














Sustainability

ID #	Status	Initiative	Lead	Timeline	Q3 Update
S 1.1	●	Overhaul the Unified Development Ordinance and Zoning Map to reflect current development trends and patterns to incorporate sustainability, environmental and climate best practices, economic resiliency measures, and equity in development and redevelopment as well as meet water and sewer system-wide needs.	Planning	FY26 (was FY24- FY25)	Updates on condensing zoning districts and increasing density were well-received by the Planning Board. Staff is waiting to receive the last 3 chapters of the UDO re-write from the consultant. Expected in quarter 4.
S 1.2	●	Update the Future Land Use Map to simplify land use categories and express current preferred future land use and growth patterns.	Planning	FY26 (was FY24- FY25)	An updated draft Future Land Use Map (FLUM) has been developed internally but it must coincide with new zoning districts and align with the Unified Development Ordinance (UDO) and the Comprehensive Sustainability Plan. Funds may be needed in late FY27 or FY28 for a consultant to review the internal suggested FLUM updates, hold public engagement meetings for stakeholder feedback, and draft a finalized FLUM. FLUM also informs the Central Orange Coordinated Area plan (COCA) so Orange County staff will need to be involved. Initiative on hold for now.
S 2.1	●	Assess renewable energy generation potential for solar photovoltaics and wind energy projects on town-owned properties and identify priority sites for planning and implementation.	Public Space	FY24- FY26	Solar feasibility study is underway. Site visits and preliminary analysis is complete. Final study is expected in late summer, 2026.
S 2.2	●	Investigate opportunities and incorporate to the greatest extent possible sustainability and climate initiatives in facility development including geothermal, solar, weatherization, and green infrastructure.	Public Space	FY24- FY26	This is an ongoing item. Sustainability and climate initiatives are evaluated for every public space project. Green infrastructure is being incorporated to the Rainey Avenue sidewalk design, Mayo Park Lot, Wastewater Treatment Plant and skate spot.
S 2.4	●	Evaluate the town's vehicle fleet to determine right-sizing and transition to electric vehicle (EV) potential. Transition the town's vehicle fleet to zero emission alternatives on a schedule consistent with vehicle lifecycles and market availability. Advance the schedule of this transition as feasible.	Fleet Maintenance	FY24- FY26	No change to report. The police department's hybrid vehicles continue to do well. The hybrid cars are averaging 19 mpg, compared to 8 mpg for non-hybrid patrol cars.
S 2.5	●	Ensure electric vehicle charging infrastructure is appropriately provided to support the town's vehicle transition.	Public Space	FY25	This is on hold until we begin transitioning to an electric fleet.
S 2.6	●	Work with regional partners to expand the number of EV charging stations in the town to support EV readiness and encourage widespread adoption, especially in key places like Gold Park and the Town Hall campus	Public Space	FY25- FY26	No update. Funding is in short supply for sustainability and climate initiatives.
S 3.1	●	Develop and adopt a tree inventory for town-owned and town-maintained properties.	Public Space	FY26 (was FY25)	This item needs to be put on hold until the transition to ArcGIS Pro and Online is complete. Staff training on these new ESRI products has begun.
S 3.2	●	Develop and adopt a tree preservation policy for town-owned and town-maintained properties	Public Space	FY25- FY26	This item will be initiated once the tree inventory is complete.
S 3.5	●	Investigate options to develop incentives for developers to incorporate sustainable environmental best practices for managed natural areas and landscapes.	Stormwater	FY25- FY26	Draft UDO language is expected soon and will be reviewed by staff. Also discussing stormwater management plan review fees to determine if incentives can be used there.
S 3.7	●	Continue implementing watershed improvement projects under the Interim Alternative Implementation Approach for compliance with the Falls Lake Stage 1 Existing Development Rule for Stormwater.	Stormwater	FY24- FY26	Compost blanket for the downtown Mayo Parking lot is in design. Work is expected to begin in April and be completed by the end of May. Staff have been in multiple meetings with local consultants regarding possible flood mitigation projects. The consultants are interested in assisting the town with watershed improvement projects that could also have a flood mitigation component. One project that has risen to the top is removal of the old weir dam on the Eno River near Eno Mountain Road.






Connected Community

ID #	Status	Initiative	Lead	Timeline Q3 Update
CC 1.2		Contribute annual budget allocations to expand public art and amenities and public spaces.	Public Space	Public art funds were included in the budget. If the town wants to continue to purchase permanent public art from Uproar festival, funds will need to be added in FY28. Three public pieces have been purchased for the Town Hall campus over the past two years. A public art mosaic mural will be added to the Dorothy N Johnson community center in the spring.
CC 1.3		Ridgewalk feasibility study is complete. If directed by the board, design and engineering for the section from downtown to Collins Ridge will proceed.	Public Space	FY26 (was FY24 -FY25) No update.




Economic Vitality

ID #	Status	Initiative	Lead	Timeline	Q3 Update
EV 1.1		Conduct a downtown parking study to develop and adopt a long-range parking plan.	Planning	FY26 (Was FY25)	Parking study implementation projects were prioritized based on budget and staff time needed. Work on low staff time and low budget items started in Q3 and will proceed into Q4.
EV 1.2		Complete Train Station Development Master Plan.	Planning	FY26 (was FY24 /FY25)	No updates.
EV 1.3		Invest in wayfinding and interpretive signage programs.	Public Space	FY24-FY26	Wayfinding sign at Calvin Street has been installed. A riparian restoration/invasive species removal interpretive sign has been designed and will be installed shortly.
EV 1.4		Market and brand Hillsborough through town website and social media as a great place to live, work and do business by engaging in partnerships to highlight success stories and incentive opportunities.	Planning	FY24-FY26	Ongoing effort between Planning/Economic Development and Communications with partnerships through Tourism
EV 2.1		Identify and analyze current labor market and skills gaps/needs through partnership, contract, or town-led study.	Planning	FY26 (was FY25)	Attended workforce meeting with Orange Works and Hillsborough Chamber centered around connecting veterans, elderly, and differently abled folks with employment opportunities. Focused on connecting employers with Orange Works and joint promotion of job fairs.
EV 2.2		Engage with the local business community through periodic small business workshops hosted by town or in conjunction with economic development partners.	Planning	FY24-FY26	Hosted the Chamber's Central Carolina Women In Business group in board meeting room for 'Making your books make sense for your CPA' workshop in February.
EV 3.1		Translate business documents and forms into other relevant languages and set up a system for staff to be able to communicate in other languages with residents.	Communications	FY26 (was FY25)	Likely will contract with language services vendor for audio and video interpretation on demand. Likely will contract with document accessibility vendor for services with PDFs that will provide translation option in multiple languages. Starting work with Financial Services and payments platform vendor regarding moving business forms onto the payments platform and determining language access there.
EV 3.2		Work with local and regional partners to identify and promote woman and Black, Indigenous and People of Color (BIPOC) owned businesses through marketing success stories and tracking contractual partnerships with the town.	Planning	FY24-FY26	No updates. Work with the Chamber was done in FY25 to start to identify woman and BIPOC-owned businesses, but the list was not complete and needs more work/research
EV 4.2		Develop local action plan.	Community Services	FY26 (was FY25)	Housing study underway, draft report and recommendations should be ready in June.
EV 5.1		Establish an affordable housing reserve fund to support the creation of new affordable housing units.	Community Services	FY26	Item is complete. The fund is established and FY27 completes ramp-up process.
EV 5.2		Support changes to town code and state law to provide new funding sources and reduce administrative barriers for affordable housing creation.	Community Services	FY24-FY26	No updates, this is a continuous item.
EV 5.3		Prioritize surplus of town-owned land for creation of affordable housing and strategically acquire additional land or financial participation from new development for affordable housing	Community Services	FY24-FY26	No updates, this is a continuous item.

Community Safety

ID #	Status	Initiative	Lead	Timeline	Q3 Update
CS 1.3		Restart the police citizens academy program.	Police	FY26 (was FY25)	The police academy is still on track and scheduled to begin in May. In quarter 3, staff promoted the program, selected participants and prepared content and presenters for each session.
CS 2.1		Complete refresh of the Emergency Operations Plan.	Emergency Management Team	FY26 (was FY25)	Held town-wide EOC meeting with consultant to review the draft plan on March 17. Received positive feedback and suggestions from departments.
CS 2.2		Establish quarterly management check-ins	Emergency Management Team	FY24- FY26	No changes. The Emergency Management Team continues to meet quarterly.
CS 2.3		Conduct at least 1 tabletop exercise.	Emergency Management Team	FY26 (was FY25)	No changes. This exercise will be conducted after the Emergency Operations Plan is complete.
CS 2.4		Establish Emergency Operations Centers.	Emergency Management Team	FY26 (was FY25)	This item is complete. Activated EOC on March 16 due to forecasted strong winds and tornado warnings.

Service Excellence

ID #	Status	Initiative	Initiative Lead	Timeline	Q3 Update
SE 1.2		Develop a utilities asset management plan that helps identify risk of failure	Utilities	FY26 (was FY25)	We are still trying to determine direction for a new work order/asset management system and clean up our mapping of existing assets. While the asset management plan will help identify long term capital goals for asset replacement or rehabilitation, staff is aware of priority areas and has or will include them in annual budgets with justification with consideration of other competing priorities and fiscal limitations.
SE 3.1		Assess representation on appointed boards and boost recruitment efforts for underrepresented groups and areas.	Town Clerk	FY26 (was FY25)	No update. Staff has not had a chance to work on this initiative during FY26.
SE 4.1		Develop, adopt, and implement a racial equity plan.	Human Resources	FY24-FY26	This initiative has been placed on hold as we continue to monitor the status of House Bill 171 - Equality in State Agencies/Prohibition on Diversity, Equity and Inclusion.