FY2027-2030 Action Items Work Plan

Innovative & High Performing Organization						
Type	**Action Item**	**Description**	**Dept(s)**	**Deliverable**	**FY**	**Notes**
Operational	Culture of Performance	Continue to innovate and improve upon the existing successes, tying culture initiatives to performance excellence	CMO CSI HR	Periodic updates to Council	On-going	Expanding focus to connect culture with performance
Operational	Succession Planning	Develop and implement industry best practice-based planning	HR	Update to Council once implemented	FY27	N/A
Operational	Open Data Portal	Evaluate and implement changes to the "open data" process	IT Clerk	Update to Council once implemented	FY27	N/A
Operational	Board/ Commission Orientation	Create orientation/onboarding program for new board, committee, and commission members	Clerk	Update to Council once implemented	FY27	N/A
Operational	Fire Department Accreditation	Achieve accreditation through the Center of Public Safety Excellence	Fire	Update to Council once accreditation is achieved	FY27	N/A
Council Discussion	AI Initiative	Develop strategy to leverage technology to improve service delivery and maximize operational efficiencies	CMO IT CSI	Work Session on recommendations	FY27	Adding new department
Operational	Public Works Accreditation	Evaluate the feasibility of pursuing accreditation through the American Public Works Association	PW	Update to Council on results of evaluation	FY28	Clarifying intent

FY2027-2030 Action Items Work Plan

Operational	Continuous Improvement Program	Implement Continuous Improvement Program and evaluate results	CSI	Periodic updates to Council	FY28	Adding new department and focusing on results from CI Program
Operational	Structured Internship Program	Expand internship program to additional departments	HR	Update to Council once completed	FY28	N/A
Operational	Department Strategic Plans	Create department-level strategic plans in alignment with citywide strategic plan	CSI CMO	Update to Council once completed	FY28	Adding new department
Council Discussion	Goodyear Real-Time Intelligence and Tactical Center (GRIT) Phase 2	Leverage technology to decrease police response times, improve crime prevention, increase criminal investigation solvability rates, and enhance officer safety, while boosting the capabilities of the center with a Drone as First Responder (DFR) program	PD IT	Work Session on recommendations	FY28	New Item
Council Discussion	Customer Service Enhancements & Centralized 311 System	Implement enhancements to customer service including contact methods, translation services, and innovative solutions	CSI CMO IT	Work Session on recommendations	FY28	Moving up and clarifying that improvements should be implemented
Official Action	Strategic Performance Measures	Develop performance measures to evaluate success in achieving the	CSI IT	Measures incorporated into	FY28	New Item

FY2027-2030 Action Items Work Plan

		goals outlined in the Strategic Plan Guiding Principles		Fall 2027 strategic plan update		
Operational	Performance Excellence Certification	Pursue certification/accreditation as a highly performing organization	CSI CMO	Periodic updates to Council	FY29	Clarifying that certification will be pursued
Operational	CAD/RMS Replacement	Implement new Computer Aided & Dispatch (CAD)/Records Management System (RMS) to improve service delivery and data-driven policing	PD IT	Periodic updates to Council	FY29	New Item

Project Types

Operational = Keep Council Informed

Council Discussion = Policy/Budget Direction Needed

Official Action = Council Vote Needed

FY2027-2030 Action Items Work Plan

Fiscal & Resource Management						
Type	**Action Item**	**Description**	**Dept(s)**	**Deliverable**	**FY**	**Notes**
Council Discussion	Departmental Staffing Plans	Evaluate the 2-3 year staffing needs in all departments, in coordination with the Facilities Master Plan (FMP) update	HR	Work Session with overview of Plans	FY27	Moving back in alignment with FMP update
Council Discussion	Strategy for Public Feedback	Develop strategy to increase collection of public feedback and public participation in decision making, including expanded use of focus groups and surveys	CSI Comms IT	Work Session on recommendations	FY27	Adding new department
Official Action	Investment Policy	Update Council-adopted city investment policy to incorporate the latest best practices	Finance	Council adoption of updated policies	FY27	N/A
Council Discussion	Long Term Capital Funding Strategy	Develop long term capital investment and prioritization framework to provide more holistic decision making	FIN CMO	Incorporate into budget/project discussions	FY27	New Item
Operational	New HRIS System	Implement new Human Resource Information System (HRIS) to streamline and reduce errors in onboarding, timekeeping, and payroll	HR Finance IT	Periodic updates to Council or Audit Committee	FY28	New Item

FY2027-2030 Action Items Work Plan

Operational	Initial Review of City Codes and Ordinances	Complete an initial review/inventory of city codes and ordinances to identify conflicts, gaps, and necessary updates	Clerk CMO Legal DSD	Update to Council on findings of initial review	FY28	New Item
Council Discussion	Public Art Program	Evaluate scope and funding level of the Public Art Program	Parks Finance	Work Session on recommendations	FY28	New Item
Operational	2030 Census	Prepare extensive public outreach plan to maximize participation in 2030 Census	CMO	Periodic updates to Council	FY29	N/A
Council Discussion	ERP System Evaluation	Evaluate city needs and gather information necessary to make a recommendation about implementing a new Enterprise Resource Planning (ERP) system	Finance IT	Work Session on recommendations	FY29	New Item
Council Discussion	Funding for New Water Sources	Create a financial strategy and funding mechanism for new water sources	Water Finance	Work Session on recommendations	FY29	New Item
Official Action	Potential Bond Election	Evaluate potential projects and timing for a future bond election, create citizen committee, and work with committee to develop recommendations for a November 2029 election	Finance	Council Call for Election	FY29	Expanded description for additional clarity
Official Action	Franchise Agreements	Prepare for election for renewal of franchise agreements with Southwest Gas and Arizona Public Service in November 2029	Clerk Legal	Council Call for Election	FY29	Expanded description for additional clarity

FY2027-2030 Action Items Work Plan

Official Action	Update IIP	Update Infrastructure Improvements Plan (IIP)	Finance DSD Water PW	Council adoption of updated IIP	FY29	New Item
Official Action	Utility Rates	Evaluate water, wastewater, and solid waste rates and present recommendations to City Council	Finance Water PW	Council adoption of new rates	FY30	New Item
Official Action	Update City Codes and Ordinances	Draft and implement changes to city codes and ordinances based on identified conflicts, gaps, and necessary updates	Clerk CMO Legal DSD	Council action (as needed)	FY30	New Item

FY2027-2030 Action Items Work Plan

Economic Vitality						
Type	**Action Item**	**Description**	**Dept(s)**	**Deliverable**	**FY**	**Notes**
Council Discussion	Economic Development Vision	Develop and implement a branding and marketing strategy for Economic Development and the Office of Tourism that incorporates a high quality of life, excellent employment opportunities, and a thriving tourism sector	EcDev Comms Parks	Work Session on recommendations	FY27	Moving up and focusing on developing a wholistic strategy for economic development
Council Discussion	Housing Diversity	Evaluate development incentives for custom homes in targeted areas, affordable homes, owner occupied projects, and first-time homebuyers	DSD Parks CMO EcDev	Work Session on recommendations	FY27	Adding additional department
Operational	Small Business Program	Develop enhanced small business program to better engage, grow, and support small businesses and entrepreneurial activities	EcDev	Update to Council once completed	FY28	New Item
Council Discussion	Real Estate Strategy	Develop strategy for land within the city's planning area addressing state trust land, unincorporated land in South Goodyear, and land required for future city needs and economic development strategies,	DSD EcDev CMO	Work Session on recommendations	FY28	Moving back to be informed by FY27 projects

		in alignment with Economic Development Vision and updated Facilities Master Plan				
Council Discussion	Estrella Mountain Regional Park	Explore options for future collaboration, partnership, and/or ownership of Estrella Mountain Regional Park including strategies to preserve wildlife corridors/trails	Parks	Work Session on recommendations	FY28	Moving up and expanding scope to reflect wholistic evaluation of EMRP
Council Discussion	Economic Development Competitiveness	Explore opportunities to streamline development, support key public infrastructure, and work with development partners and utility providers to encourage continued economic growth	EcDev DSD	Work Session on recommendations	FY28	New Item
Council Discussion	SR-30 Corridor Vision	Create plan/vision for development along State Route 30 corridor	DSD EcDev	Work Session on recommendations	FY28	New Item
Council Discussion	Goodyear Ballpark Development	Develop a plan/vision for development around the Ballpark	CMO EcDev Parks	Work Session on recommendations	FY28	Moving back to be informed by Economic Development Strategy
Council Discussion	Economic Amenities & Events	Evaluate feasibility and partnerships for venues including a conference center, performing arts center, and large outdoor	Parks EcDev	Work Session on recommendations	FY28	Moving up and clarifying to focus on economic

		events/festivals including potential locations and analysis of logistics and public safety needs				development and tourism
Council Discussion	Explore Options for Phoenix Goodyear Airport	Explore economic development and investment opportunities and develop options for future collaboration, partnership, and/or ownership of the Airport	CMO EcDev	Work Session on recommendations	FY29	Expanding scope to reflect wholistic evaluation of airport
Council Discussion	Beautification & Branding Projects	Evaluate options for streetscape beautification projects and enhanced design standards in residential and commercial areas, including consideration of trees and shade	DSD ENG EcDev Parks	Work Session on recommendations	FY29	New Item
Official Action	Spring Training Agreement Extensions	Negotiate extensions to the Guardians and Reds team use agreements, including identifying necessary financial resources, and evaluating economic impacts and financial/operational needs	Parks CMO EcDev	Council approval of agreement extensions	FY29	Expanding scope and aligning with agreement timelines

FY2027-2030 Action Items Work Plan

Safe & Vibrant Community						
Type	**Action Item**	**Description**	**Dept(s)**	**Deliverable**	**FY**	**Notes**
Operational	Use of Energy Efficient Technology	Evaluate and implement proven sustainable technologies in city facilities	PW	Update to Council on implementations	FY27	N/A
Operational	Ambulance Service	Implement and fund remaining phases of staffing plan	Fire	Update to Council once completed	FY27	N/A
Council Discussion	Increase City Non-Potable Water Uses	Develop strategies to transition Parks and Recreation Department's water usage to non-potable sources where possible	Water Parks	Work Session on recommendations	FY27	N/A
Council Discussion	Regional Public Safety Training Facility	Explore and evaluate regional partnerships for a training center BOND DEPENDANT	Fire	Work Session on recommendations	FY27	N/A
Council Discussion	Regional Jail Study	Study and evaluate potential partnerships for a regional jail facility	PD	Work Session on recommendations	FY27	N/A
Official Action	Reduce Speeding	Develop strategy to reduce speeding including education, enforcement, infrastructure improvements, and assessments of current speed limits and fine structure	CMO	Council adoption of Road Safety Action Plan	FY27	N/A
Council Discussion	Quality Neighborhoods	Evaluate programs or organizational changes that focus	DSD CMO	Work Session on recommendations	FY28	N/A

		on preserving safe, well-maintained, code-compliant, quality neighborhoods and neighborhood beautification programs				
Council Discussion	Fire Strategic Plan	Develop a Strategic Plan for the Fire Department to ensure that decisions are driven by well-planned strategies	Fire	Work Session on recommendations	FY28	N/A
Council Discussion	Library Service Expansion	Develop a plan for implementing expanded library services as outlined in the Library Master Plan	Parks	Work Session on recommendations	FY28	N/A
Council Discussion	Property and Evidence Facility & Crime Lab	Explore justification and need for Police Property & Evidence Facility and Crime Laboratory (either locally or regionally)	PD	Work Session on recommendations	FY28	New Item
Council Discussion	Senior Services	Evaluate options to provide improved and expanded senior services to Goodyear residents	Parks	Work Session on recommendations	FY28	New Item
Council Discussion	Cultural & Historical Preservation	Develop strategy to maintain the city's culture, character, and quality of life through programs, projects, and events, including the addition of a Memorial Day event	Parks EcDev CMO	Work Session on recommendations	FY29	Adding additional departments
Council Discussion	Evaluate Heat Mitigation and Shade Initiative	Evaluate options to develop goals and associated strategies related to heat mitigation and shade	Parks DSD ENG	Work Session on options and recommendations	FY29	New Item

FY2027-2030 Action Items Work Plan

			PW CMO			
Council Discussion	Neighborhood & Community Services	Evaluate options to provide improved and expanded neighborhood and community services to Goodyear residents and businesses	CMO Parks	Work Session on recommendations	FY30	New Item

FY2027-2030 Action Items Work Plan

Infrastructure						
Type	**Action Item**	**Description**	**Dept(s)**	**Deliverable**	**FY**	**Notes**
Operational	I-10 Interchanges	Evaluate options for reconfiguration of I-10 interchanges to determine timing and cost of future CIP projects	ENG	Update to Council based on Design Concept Report	FY27	N/A
Council Discussion	Update Facilities Master Plan	Update Facilities Master Plan, including review of land/property and buildings, in coordination with the department staffing plans	PW	Work Session on recommendations	FY27	Moving up in alignment with staffing plans
Council Discussion	Municipal Court Facility	Conduct a space planning study to determine future needs of the Municipal Court	Court	Work Session on recommendations	FY27	N/A
Council Discussion	Municipal Operations Complex Next Steps	Seek Council direction on next steps in the potential development of a Municipal Operations Complex	PW	Work Session on recommendations	FY27	N/A
Official Action	Update Parks & Recreation Master Plan	Update the Parks and Recreation Master Plan, including an evaluation of trails and bicycle and pedestrian connectivity (off-road), in conjunction with the Transportation Master Plan update (on-road)	Parks ENG DSD	Council adoption of updated Parks & Rec Master Plan	FY28	Expanding scope to include a wholistic update of P&R Master Plan including an

						emphasis on trails and paths
Operational	IT Disaster Recovery Plan	Develop plan that addresses need for network redundancy and backup data center	IT	Update to Council on implementation	FY29	N/A
Official Action	Update Transportation Master Plan	Update the Transportation Master Plan (TMP) to include roadway, transit, and bike/ped priorities, and including a plan for transportation south of MC-85 in anticipation of future development with a possible additional bridge crossing of the Gila River	ENG	Council adoption of updated TMP	FY29	Expanding scope to include a wholistic update of the TMP including an emphasis on South Goodyear
Council Discussion	SR-30 Interchanges	Evaluate interchanges and other roadway improvements needed along State Route 30 corridor	ENG	Work Session on recommendations	FY29	New Item
Operational	Roadway Safety Action Plan Implementation	When adopted by Council, utilize the City's new Roadway Safety Action Plan (RSAP) to identify key roadway safety improvement projects and initiatives for the next 2-3 years for implementation.	ENG	Update to Council on RSAP implementation	FY30	New Item
Official Action	IWMP Update	Update the Integrated Water Master Plan (IWMP) to plan for future water resource and infrastructure needs	Water	Council adoption of IWMP update	FY30	New Item

FY2027-2030 Action Items Work Plan