

Comprehensive Sustainability Plan Tracking and Progress

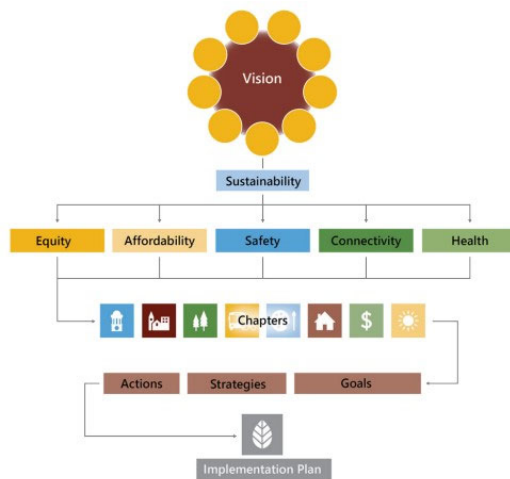
October 27, 2025



TOWN OF
HILLSBOROUGH

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Vision and Values



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Goals, Strategies, Actions and Implementation Plan

Environment and Natural Systems Goals & Actions

These goals identify what Hillsborough wants to do regarding its natural systems. These are related strategies and recommended actions identified for how Hillsborough will achieve the goals.

Goals

- 1 Employ an integrated ecosystem approach and stewardship mentality to protect, conserve, and restore critical environmental areas and natural systems.
- 2 Maintain the environment and natural systems for future generations in a sustainable manner.

Strategies

Plan for and monitor progress toward meeting environment and natural systems goals.

- Update and adopt a comprehensive stormwater management plan.
- Develop and adopt a jurisdiction-wide watershed improvement plan.
- Update and monitor progress toward accomplishing the Bellevue Branch Watershed Improvement Plan.
- Update and monitor progress toward accomplishing the Stormwater Retrofit Plan.
- Update drought policy and monitor drought conditions to best protect our water supplies.
- Develop and adopt a source water protection plan.
- Develop and complete a holistic water systems masterplan to ensure quantity and quality of potable water for our customers as the population served increases.
- Develop and complete a holistic water systems masterplan to ensure environmental protection and regulation compliance as the population served increases.
- Develop and adopt a tree inventory for town-owned and town-maintained properties.
- Develop and adopt reforestation plans for town-owned and town-maintained properties.
- Endorse and incorporate pertinent recommendations in the Eno-New Hope Landscape Conservation Plan.
- Develop and adopt invasive species removal and habitat conservation and restoration plans for town-owned and town-maintained properties.
- Develop and adopt forest management plans for town-owned and town-maintained properties.
- Map critical environmental and sensitive areas and significant landscapes, such as slopes, ridges, streams, and wetlands, to inform other plans and development decisions.

Action	Action Type	Project Initiation			Lead	Partners
		0-3 YES	4-7 YES	7+ YES		
Update recommended and prohibited plants list to incorporate drought-tolerant, deer resistant, and climate hardy species.	Regulation				Public Space & Sustainability	---
Develop and adopt landscape management standards that incorporate best practices for development with homeowners' associations.	Regulation				Public Space & Sustainability	Town Board
Continue to restrict development in floodplains.	Regulation				Planning & Economic Development	---
Update buffer regulations to require conserved, undisturbed, or open space in developments to be located in critical environmental areas or wildlife corridors rather than unconnected buffers between neighborhoods.	Regulation				Planning & Economic Development	---
Update recommended and prohibited plant list in the Unified Development Ordinance.	Regulation				Planning & Economic Development	Public Space & Sustainability
Develop educational materials and take advantage of outreach opportunities that advance the Stormwater & Environmental Services program.	Engagement				Stormwater & Environmental Services	Communications
Develop educational materials and take advantage of outreach opportunities that advance tree canopy preservation, landscape maintenance best practices, biodiversity, invasive species removal, and wildlife and pollinator habitat expansion and improvement.	Engagement				Public Space & Sustainability	Communications
Update and distribute educational materials that advance sustainable water usage and conservation.	Engagement				Water Distribution & Wastewater Collection	Communications
Update and distribute educational materials about the Fats, Oils, and Grease program to help prevent sewer overflows.	Engagement				Water Distribution & Wastewater Collection	Communications
Practice equitable and authentic community engagement on topics related to sustained ecological health of the environment and natural systems.	Engagement				Stormwater & Environmental Services, Public Space & Sustainability	Communications
Provide information on the town website and through town communication channels about plans, policies, projects, partnerships, and programs that contribute to sustained ecological health of the environment and natural systems.	Engagement				Stormwater & Environmental Services, Public Space & Sustainability	Communications
Utilize interpretive signs to educate the community on topics related to sustained ecological health of the environment and natural systems.	Engagement				Stormwater & Environmental Services, Public Space & Sustainability	Communications
Develop education training materials for town staff and contractors on best practices that contribute to sustained ecological health of the environment and natural systems.	Engagement				Stormwater & Environmental Services, Public Space & Sustainability	Communications
Install additional interpretive signs that educate the public on natural systems and best management practices.	Engagement				Public Space & Sustainability	Communications
Develop educational materials for private property owners to care for and reestablish urban forests.	Engagement				Stormwater & Environmental Services	Communications

UDO - Unified Development Ordinance

High Priority



HILLSBOROUGH

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Tracking Progress

A	B	C	D	E	F	G	H	I
Priority 0-3 years	Action	0-3 YES	4-7 YES	7+ YES	Continuous Action	Started/ Complete	UDO	Strategic Plan
1	Develop and adopt a tree preservation policy for town-owned and town-maintained properties.							SP
10	Develop and adopt a landscape management policy for town-owned and town-maintained properties.					complete		SP
92	Develop and adopt a forest management policy for town-owned and town-maintained properties.							
93	Develop and adopt a native and adapted plant policy that improves and expands habitat for wildlife and pollinators for town-owned and town-maintained properties.					complete		SP
94	Develop and adopt an integrated pest management policy for town-owned and town-maintained properties.					complete		
95	Advocate for local authority over environmental protections measures and regulations.					continuous		
96	Endorse state and regional initiatives and policies that contribute to the sustained ecological health of the environment and natural systems.					continuous		
97	Advocate for and endorse regulations that advance best management practices for development projects.					continuous		
98	Develop and implement a capital improvement projects plan for stormwater infrastructure improvements.					started		
99	Implement Bellevue Branch Watershed Improvement Plan recommendations.					started		
100	Implement green infrastructure projects on town-owned and town-maintained properties.					continuous		
101	Implement stream restoration projects.					continuous		
102	Create educational materials about the best practices and the benefits of incorporating green infrastructure and other sustainability initiatives on private properties and developments sites.					started		
103	Incorporate life cycle costs of green infrastructure and sustainability initiatives compared with traditional stormwater systems and construction techniques when making public infrastructure investment decisions.					started		
104	Advocate and revise stormwater program fee rate structure to meet stormwater program goals.					continuous		started
105	Acquire properties or easements for critical environmental areas as needed.							
106	Complete identified critical sewer system rehabilitations to reduce and prevent sewer system overflows.							
107	Complete identified critical sewer system rehabilitations to allow for future growth.							
108	Develop a flood repair water program and infrastructure.							
109	Implement reforestation and planting plans to improve and expand biodiversity and habitat for wildlife and pollinators on town-owned and town-maintained properties.					continuous		
110	Add native plants on town-owned and town-maintained properties where appropriate.					continuous		
111	Update building and site "lighting" to lower, CE, credit ratings for town-owned and town-maintained properties.							started
112	Develop and update GIS inventory of riparian/soil surfaces, critical environmental areas, tree canopy coverage and tree inventories, riparian zones and stream buffers, pollinator gardens, and wildlife corridors.					continuous		
113	Develop and adopt a sustainability tool to incorporate in the budget process.							
114	Identify funding and resources needed to support plans and policies that protect and restore ecological health.					continuous		
115	Invest in professional development for town staff that contributes toward meeting environment and natural systems goals.					started		
116	Investigate options to develop incentives for developers to incorporate sustainable environmental best practices for managed natural areas and landscapes (UDO).					started	UDO	SP



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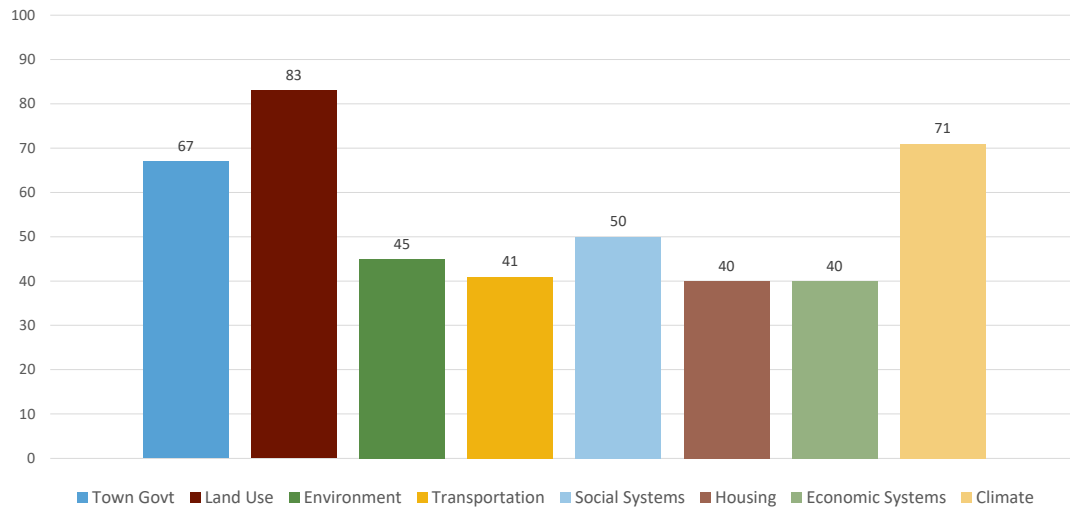
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A	B	C	D	E	F	G	H	I
Priority 0-3 years	Action	0-3 YES	4-7 YES	7+ YES	Continuous Action	Started/ Complete	UDO	Strategic Plan
1	Implement Safe Routes to Schools Plan recommendations within the town limits.					started		
9	Complete feasibility and implement the Ridgeway greenway system.					started		SP
10	Complete the train station design as a mobility hub, with a focus on multimodal connections.					started		
11	Develop a project for adding pedestrian and bicycle amenities to parks and public spaces (including benches, waste containers, bicycle racks, and other amenities).					continuous		
12	Work with transit agencies on a project to add shelters and benches to bus stops.					continuous		
13	Develop a prioritization system for expanding the town's network of publicly accessible electric vehicle charging stations.					continuous		complete
14	Monitor potential federal, state, and private funding sources to complete transportation improvement projects.					continuous		
15	Develop a comprehensive parking study to evaluate existing conditions and provide strategies for addressing parking needs in and around Hillsborough's downtown, including payment options, signage, and enforcement (with county participation due to county-owned parcels).					started		
16	Evaluate the need for traffic-calming treatments on town streets.					continuous		
17	Adopt a Vision Zero policy to improve the roadway environment and policies to lessen the severity of crashes.					complete		
18	Coordinate with MCDOT on all relevant transportation projects.					continuous		
19	Partner with Orange County Public Transportation and GoTriangle to advance transit and mobility options.					continuous		
20	Coordinate with Orange County to locate a regional multimodal hub in the town.					started		
21	Coordinate with Orange County and other partners on regional trail and greenway planning and implementation.					started		
22	Support Safe Routes to Schools area projects.					continuous		
23	Participate in regional planning and development of first-to-last-mile connections.							
24	Advocate for Amtrak train service to the future Hillsborough train station.					continuous		complete
25	Coordinate with MCDOT, transit providers, railroad, and regional agencies on developing commuter rail options.					continuous		
26	Participate in transportation planning efforts at the county and regional level.					continuous		
27	Update the sidewalk ordinance and permit in two system to include requirements for sidewalks, crosswalks, and ADA compliant ramps on new streets (public and private) (UDO).					started		UDO
28	Update the sidewalk ordinance and permit in two system to include requirements for sidewalks, crosswalks, and ADA compliant ramps on new streets (public and private) (UDO).					started		UDO
29	Update the town's parking requirements for simplicity and flexibility based on outcomes of the recommended parking study (UDO).					started		UDO
30	Update street standards to incorporate roadways, sidewalks, shared-use path, greenway, utilities, and right-of-way design treatments as identified in this plan (UDO).					started		UDO
31	Adopt regulations that require developers to include an integrated traffic impact study and transportation demand management program for development and redevelopment projects to evaluate and address the multimodal transportation impacts of the development (UDO).					started		UDO



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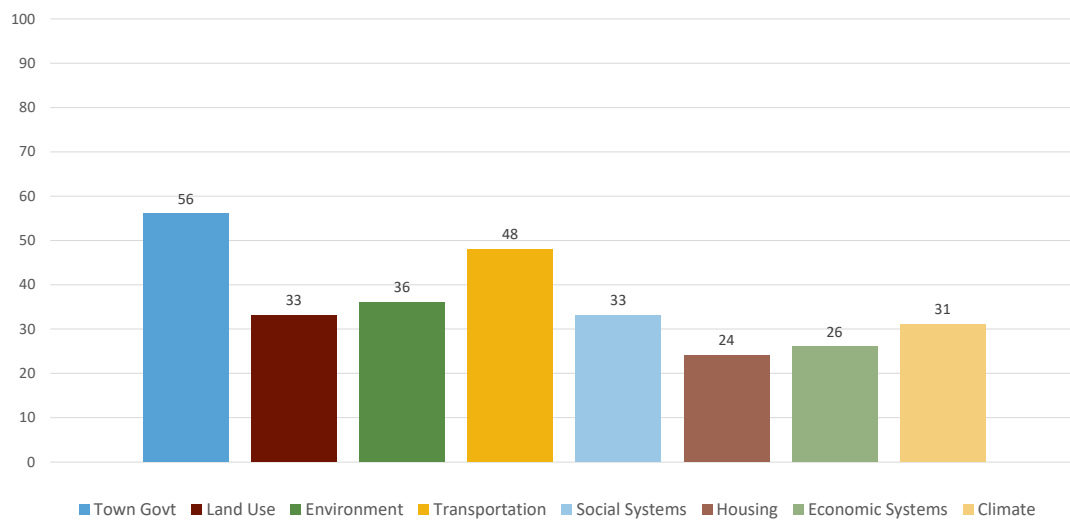
Percent of Priority Actions Started/Complete



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Percent of All Actions Started/Complete



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Town Government & Public Services

Priority Actions: Started/Completed

- Adopt and implement strategic plan
- Adopt and implement emergency operations plan
- Adopt and implement racial equity plan
- Participate in Government Alliance on Race and Equity (GARE)
- Invest in sustainability initiatives



Land Use & Development

Priority Actions: Started/Completed

- Revise the Urban Service boundary
- Update the Future Land Use Plan
- Update the Water and Sewer Management, Planning and Boundary Agreement (WASMPBA)
- Central Orange Coordinated Area Joint Planning Agreement (COCA)
- Coordinate with the county about growth areas and water/sewer capacity
- Unified Development Ordinance Rewrite and Zoning Map update



Land Use & Development

Priority Actions for UDO rewrite

- Coordinate all plans to ensure that future development follows growth preferences
- Revise land use regulations according to water and sewer capacity
- Condense land use classifications
- Adopt Universal Design and accessibility standards
- Adopt strategies to achieve a mix of housing types
- Improve development review processes



Environment & Natural Systems

Priority Actions: Started/Completed

- Adopt landscape management policy for town properties
- Adopt native plant policy that improves for town properties
- Develop CIP plan for stormwater infrastructure improvements
- LED conversion for town properties



Environment & Natural Systems

Priority Actions for UDO rewrite

- Adopt incentives for developers to incorporate environmental best practices for landscapes.
- Adopt incentives to expand green infrastructure
- Update and enforce illicit discharge ordinance
- Update tree preservation ordinance
- Encourage boring rather than trenching near existing trees on development sites
- Update street tree and landscape planting regulations
- Update regulations to require open space to be in critical environmental areas
- Update recommended and prohibited plant list in the Unified Development Ordinance



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Transportation & Connectivity

Priority Actions: Started/Completed

- Submit prioritized transportation projects to regional transportation plans
- Adopt a Vision Zero Policy
- Adopt a Complete Streets Policy
- Implement prioritized transportation projects
- Implement prioritized sidewalk and greenway recommendations
- Conduct downtown parking study
- Execute agreement with Amtrak to serve future train station



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Transportation & Connectivity

Priority Actions for UDO Rewrite

- Update the sidewalk ordinance and payment in lieu
- Incorporate Universal Design standards
- Eliminate parking minimums, adopt parking maximums, and encouraging shared and structured parking
- Adopt electric vehicle charging infrastructure incentives
- Align water/sewer technical specifications with CSP, the UDO, and the street standards



Social Systems & Public Space

Priority Actions: Started/Completed and for UDO rewrite

- Adopt best practices for equitable and authentic community engagement
- Adopt an equity lens or tool
- Support local organizations that provide food access/health/wellness/equity
- Improve accessibility of town website
- Incorporate crime prevention through environmental design (CPTED) best practices



Housing & Affordability

Priority Actions: Started/Completed

- Develop countywide housing plan
- Create action plan and track affordable housing progress
- Adopt guiding principles for affordable housing
- Invest in public projects that support aging in place and accessibility
- Preserve existing, naturally occurring affordable housing
- Partner with housing agencies to retain existing affordable housing



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Housing & Affordability

Priority Actions for UDO Rewrite

- Adopt incentives for affordable housing
- Increase diversity of housing stock through development regulations and decisions
- Adopt regulations that lead to broader range of housing type, size, configuration, and ownership
- Adopt regulations that allow flexibility in design standards
- Adopt regulations that allow higher density housing
- Incorporate universal design principles
- Adopt regulations that promotes missing middle housing
- Adopt regulations to encourage accessory dwelling units



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Economic Systems & Tourism

Priority Actions: Started/Completed

- Conduct a downtown parking study and develop and adopt a long-range parking plan
- Complete train station development master plan

Priority Actions for UDO rewrite

- Incorporate sustainability best practices, economic resiliency, and equity measures
- Review and update signage regulations
- Review and update sidewalk dining regulations



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Climate & Energy

Priority Actions: Started/Completed

- Assess solar energy generation potential for town-owned properties
- Assess energy storage systems for town-owned properties
- Expand availability of electric vehicle charging stations
- Complete the Electrical Vehicle Supply Equipment (EVSE) Suitability Analysis

Priority Actions for UDO rewrite

- Adopt incentives for solar energy generation and electric vehicle readiness
- Evaluate the potential for green infrastructure in development applications



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