p> |
|   |  <b>Begin implementation of BFO Offers accepted</b>   |  Theresa Connor (Utilities) |   | 1/1/22               | 3/30/22            | 0 %                        |   |

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|------------------------------|--|--|---|----------------------|--------------------|----------------------------|---|
|                              |  <p>1041 Regulatory Development and Regional Water Discussion</p> |  Theresa Connor (Utilities)                         |   | 4/1/22               | 9/30/22            | 0 %                        |   |
| 16. Reduce Plastic Pollution |  <p>Distribution of free reusable bags</p>                        |  Jacqueline Kozak-Thiel (Sustainability Services)   |  Caroline Mitchell (Environmental Services)<br> Molly Saylor (Environmental Services)     | 10/1/21              | 12/31/21           | 5 %                        | Oct 2021:<br>Research on sourcing reusable bags in October and is on track for distribution in late Q4 2021, pending any supply chain or similar disruptions.                 |
|                              |  <p>Stakeholder engagement</p>                                    |  Jacqueline Kozak-Thiel (Sustainability Services)   |  Caroline Mitchell (Environmental Services)<br> Molly Saylor (Environmental Services)     | 10/1/21              | 12/31/21           | 10 %                       | Oct 2021:<br>Planning in October for Nov/Dec engagement<br><a href="#">Progress memo</a> on engagement and comparison of State Bill and Local Ordinance provided in September |
|                              |  <p>Consultant technology review</p>                            |  Jacqueline Kozak-Thiel (Sustainability Services) |  Caroline Mitchell (Environmental Services)<br> Molly Saylor (Environmental Services) | 1/1/22               | 6/30/22            | 0 %                        | Oct 2021:<br>Work to begin in Q1 2022   |















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|-------------|--|--|---|----------------------|--------------------|----------------------------|---------------------------------------|
|             |  Council work session                                     | Jacqueline Kozak-Thiel (Sustainability Services)    | Caroline Mitchell (Environmental Services) <br>Molly Saylor (Environmental Services)      | 1/1/22               | 3/30/22            | 0 %                        | Oct 2021:<br>Work to begin in Q1 2022 |
|             |  Ordinance implementation and outreach                    | Jacqueline Kozak-Thiel (Sustainability Services)    | Caroline Mitchell (Environmental Services) <br>Molly Saylor (Environmental Services)      | 4/1/22               | 6/30/22            | 0 %                        | Oct 2021:<br>Work to begin in Q2 2022 |
|             |  Additional Community engagement                          | Jacqueline Kozak-Thiel (Sustainability Services)    | Caroline Mitchell (Environmental Services) <br>Molly Saylor (Environmental Services)    | 7/1/22               | 12/31/22           | 0 %                        | Oct 2021:<br>Work to begin in Q3 2022 |
|             |  Possible Council work session to review policy options | Jacqueline Kozak-Thiel (Sustainability Services)  | Caroline Mitchell (Environmental Services) <br>Molly Saylor (Environmental Services)  | 1/1/23               | 3/30/23            | 0 %                        | Oct 2021:<br>Work to begin in Q1 2023 |



















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|--------------------------|---|--|---|----------------------|--------------------|----------------------------|--|
| 17. Improved Air Quality |  Council work session on oil and gas regulations |  Jacqueline Kozak-Thiel (Sustainability Services)   |  Cassie Archuleta (Environmental Services)<br> Kelly Smith (CDNS)                   | 10/1/21              | 12/31/21           | 15 %                       | Oct 2021:<br><ul style="list-style-type: none"> <li>• <a href="#">Progress update memo</a> sent 10/14</li> <li>• Draft code language under development</li> <li>• Council Work Session re-scheduled to March 2022</li> </ul> |
|                          |  EPA grant                                       |  Jacqueline Kozak-Thiel (Sustainability Services)   |  Megan DeMasters (Environmental Services)<br> Selina Lujan (Environmental Services) | 10/1/21              | 12/31/21           | 2 %                        | Oct 2021:<br><ul style="list-style-type: none"> <li>• Council first reading for the appropriation of funds on October 19th; Second Reading on Nov 2</li> <li>• Grant 'Kick-Off' Meeting with EPA on 10/13</li> </ul>         |
|                          |  Consider oil and gas code revisions             |  Jacqueline Kozak-Thiel (Sustainability Services)   |  Cassie Archuleta (Environmental Services)<br> Kelly Smith (CDNS)                   | 1/1/22               | 3/30/22            | 0 %                        | Oct 2021:<br>Work to begin in Q1 2022  |
|                          |  Create interagency task force                 |  Jacqueline Kozak-Thiel (Sustainability Services) |  Cassie Archuleta (Environmental Services)   | 1/1/22               | 3/30/22            | 0 %                        | Oct 2021:<br>Work to begin in Q1 2022  |
|                          |  Lawn and garden equipment rebate program      |  Jacqueline Kozak-Thiel (Sustainability Services) |  Jason Komes (Environmental Services)  | 4/1/22               | 9/30/22            | 0 %                        | Oct 2021:<br>Work to begin in Q2 2022  |




















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|  |  <p>State considers updated State Implementation Plan (SIP) re: ozone non-attainment</p>  |  <p>Jacqueline Kozak-Thiel (Sustainability Services)</p>   |  <p>Cassie Archuleta (Environmental Services)</p>   | 10/1/22              | 12/31/22           | 0 %                        | Oct 2021:<br>Work to begin in Q4 2022   |
| 18. Make real progress on the road to Zero Waste (with focus on multi-family and commercial recycling and construction and demolition recycling) |  <p>Multifamily and commercial Community Recycling Ordinance compliance sweep.</p>  |  <p>Jacqueline Kozak-Thiel (Sustainability Services)</p>   |  <p>Caroline Mitchell (Environmental Services)</p>  <p>Marcy Yoder (CDNS)</p>                  | 10/1/21              | 1/1/22             | 30 %                       | Oct 2021:<br>Compliance Sweep partially complete through partnership with Code Compliance |
|  |  <p>Hire C&amp;D staff (if funded), or continue C&amp;D recycling complaint response and compliance inspections as time allows.</p> |  <p>Jacqueline Kozak-Thiel (Sustainability Services)</p>   |  <p>Lindsay Ex (Environmental Services)</p>  <p>Caroline Mitchell (Environmental Services)</p> | 1/1/22               | 3/1/22             | 0 %                        | Oct 2021:<br>Work to begin in Q1 2022   |
|  |  <p>Memo to Council on compliance sweep.</p>  |  <p>Jacqueline Kozak-Thiel (Sustainability Services)</p> |  <p>Caroline Mitchell (Environmental Services)</p>  <p>Marcy Yoder (CDNS)</p>              | 1/1/22               | 3/1/22             | 0 %                        | Oct 2021:<br>Work to begin in Q1 2022   |
|  |  <p>C&amp;D staff (if funded) works to increase proactive C&amp;D recycling compliance.</p>                                       |  <p>Jacqueline Kozak-Thiel (Sustainability Services)</p> |  <p>Caroline Mitchell (Environmental Services)</p>  | 3/1/22               | 5/31/22            | 0 %                        | Oct 2021:<br>Work to begin in Q1 2022   |
|  |  |   |  |                      |                    |                            |   |


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|             |  C&D staff (if funded) engages in C&D market development projects at state & regional level. |  Jacqueline Kozak-Thiel (Sustainability Services)   |  Caroline Mitchell (Environmental Services)  | 6/1/22               | 8/31/22            | 0 %                        | Oct 2021:<br>Work to begin in Q2 2022 |
|             |  C&D staff (if funded) provide update and impact memo to Council on C&D recycling.           |  Jacqueline Kozak-Thiel (Sustainability Services)   |  Caroline Mitchell (Environmental Services)  | 1/1/23               | 3/31/23            | 0 %                        | Oct 2021:<br>Work to begin in Q1 2023 |
|             |  Compile research on deconstruction ordinance and determine next steps if applicable.        |  Caryn Champine (PDT Administration)                |  Lindsay Ex (Environmental Services)<br> Paul Sizemore (CDNS)     | 4/1/23               | 6/30/23            | 0 %                        | Oct 2021:<br>Work to begin in Q2 2023 |
|             |  Share outcome of deconstruction ordinance and recommendations via memo to Council.        |  Jacqueline Kozak-Thiel (Sustainability Services) |  Lindsay Ex (Environmental Services)<br> Paul Sizemore (CDNS) | 4/1/23               | 6/30/23            | 0 %                        | Oct 2021:<br>Work to begin in Q2 2023 |














































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| 19. Xeriscape – Increase rebates and education, less green lawns with new development |  <p>Water Supply Requirements modification</p>                              |  Theresa Connor (Utilities)                         |  Abbye Neel (Utilities - Customer Connections)   | 10/1/21              | 12/31/21           | 75 %                       | <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 that will take place in 2022.</li> </ul> |
|   |  <p>Council Work Session on xeriscape requirements in development codes</p> |  Theresa Connor (Utilities)                         |  Katie Collins (Utilities - Customer Connections)  | 1/1/22               | 3/30/22            | 10 %                       | <p>Oct 2021:</p> <p>Scheduled for March 22, 2022 council work session.</p> <p>In negotiations with consultant to perform research of peer cities on landscape regulations.</p>   |
| 20. Enhanced recycling education  |  <p>Barriers to Recycling engagement and benchmarking</p>                   |  Jacqueline Kozak-Thiel (Sustainability Services)   |  Caroline Mitchell (Environmental Services)<br> Molly Saylor (Environmental Services)   | 10/1/21              | 12/31/21           | 15 %                       | <p>Oct 2021:</p> <p>Staff is starting to engage with historically underrepresented community members on project</p>  |
|   |  <p>Analyze engagement feedback</p>                                       |  Jacqueline Kozak-Thiel (Sustainability Services) |  Caroline Mitchell (Environmental Services)<br> Molly Saylor (Environmental Services) | 1/1/22               | 3/30/22            | 0 %                        | <p>Oct 2021:</p> <p>Work to begin in Q1 2022</p>   |

| Initiatives   | Milestones   | Milestone Owner  | Milestone Collaborators   | Milestone Start Date | Milestone End Date | Milestone Percent Complete | Milestone Analysis   |
|---|--|--|---|----------------------|--------------------|----------------------------|--|
|   |  <b>Implement and track new education elements</b>                  |  Jacqueline Kozak-Thiel (Sustainability Services)   |  Lindsay Ex (Environmental Services)<br> Caroline Mitchell (Environmental Services) | 4/1/22               | 12/31/22           | 0 %                        | Oct 2021:<br>Work to begin in Q2 2022  |
|   |  <b>Memo to Council on engagement findings and recommendations</b>  |  Jacqueline Kozak-Thiel (Sustainability Services)   |  Lindsay Ex (Environmental Services)<br> Caroline Mitchell (Environmental Services) | 4/1/22               | 6/30/22            | 0 %                        | Oct 2021:<br>Work to begin in Q2 2022  |
|   |  <b>Memo to Council summarizing changes made and next steps</b>     |  Jacqueline Kozak-Thiel (Sustainability Services)   |  Lindsay Ex (Environmental Services)<br> Caroline Mitchell (Environmental Services) | 1/1/23               | 3/30/23            | 0 %                        | Oct 2021:<br>Work to begin in Q1 2023  |
| <b>21. Improved and accelerated stream (riparian) restoration</b> |  <b>Review options for work acceleration with Council Finance</b> |  Theresa Connor (Utilities)                       |   | 10/1/21              | 12/31/21           | 0 %                        | Background memo provided to Council September 29, 2021.<br>Topic to be discussed at November Council Finance Committee meeting.  |
| <b>22. Raise the minimum wage</b>                                 |  <b>Issue RFP and Select Consultant</b>                           |  Jacqueline Kozak-Thiel (Sustainability Services) |  Josh Birks (Economic Health)<br>DeAngelo Bowden<br> (City Manager's Office)    | 10/1/21              | 12/31/21           | 50 %                       | Oct. 2021: <ul style="list-style-type: none"> <li>Request for Proposals active closing on October 20, 2021</li> <li>Core and Working Teams established with initial membership</li> <li>Project Charter drafted</li> <li>Initial timeline developed</li> </ul> |










| Initiatives                                | Milestones   | Milestone Owner  | Milestone Collaborators   | Milestone Start Date | Milestone End Date | Milestone Percent Complete | Milestone Analysis  |
|--|--|--|---|----------------------|--------------------|----------------------------|---|
|  |  Complete Survey and Engagement                               | Jacqueline Kozak-Thiel (Sustainability Services)    |  Josh Birks (Economic Health)<br>DeAngelo Bowden (City Manager's Office)      | 1/1/22               | 3/30/22            | 0 %                        | Oct. 2021:<br>Work to begin in Q1 2022.   |
|  |  Present Findings to City Council                             | Jacqueline Kozak-Thiel (Sustainability Services)    |  Josh Birks (Economic Health)<br>DeAngelo Bowden (City Manager's Office)      | 4/1/22               | 6/30/22            | 0 %                        | Oct. 2021:<br>Work to begin in Q2 2022.   |
|  |  Council Consider local ordinance                             | Jacqueline Kozak-Thiel (Sustainability Services)    |  Josh Birks (Economic Health)<br>DeAngelo Bowden (City Manager's Office)      | 7/1/22               | 9/30/22            | 0 %                        | Oct. 2021:<br>Work to begin in Q3 2022.   |
|  |  Local minimum wage effective [Depending on Council Action] | Jacqueline Kozak-Thiel (Sustainability Services)  |  Josh Birks (Economic Health)<br>DeAngelo Bowden (City Manager's Office)  | 1/1/23               | 3/30/23            | 0 %                        | Oct. 2021:<br>Work to begin in Q1 2023.   |
| 23. Develop a Circular Economy Plan (EHSP) |  Issue RFP and select Consultant                            | Jacqueline Kozak-Thiel (Sustainability Services)  |  Josh Birks (Economic Health)  | 1/1/22               | 3/30/22            | 0 %                        | Oct. 2021:<br>Work to begin in Q1 2022 on the Economic Health Strategic Plan, which will consider Circular Economy as part of the work. |

| Initiatives   | Milestones   | Milestone Owner  | Milestone Collaborators   | Milestone Start Date | Milestone End Date | Milestone Percent Complete | Milestone Analysis  |
|---|--|--|---|----------------------|--------------------|----------------------------|---|
|   |  Engage Community   | Jacqueline Kozak-Thiel (Sustainability Services)    |  Josh Birks (Economic Health)  | 4/1/22               | 9/30/22            | 0 %                        | Oct. 2021:<br>Work to begin in Q2 2022 on the Economic Health Strategic Plan, which will consider Circular Economy as part of the work. |
|   |  Prepare Existing Conditions Analysis   | Jacqueline Kozak-Thiel (Sustainability Services)    |  Josh Birks (Economic Health)  | 4/1/22               | 6/30/22            | 0 %                        | Oct. 2021:<br>Work to begin in Q2 2022 on the Economic Health Strategic Plan, which will consider Circular Economy as part of the work. |
|   |  Present Big Moves and Strategy Update to Council   | Jacqueline Kozak-Thiel (Sustainability Services)    |  Josh Birks (Economic Health)  | 10/1/22              | 12/31/22           | 0 %                        | Oct. 2021:<br>Work to begin in Q4 2022 on the Economic Health Strategic Plan, which will consider Circular Economy as part of the work. |
|   |  Develop Implementation Plan  | Jacqueline Kozak-Thiel (Sustainability Services)    |  Josh Birks (Economic Health)  | 1/1/23               | 3/30/23            | 0 %                        | Oct. 2021:<br>Work to begin in Q1 2023 on the Economic Health Strategic Plan, which will consider Circular Economy as part of the work. |
| 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. | Jacqueline Kozak-Thiel (Sustainability Services)    |  Josh Birks (Economic Health)<br>Clay Frickey (Economic Health - URA)<br>Teresa Roche (Human Resources)   | 10/1/21              | 4/30/23            | 5 %                        | Oct 21:<br><ul style="list-style-type: none"><li>Continuing engagement with PSD on Future Lab site</li></ul>                            |
| 25. Affordable, Quality and Accessible Childcare Infrastructure         |  Periodic memo updates to Council as appropriate and necessary  | Jacqueline Kozak-Thiel (Sustainability Services)  | Adam Molzer (Social Sustainability) <br>Beth Yonce (Social Sustainability)    | 4/1/22               | 6/30/22            | 0 %                        | <ul style="list-style-type: none"><li>October 2021: memo will be developed in spring 2022</li></ul>                                     |

| Initiatives   | Milestones   | Milestone Owner  | Milestone Collaborators   | Milestone Start Date | Milestone End Date | Milestone Percent Complete | Milestone Analysis  |
|---|--|--|---|----------------------|--------------------|----------------------------|---|
|   |  Periodic memo updates to Council as appropriate and necessary            |  Jacqueline Kozak-Thiel (Sustainability Services) |  Adam Molzer (Social Sustainability)<br> Beth Yonce (Social Sustainability) | 10/1/22              | 12/31/22           | 0 %                        |   |
| 26. Create a targeted, specific plan for community recovery                       |  Draft Recovery Plan: Work session (Oct 26), and Council adoption (Dec 7) |  Travis Storin (Finance)                          |  SeonAh Kendall (Finance)<br> Sarah Meline (Finance)                        | 10/1/21              | 12/31/21           | 40 %                       | Impacts to the timing of the recovery plan: <ul style="list-style-type: none"> <li>• U.S. Treasury Final Rules have not been released as of 10/21/21 - anticipated fall 2021 release.</li> <li>• Delta variant has slowed in-person events, however, staff have pivoted and had robust online engagement.</li> <li>• Collaboration and alignment with County recovery engagement.</li> <li>• Opportunity to align with Strategic Plan.</li> </ul> |
|   |  Implementation   |  Travis Storin (Finance)                          |  SeonAh Kendall (Finance)<br> Sarah Meline (Finance)                        | 1/1/22               | 12/31/22           | 20 %                       | Ordinance 079, 2021 Allocation of Short-Term, Immediate Needs allocated \$4.2M. 2022 Recommended City Manager's Budget has an additional \$3.6M for Council consideration. As of 10/21/21, \$6M of the \$7.8 is dedicated.  |
| 27. Access funding for parks (maintenance and operations, refresh, and new parks) |  Council Finance Committee  |  Mike Calhoon (Parks)                           |  Seve Ghose (Community Services)   | 10/1/21              | 12/31/21           | 20 %                       | Oct 2021: <ul style="list-style-type: none"> <li>• Work began with preliminary meeting to determine composition of internal team</li> <li>• Consideration of New Revenue Sources scheduled for the December Council Finance Committee meeting</li> </ul>  |
|   |  Convene internal team.   |  Mike Calhoon (Parks)                           |  Seve Ghose (Community Services)   | 1/1/22               | 3/30/22            | 0 %                        | Oct 2021:<br>Work to begin in Q1 2022   |

| Initiatives                                       | Milestones   | Milestone Owner   | Milestone Collaborators  | Milestone Start Date | Milestone End Date | Milestone Percent Complete | Milestone Analysis   |
|---|--|---|--|----------------------|--------------------|----------------------------|--|
|   |  Council work session.                                      |  Mike Calhoon (Parks)                  |  Seve Ghose (Community Services)  | 1/1/22               | 3/30/22            | 0 %                        | Oct 2021:<br>Work to begin in Q1 2022  |
|   |  Develop & implement plan following direction clarification |  Mike Calhoon (Parks)                  |  Seve Ghose (Community Services)  | 4/1/22               | 6/30/22            | 0 %                        | Oct 2021:<br>Work to begin in Q2 2022  |
| 28. Improve tree policies                         |  Complete evaluation of current pertinent code              |  Kendra Boot (Parks - Forestry)        |  Mike Calhoon (Parks)   | 10/1/21              | 6/30/22            | 5 %                        | Oct 2021:<br><ul style="list-style-type: none"> <li>Establishing statement of work with consultant to review code. Anticipate contract will be complete in 2021</li> </ul> |
|   |  Draft code updates   |  Kendra Boot (Parks - Forestry)        |  Mike Calhoon (Parks)   | 7/1/22               | 9/30/22            | 0 %                        | Oct 2021:<br>Work to begin in Q3 2022  |
|   |  Submit updates to Council for adoption                     |  Kendra Boot (Parks - Forestry)        |  Mike Calhoon (Parks)   | 10/1/22              | 12/31/22           | 0 %                        | Oct 2021:<br>Work to begin in Q4 2022  |
| 29. Tree planting subsidy                         |  Implement offer and order trees if funded                  |  Kendra Boot (Parks - Forestry)        |  Mike Calhoon (Parks)   | 1/1/22               | 3/30/22            | 0 %                        | Oct 2021:<br>Work to begin in Q1 2022 pending 2022 budget  |
|   |  100% of trees sold to residents for planting             |  Kendra Boot (Parks - Forestry)      |  Mike Calhoon (Parks)   | 7/1/22               | 9/30/22            | 0 %                        | Oct 2021:<br>Work to begin in Q3 2022 pending 2022 budget  |
| 30. Implementation of 15-minute community concept |  Council Work Session                                     |  Caryn Champine (PDT Administration) |  Cortney Geary (FC Moves)<br> Aaron Iverson (FC Moves) | 4/1/22               | 6/30/22            | 0 %                        |  |
|   |  |   |  |                      |                    |                            |  |

| Initiatives                  | Milestones   | Milestone Owner                                  | Milestone Collaborators  | Milestone Start Date | Milestone End Date | Milestone Percent Complete | Milestone Analysis   |
|------------------------------|--|--|--|----------------------|--------------------|----------------------------|--|
|                              | Develop a set of needs/strategies-funding dependent            | Caryn Champine (PDT Administration)              | Cortney Geary (FC Moves)<br>Aaron Iverson (FC Moves)   | 4/1/22               | 6/30/22            | 0 %                        |  |
|                              | Create draft plan  | Caryn Champine (PDT Administration)              | Cortney Geary (FC Moves)<br>Aaron Iverson (FC Moves)   | 7/1/22               | 9/30/22            | 0 %                        |  |
|                              | Finalize plan for approval                                     | Caryn Champine (PDT Administration)              | Cortney Geary (FC Moves)<br>Aaron Iverson (FC Moves)   | 10/1/22              | 12/31/22           | 0 %                        |  |
| 31. Homelessness Initiatives | Shelter "inform" campaign                                      | Jacqueline Kozak-Thiel (Sustainability Services) | Brittany Depew (Social Sustainability)<br>Jill Marx (CPIO)<br>Beth Yonce (Social Sustainability) | 11/1/21              | 12/31/21           | 10 %                       | <ul style="list-style-type: none"> <li>Inform campaign will begin with Homelessness Awareness Month social media campaign in collaboration with homeless service providers (Nov)</li> <li>SSD and CPIO pitching story to local media re: homelessness in our community and need for 24/7 shelter (Nov/Dec)</li> <li>Creating 24/7 shelter FAQ for FCGov website (Nov/Dec)</li> </ul> |
|                              | Community Engagement for future 24/7 shelter-funding dependent | Jacqueline Kozak-Thiel (Sustainability Services) | Brittany Depew (Social Sustainability)<br>Jill Marx (CPIO)<br>Beth Yonce (Social Sustainability) | 1/1/22               | 3/30/22            | 0 %                        |  |

| Initiatives | Milestones   | Milestone Owner  | Milestone Collaborators  | Milestone Start Date | Milestone End Date | Milestone Percent Complete | Milestone Analysis |
|-------------|--|--|--|----------------------|--------------------|----------------------------|--------------------|
|             |  Outreach Fort Collins midtown planning.  |  Jacqueline Kozak-Thiel (Sustainability Services) |  Brittany Depew (Social Sustainability)<br> Jill Marx (CPIO)<br> Beth Yonce (Social Sustainability) | 1/1/22               | 3/30/22            | 0 %                        |                    |
|             |  Implementation of OFC midtown expansion. |  Jacqueline Kozak-Thiel (Sustainability Services) |  Brittany Depew (Social Sustainability)<br> Beth Yonce (Social Sustainability)   | 7/1/22               | 9/30/22            | 0 %                        |                    |