

Red Box Item #	Item Description	Staff Lead(s)	Support	Committee	Quarter for Initiation	Quarter for Completion	2025 Year-End Status	Milestones 2025 Year-End
OPERATE a world-class, sustainable local government.								
1	Create and adopt a comprehensive Community Strategic Plan to envision the future state of our community in the year 2050	V. Cardenas	CMO + Leadership	Long-Range Strategic Planning	Q2	FY27 Q2	In Progress	Shockey contract underway, weekly updates being shared with Council. On target to adopt plan in Fall of 2026.
2	Establish an Environmental Sustainability Committee to study all aspects of environmental sustainability in the City and at minimum, develop an Environmental Sustainability Action Plan	D. Mahoney		Environmental Sustainability	Q1	FY26 Q4	In Progress	Work towards this goal will continue with the ESC
3	Increase engagement and outreach efforts with Novi's Diverse Populations	S. Walsh	V. Cardenas D. Mahoney		Q1	Ongoing	Completed	Ongoing efforts will continue through 2050 process
4	Explore further service consolidation and joint opportunities with the Novi Community School District	V. Cardenas			Q1	Ongoing	In Progress	This will roll into new goals
5	Review and update current board and commission structure and add new boards/commissions as appropriate to maximize opportunities for resident engagement and input to City Staff	V. Cardenas	C. Hanson	Rules Committee	Q1	Q4	Completed	Staff made recommendations to the Rules Committee to align terms and streamline the application process, which were recommended and adopted by Council. Internal SOPs have been developed, including AI guidelines that were shared with Council in the 10/9 Admin packet, and staff will continue to work towards streamlining onboarding for committees.
6	Develop a plan to renew the Capital Improvement (CIP) millage to get it on the ballot in advance of expiration	V. Cardenas	D. Mahoney C. Johnson S. Walsh T. Schultz C. Hanson		Q1	FY26 Q3	Planning	Update in the next Admin packet and action before Council on 2/9.
7	Prioritize and implement the top 3 Action Plans from the "Environmental Sustainability Action Plan"	D. Mahoney		Environmental Sustainability	Q4	FY26 Q4	Not Started	EAP still under development
8	Continue efforts to reduce the unfunded and long-term liabilities by pursuing a strategy of Defined Contribution retirement plans (or Hybrid DB/DC where appropriate)	C. Johnson		Finance and Administration	Q1	Q4	Completed	

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BUILD a desirable and vibrant community for residents and businesses								
9	Investigate and improve ongoing power issues experienced by Novi residents by collecting data from DTE and working with neighboring communities	R. Petty		Public Utilities	Q1	FY26 Q4	Planning	A meeting with DTE and the PUT occurred in 2025. Information regarding service reliability has been requested by members of the PUT . DTE officials is preparing a response and they plan to meet with the new members of the PUT to review the data.
10	Review the Woodlands and Wetlands Ordinance and make any necessary revisions to ensure we are balancing the protection of natural resources with development	T. Schultz	C. Bouldard Herczeg Salowich	J. K.	Q1	FY26 Q4	In Progress	TS still working on Woodlands, not plan to change Wetlands
11	Assess and create a Novi (Town Center Area) Vibrancy Strategy that is organized under four pillars: Home, Economic Center, Destination, and Safe & Welcoming Place	C. Bouldard	CMO			FY26	In Progress	Staff shifted focus to the Main Street area and have had 2 promising meetings with property owners regarding a potential SAD for not only lighting improvements, but streetscape improvements as well. Updated was shared with City Council on 1/15. Owners will let City staff know on 1/30 if they are in favor of the streetscape SAD proposal.
12	Create a broadband master plan	R. Petty		Public Utilities		FY26	In Progress	Updates and progress to pertaining to fiber expansion in the City continues to be provide to the PUT committee. Streamlining the permitting process to assist providers in ROW work continues to be occur. Additionally, the committee is pursuing a resident survey and Director Petty is building a fiber coverage map of the city.
13	Build a Community Facility that serves and connects all our residents	V. Cardenas	D. Mahoney J. Muck		Q3	FY27	Planning	This will roll into new goals
14	Develop walkable 'Pocket Parks' in areas of the city where there are no walkable parks	J. Muck			Q1	FY26 Q4	In Progress	Demo to the building at Elm court is still on track for Q1 2026. Several public areas have been included in PRO agreements considered by City Council: Novi-Ten PRO is proposing 2 pocket parks The Grove is proposing a trailhead available to the public Providence Meadows is proposing a trailhead available to the public (Elm Creek PRO has been withdrawn)
15	Pursue partnership with Northville for a Trail connection from Novi-Northville, possibly near the railroad bridge on 8 mile (e.g. presentation at Walkable Novi)	C. Bouldard, J. Herczeg			Q2	FY26	Planning	The 9Line Regional Trial is a major greenway project connecting multiple communities across southern Oakland County via the Nine Mile Road corridor for pedestrians and cyclists, creating a safe, multi-modal path for better connectivity and recreation. The purpose of the trail is to provide a separated, safe pathway for walking and biking, that provides access to parks, neighborhoods, downtowns, and other pathways. Various segments of the trail may include bike lanes, walking paths, public art, landscaping, and trailheads, with plans for green infrastructure. The City of Novi approved the Memorandum of Understanding to participate in the multi-jurisdiction effort on December 15, 2025.
16	Work with neighboring communities to complete connections through Novi to local trail systems (Airline/Huron Valley, Hines Drive, I-275 when complete to make Novi businesses an appealing rest stop for cyclists using the trails	C. Bouldard	J. Muck		Q4	FY26	Planning	Staff continues to engage with neighboring communities to further regional trail connections. The City of Novi approved the Memorandum of Understanding to participate in the multi-jurisdiction effort on December 15, 2025.

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INVEST properly in being a Safe Community at all times for all people.								
17	Develop a plan to capitalize on the County's Transit Millage to ensure utilization of the tax dollars the City infuses into the system	V. Cardenas			Q1	Ongoing	In Progress	Usage of PEX by Novi residents continues to see significant increases. Usage of SMART has increased but to the level of PEX. Discussions about where and what bus stop shelters look like continue to take place.
18	Investigate opportunities to improve and enhance the City's Yard Waste Collection by offering a drop-off facility during off months	J. Herczeg	R. Petty		Q1	Q4	Completed	
19	Update the Sidewalk Maintenance Policy and evaluate all City sidewalks over the next 5 years, making repairs as recommend in the policy	J. Herczeg		Mobility	Q1	Ongoing	Completed	
20	Collaborate with the City of Northville, Northville Township, Wayne County to ensure 8 Mile Road is re-constructed between Novi and Haggerty Roads	V. Cardenas			Q1	Q2	Completed	• 8 Mile (Haggerty to Meadowbrook, essentially) – Roadway fully reopened in September. • 8 Mile (Meadowbrook to CSX Bridge, essentially) has been re-evaluated and downgraded to a “maintenance” project. Therefore, we can expect internal WC DPS crews to remove and replace discrete, individual concrete panels and/or joints. No timeline for this work has been announced. • 8 Mile/CSX Bridge – This work was publicly bid out in late 2025. Construction expected start in March 2026 with completion in August 2026.
21	In 2023, the percentage of our roads in Poor (PASER 1-3) condition was ~9% and the percentage of roads in Fair (PASER 4-5) condition was ~44% (~52% combined). Maintain road funding levels to decrease the number of roads with a PASER score of Poor Condition (1-3) and Fair (4-5) to below 50% of the total road network by 2026.	J. Herczeg		Mobility	Q1	Q4	Completed	
22	Develop a plan to ensure senior transit is financially sustainable given the growth in Novi's senior population and requests to add additional service times, routes, etc.	K. Kieser			Q1	Ongoing	In Progress	PEX continues to provide a high level of service.
23	Continue to support accreditation (or re-accreditation) of Police, Fire, Dispatch, Parks, Recreation, Cultural Services, Public Works, etc	V. Cardenas	M Mikus Scallions	W.	Q1	Ongoing	In Progress	Efforts continue in all departments with accreditation. CAPRA reaccreditation self-assessment was submitted on January 14th. National peer review team will conduct a virtual site visit the week of May 11th. If reaccreditation is recommended by the review team to the CAPRA Commission, we will likely be granted formal reaccreditation at the NRPA conference in Philadelphia in September.