

MEMORANDUM



TO: MAYOR FISCHER AND CITY COUNCIL
FROM: DANIELLE MAHONEY, ASSISTANT CITY MANAGER
SUBJECT: CITY COUNCIL 2026 DRAFT GOALS
DATE: JANUARY 15, 2026

On January 10, the City Council met to discuss and prioritize strategic, citywide goals intended to guide organizational focus, resource alignment, and policy direction in the coming years. Council discussed a broad range of goals and priorities, which were organized into two primary focus areas: City Services & Community Experience and Infrastructure, Economic and Community Development, and Financial Stewardship.

From that discussion, seven draft goals emerged. Staff subsequently refined and consolidated related items and formatted the goals to align with SMART criteria. These draft goals are being shared for Council review and feedback ahead of the January 26 City Council meeting, at which time Council will take action to finalize the strategic priorities. Council input at this stage will help refine the scope, clarify the outcomes, and ensure alignment with the Council's policy objectives before formal adoption.

City Services & Community Experience

1. *Bi-annual citizen survey:*

By the end of calendar year 2026, bring forward a comprehensive proposal to Council for implementing a new bi-annual citywide citizen survey (similar to the National Citizen Survey Novi previously used) to better measure resident satisfaction and inform City decision-making.

2. *Public Art & Placemaking Strategy*

By the end of FY 2026, develop and present a Citywide Public Art and Placemaking Strategy (in coordination with Planning, Community Development, and Parks, Recreation & Cultural Services and through the Cultural Arts Advisory Committee) that enhances the character of Novi's city centers, expands public art opportunities, and recommends zoning and policy mechanisms to incentivize privately displayed public art as a recognized public benefit.

As part of this effort, establish a dedicated Public Art Fund beginning in FY 2026, funded at approximately \$1 per resident annually from the General Fund with year-to-year rollover, supplemented by grants and private donations where feasible. The Cultural Arts Advisory Committee will develop and forward recommendations on public art locations, project concepts, and funding priorities for City Council review and approval.

3. City–School Collaboration & Community Facilities Planning

By the end of FY 2027, convene at least one joint public meeting between the Novi City Council and the Novi Community School District Board of Education to identify partnership opportunities that maximize community benefit, reduce duplicative services, and inform shared use of facilities, including community access associated with upcoming high school campus renovations.

Building on this collaboration, complete a Community and Recreation Center Needs and Scope Study by 2027 that assesses resident needs and service gaps; inventories existing City, school district, and partner facilities; incorporates structured coordination with the school district regarding recent and planned facility investments; and defines potential facility scope options with high-level, itemized cost estimates for future consideration and implementation.

Infrastructure, Economic and Community Development, and Financial Stewardship

4. Property Development Planning:

By the end of FY27, develop and formally vet a comprehensive property development and reuse strategy for key City-owned sites (including the Bosco “Back 40,” the ITC East property, and the existing Police Station site) to guide future development decisions, align with community and economic objectives, and ensure readiness for implementation once the new police facility is operational.

5. Economic Development Strategy:

By FY 2027, complete and implement a comprehensive reset of Novi's Economic Development Strategy to attract, retain, and grow a diverse mix of businesses, diversify the City's tax base beyond residential growth, and accelerate high-quality commercial and corporate investment - particularly within key opportunity areas such as the Twelve Mile Corridor and the M-5/Haggerty area.

Success will be measured by:

- Short-term (within 12 months): Adoption of a new, data-driven economic development strategy with clearly defined priorities, internal ownership, and staffing alignment.
- Mid-term (18–24 months): Increased business attraction and retention activity, strengthened partnerships (including the Novi Chamber and regional partners), and measurable growth in commercial investment and the non-residential tax base.

6. CIP millage renewal:

Bring forward the necessary planning, financial analysis, and approvals to place a renewal of Novi's current Capital Improvement Program (CIP) millage before voters in August 2026, with options for a 10- or 20-year term, to ensure financial sustainability of the capital program and avoid detrimental impacts to the General Fund.

7. *Five-Year Compensation & Benefits Cost Strategy:*

Develop and present a five-year compensation and benefits cost outlook for the City of Novi, including projected impacts, risk drivers, and recommended strategies to inform budget and labor planning decisions.

Council feedback on these draft goals is requested in advance of the January 26 City Council meeting. Input provided at this stage will help refine scope, confirm priorities, and ensure the goals are clearly defined and achievable. Once approved, staff will finalize the goals and incorporate them into organizational work planning, budget development, and implementation efforts. Council can also expect regular, quarterly progress updates, consistent with past strategic goal-tracking efforts.