

Final FY 2025-2027 City Work Program

#	Project Title	Project Description	Council Goal	Allocated budget (Not including staff costs)	Project Size	Lead Department(s)	Estimated Timeline
New Projects - Added March 2025							
1	Economic Development for Retail and Small Businesses	1.1 Streamline permitting process for small businesses 1.2 Retention and recruitment of retail and small businesses: Explore options to support small businesses/startups, fill empty storefronts, and encourage entry of new forms of retail to promote revitalization <ul style="list-style-type: none"> • Explore more themed events like restaurant week, and other festivals to bring vitality to Cupertino businesses • Improve placemaking in the city and the city's revenue stream 	Quality of Life, Fiscal Strategy	\$200,000	Large	City Manager's Office	Year 1 start
2	Small Business Council/Economic Development	1.3 Create a small business council, provide regulatory support. 1.4 Restore the EDC	Quality of Life, Fiscal Strategy	\$0	Small	City Manager's Office	Year 1
3	Grants Analyst	1.5 Explore a Grants Analyst Position	Fiscal Strategy	\$0	Small	Administrative Services	Year 1
4	Permit Streamlining and Simplification for Small Home Upgrades	Develop a suite of improvements to (1) improve access to, and (2) speed the processing of permits for small home upgrades so as to enhance compliance and improve overall efficiency. Improve turnaround times. Set SLA' s for staff and outsourced reviewers, customer service KPI' s, templates to reduce back and forth, internal staff expertise to reduce consulting expenses.	Quality of Life	\$250,000	Medium	Community Development	Year 1 start Year 2 end
5	Financial, Investment, and Cashflow Policy Review	Review and assess the City's investment policy and best practices with an analysis of quarterly treasurers report. Establish a cashflow management policy with the goal to reduce the total percentage in cash from 20% to 2% and to reduce the total percentage in cash and cash-equivalent to at most 10%, on par with other cities.	Fiscal Strategy	\$25,000	Small	Administrative Services	Year 1
6	Defensible Impact Fee Nexus Study for Traffic Impact Fee, Retail Impact Fee, BMR Impact Fee, and Parkland Impact Fee	Conduct nexus studies to review a range of impact fees, such as Traffic Impact Fee, Retail Impact Fee, BMR Impact Fee, and Parkland Impact Fee, and other means of offsetting conversion of commercial land uses to residential to ensure the impact fees are defensible against legal challenges.	Fiscal Strategy	\$1 Million	Large	City Attorney's Office	Year 2 Start
7	Water Conservation Policies	Reduce irrigation while increasing pollinator supporting vegetation (turf conversion). Optimize irrigation systems including CUSD use agreement sites.	Environmental Sustainability	\$250,000	Medium	Public Works	Year 1 start Year 2 end

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8	Enhance Senior Services	<p>6.1 Due to the high cost of senior centers, many seniors have to "age in place", but do still need services typically provided in senior centers, in addition to common home maintenance.</p> <p>6.2 Utilizing the survey results conducted in 2022 and 2023 to meet the needs of Cupertino seniors</p> <p>6.3 Consider consultant services similar to Palo Alto or Saratoga Senior Center to enhance services, while reducing cost to the city.</p> <p>NOTE: Cupertino Age-Friendly could make a presentation on the result of 2023 survey, in collaboration with the city staff.</p> <p>NOTE: Successful Aging Solutions & Community Consulting (SASCC), who runs the Saratoga Senior Center could provide a free gap analysis and feasibility analysis</p>	Quality of Life	\$65,000	Large	Parks & Recreation	Year 1 start Year 2 end
9	City Properties: Planning for Optimal Use	Future planning strategies for Stockmeir house/garages, Blech House, Blue Pheasant. Goal of judicial use of city-owned properties. Investigate potential purchase of CUSD Finch/Phil property. Include the McClellan Barn and the house at the entrance of Blackberry Farm.	Quality of Life	\$200,000	Medium	Public Works	Year 1 start Year 2 end
10	5G Ordinance	Prepare an ordinance that regulates small cellular facilities in the public right of way.	Quality of Life	\$0	Small	Public Works	Year 1
11	Emergency Operations Readiness	Review fire, earthquake tornado, active shooter, Tsunami, hazardous transport accident policies; and ensure EOC is active and functioning with a permanent position not consultant running the program.	Quality of Life	\$40,000	Medium	Parks & Recreation	Year 1 start Beyond for completion.
12	Urban Forest Program	Create an Urban Forest Master Plan that includes an updated and expanded tree list which will increase the number of trees, enhance the City's tree canopy, and promote landscaping throughout the City.	Environmental Sustainability	\$250,000 (\$110,000 is already allocated for the tree list item under the current CWP.)	Medium	Public Works	Year 1 start Year 2 end

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13	Add notifications for SB 330 and other projects during the application and approval process	11.1 Consider a community meeting requirement for any major project application, especially those requiring a general plan amendment, as some other cities have adopted. 11.2 Consider increasing notification radius from 300 feet to 500 feet (or even 1000 feet for major projects) for any project application, especially those requiring a general plan amendment. 11.3 Improve notification methods for SB 330 preliminary applications, streamlined projects, not requiring planning/council approval and other projects	Public Engagement and Transparency, Housing	\$10,000	Small	Community Development	Year 1 start
14	Unhoused Policies	Determine best practices for limited budget smaller cities to manage the unhoused. Review RV practices in surrounding cities for impacts and potential adoption. Review transitional housing outcomes in surrounding cities. Policies to include nimble contingency plans.	Quality of Life	\$100,000	Large	Community Development	Year 1 start Year 2 end
15	City Hall Annex Renovation including the EOC	Implement City Hall Annex renovation (including the EOC).	Quality of Life	\$0	Small	Public Works	Year 1
16	City Hall Retrofit	Implement the previously approved 2022 City Hall Retrofit.	Quality of Life	\$0	Small	Public Works	Year 1
Ongoing Projects - Added March 2025							
17	Preserve existing and develop new BMR/ELI Housing	Explore opportunities to preserve existing expiring BMR housing. Develop ELI (Extremely Low Income) and BMR housing units for Developmentally Disabled individuals (IDD) on City-owned property as well as the County-owned sites.	Housing	\$250,000	N/A	Community Development	Year 1 start Year 2 end
18	Residential and Mixed Use Residential Design Standards	Create objective design standards for residential projects, including ensuring adequate buffers from neighborhood low-density residential development	Housing, Quality of Life	\$240,000	N/A	Community Development	Year 1
19	Speed Limit Lowering (AB 43)	Lower speed limits where feasible pursuant to state adopted Assembly Bill 43	Transportation	\$0	N/A	Public Works	Year 1
20	Sign Ordinance	Update Sign Ordinance <i>CANCELED at December 1, 2025 CC Meeting</i>	Quality of Life	\$200,000	N/A	Community Development	Year 1 Start, Year 2 end

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21	Active Transportation Plan	This item is a consolidation of existing and new transportation efforts aiming to further goals outlined in the City's Vision Zero Initiative, including: 18.1 Review and update the bike plan 18.2 Review and update the pedestrian plan 18.3 Review current Complete Streets Policy and propose adjustments to create a better interface between all modes of transportation	Transportation	\$330,000	N/A	Public Works	Year 1
22	Bicycle Facilities	Increase the inventory of bicycle facilities and amenities, such as bike racks, citywide.	Transportation	\$50,000	N/A	Public Works	Year 1
23	Art in Public and Private Areas	Revisit Municipal Code Standards for art in public and private development, including the standards in the Municipal Code and developing an Art-in-lieu fee policy.	Quality of Life	\$50,000	N/A	Community Development	Year 1
24	Electrification Study	Conduct public outreach, policy research, and coordinate with regional efforts to develop policy options for electrification of Cupertino's buildings in light of recent legal rulings inhibiting certain electrification efforts.	Environmental Sustainability	\$50,000	N/A	Public Works	Year 1
New Projects - Added December 2025							
25	Memorial Park Study Session	A study session on Memorial Park and the proposed design. Most people I've spoken to love Memorial Park the way it is now where it is mostly naturally space, rather than one jam packed with stuff in the proposed plan. I hope to consider a minimalist option with upgrade of existing features and only include some low impact features. And reduce the cost. Maybe we might refer it to Parks and Rec Commission to consider options.	Quality of Life	\$0	N/A	Public Works	Year 1
26	Preserving Retail in the City	Study session regarding potential ballot measure to protect frontage retail or consider rezoning of mixed-use sites to preserve retail	Quality of Life	\$0	N/A	City Manager's Office	Year 1
27	Protections for Parkland	Consider establishing protections for parkland, similar to those adopted by the cities of Sunnyvale and Milpitas	Environmental Sustainability	\$0	N/A	Administrative Services	Year 1
28	Red Light Cameras	Explore Red Light Cameras in Cupertino	Quality of Life	\$0	N/A	Public Works	Year 1
29	Housing Site Inventory	Options for Expanding Housing Element Site Inventory to Address Potential Shortfall in Zoned Capacity	Housing	\$0	N/A	Community Development	Year 1
30	Public outreach and engagement strategy	Establish citywide standards to embed meaningful engagement into every city project	Public Engagement and Transparency	\$0	N/A	City Manager's Office	Year 1 Start, Year 2 end