

## FY 2026–2027 Strategic Priority Candidates

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### Action Items/Projects from Survey:

- Safer Walkway (Path from Mason Ave to Shanty)
- ADA Accessibility for Docks
- Water Fountains in Central Park
- Bike Racks in Central Park
- Additional Picnic Tables / Benches in Central Park
- Add Basketball / Volleyball Courts in Central Park
- Playground Upgrades in Central Park
- Message Board / Kiosk in Central Park
- Address Restroom problems in Central Park
- Add a Dog Park in Central Park
- ADA Mats at the Beach
- Additional Restrooms at the Beach
- Parking concerns at the Beach
- Create a new service for Curbside Recycling
- Coordinate with VDOT to address localized flooding concerns
- Sidewalk Improvements / Infill
- Benches along sidewalks
- Boat / Camper Parking
- Mason Ave Parking Signs
- Update Downtown Restrooms

### Strategic Advice for the Retreat

A project **should** rise to the Council Priority Level if it:

- Requires policy direction or funding allocation
- Requires multi-department coordination
- Impacts long-term planning or capital investment
- Reflects strong survey support
- Cannot be handled through routine operations

A project **should not** rise to the Council Priority Level if it can be handled through:

- Public Works - Work Orders
- Existing master plans
- Pending leases
- Standard maintenance

Not every good idea rises to the level of a strategic priority. Some are operational. Some are future-phase. Our job today is to determine what requires Council-level focus in the coming year. This protects us from overload.

## **Assessment of Survey Action Items for the Priority List:**

### **Public Space Accessibility & Mobility**

#### **1. ADA Beach Accessibility (Seasonal Beach Mats)**

**Purpose:** Improve accessibility to the Town beach.

**Scope May Include:**

- Purchase/install seasonal ADA beach mats
- Identify best location
- Develop maintenance plan

**Why It's Strategic:** High visibility, equity-aligned, achievable within one fiscal year.

#### **2. Sidewalk Improvements & Infill**

**Purpose:** Continue improving pedestrian safety and walkability.

**Status:** Ongoing Town Priority

**Why It's Strategic:** Long-term infrastructure investment with strong community support.

#### **3. Dock ADA Accessibility Assessment**

**Purpose:** Evaluate feasibility of improving accessibility at Town docks.

**Scope:** Engineering/feasibility study only (not construction).

**Why It's Strategic:** Planning-level decision needed before funding commitments.

### **Recreation & Community Amenities**

#### **1. Dog Park Feasibility Study**

**Purpose:** Assess viability and location options.

**Scope:** Site analyses, maintenance implications, Events compatibility.

**Why It's Strategic:** High survey interest, requires land-use evaluation.

#### **2. Recreation Courts Feasibility (Basketball/Volleyball)**

**Purpose:** Evaluate adding courts at Central Park or alternate location.

**Scope:** Space, cost, operational impact study.

**Why It's Strategic:** Expands youth and family amenities.

### **Infrastructure & Environmental Coordination**

#### **1. Boat / Camper Parking Strategy**

**Purpose:** Address seasonal and long-term parking pressures.

**Status:** Can be added to the Ongoing Priority

**Why It's Strategic:** Tourism, resident quality-of-life, and enforcement impacts.

#### **2. VDOT Localized Flooding Concerns**

**Purpose:** Work with VDOT to assess flooding and drainage concerns.

**Scope:** Joint review, advocacy, improvement planning.

**Why It's Strategic:** Responds to community concern while recognizing ownership realities.

**Additional items to be considered for the Priority List (Town Manager's Assessment):**

**1. Workforce Stability & Organizational Capacity**

**Purpose:** Ensure the Town has the staffing capacity to execute Council priorities.

**Scope May Include:**

- Refine the Position Evaluation System (PES) and adjust grades accordingly and recommend Compensation budget to Council FY2026-2027 Budget Year.
- Analyze regional competition and market-rate wages for roles.
- Create a plan to incentivize and reward performance with merit increases.
- Determine Department staffing capacity.
- Work with Davenport to create a sustainable funding phased plan.

**Why It's Strategic:** Every priority depends on stable, experienced staff.

**2. Accawmacke Plantation Planned Unit Development (PUD) Amendment with Bay Creek and the Town**

**Purpose:** Ensure PUD, which was last amended on 7/24/2006, is current regarding zoning text and is in alignment with the Town's zoning ordinance regarding Chesapeake Bay Preservation Act (CBPA), Stormwater, Erosion and Sediment Control, Short-Term Rentals (STR's), Signs, and other identified updates/changes. Also to amend the PUD Zoning Maps to align with the current developer's intentions and plans for development.

**Scope May Include:**

- Review STR policies that may need to be updated and amended.

**Why It's Strategic:** Our Staff has been working diligently on this matter and needs to be reflected in the Priority List.