

MEMORANDUM



TO: MAYOR FISCHER AND CITY COUNCIL
FROM: DANIELLE MAHONEY, ASSISTANT CITY MANAGER
SUBJECT: 2025 YEAR-END COUNCIL GOALS UPDATE
DATE: JANUARY 22, 2026

As the City closes out Calendar Year 2025, this memo provides a summary of progress on Council's strategic priorities over the past two years and formally closes out the current goal cycle. The attached tracker reflects progress on **23 Council-directed goals** adopted through the FY 2024–25 and FY 2025–26 goal-setting processes.

Over the past two years, Council established a focused set of priorities addressing service delivery, infrastructure, financial stewardship, governance, sustainability, and long-range planning. Staff has provided regular quarterly updates to support transparency, accountability, and alignment as these goals progressed from planning through implementation.

OVERALL GOAL STATUS (TWO-YEAR VIEW)

Goal Status	Number of Goals	Description
Completed	7	Goals where primary Council-directed outcomes were achieved and transitioned into ongoing operations or implementation
In Progress	10	Multi-phase or multi-year goals with substantial progress and active work underway
Planning / Early Phase	5	Goals initiated later in the cycle or requiring additional coordination, scoping, or sequencing
Not Started	1	Goals not yet underway due to sequencing or other constraints
Total Goals Tracked	23	Excludes separately tracked transformative initiatives

Taken together, this reflects strong forward momentum, with the majority of goals either completed or actively underway. Several items were intentionally structured as multi-year efforts and are progressing as anticipated.

KEY ACCOMPLISHMENTS (COMPLETED GOALS)

Notable accomplishments achieved over the past two years include:

Operate a world-class, sustainable local government:

- Implementation of a Defined Contribution / Hybrid retirement strategy, including related policy updates.
- Increased engagement and outreach efforts with Novi's Diverse Populations. While this work is ongoing and will continue to be advanced through the Novi 2050 process, the Diwali Festival represented a significant milestone and meaningful accomplishment in expanding inclusive community engagement.
- Completion of a sidewalk maintenance policy review and condition evaluation, positioning the City for future pedestrian infrastructure investment.
- Achievement of Council-established PASER targets, with the percentage of roads in poor or fair condition reduced below the adopted threshold.
- Strengthened the Boards and Commissions structure to improve clarity, consistency, and effectiveness. This goal reached a key milestone with the development of streamlined appointment and interview periods, internal process improvements to better support board and commission members (including an AI framework that was shared in early October) and enhance overall governance.
- Evaluated opportunities to enhance yard waste services. While staff concluded that expanding or modifying yard waste services was not feasible at this time, the Environmental Sustainability Committee is exploring targeted compost pilot opportunities to evaluate future options in a measured and cost-effective manner.

- Regional collaboration on 8 Mile road was achieved, and the stretch of road between Meadowbrook and Haggerty was reconstructed and completed this fall. The 8 Mile/CSX Bridge work was publicly bid out in late 2025. Construction expected start in March 2026 with completion in August 2026.

MAJOR GOALS STILL IN PROGRESS

Several Council priorities remain active due to their scope, complexity, or intentional multi-year design, including:

- Novi 2050 Long-Range Strategic Planning
- Environmental Sustainability Action Planning
- Broadband Master Planning
- Boards and Commissions process improvements
- Joint collaboration with Novi Community School District & community facility planning efforts
- Senior mobility and transit financial sustainability planning
- Accreditation and reaccreditation efforts across multiple departments
- CIP Millage Renewal

These initiatives represent significant organizational investments that will continue to shape policy, capital planning, and service delivery beyond this goal cycle.

TRANSITION TO THE NEXT GOAL CYCLE

Council has completed its most recent goal-setting discussion, and staff is now shifting focus to implementation planning for the new Council goals anticipated for adoption at the January 26 City Council meeting.

As part of this transition, staff will:

- Officially close out reporting on the prior two-year goal set,
- Align departmental work plans and resources with the newly adopted goals, and
- Continue the established quarterly progress update cadence, consistent with past practice.

This year-end summary is intended to provide clear accountability for the past two years of Council priorities, acknowledge progress achieved, and support a smooth transition to the next phase of Council-directed work.

Thank you for your leadership and continued guidance.

Attachment: Red Box Objectives spreadsheet.