

Issue	2024	2025	2026	2027 - 2032
Market and Economic Conditions	Assess economic conditions. Evaluate and adjust CIP and Operating Budget for future years. Assess real estate market conditions and tourist and resort related activity every 2-3 years			
Beach Management	Hot Spot Nourishment- as needed. consider inclusion of structural solution to Gulfside Rd area. Gulfside Road hot spot nourishment. Begin preliminary design of Gulfside Road structural solution	Update Beach Management Plan to account for City of Sataosta and Manatee County inlet management studies, respectively.		Update and adopt Comprehensive Beach Management Plan ahead of next nourishment cycle. Design, permit and implement next nourishment cycle. Implement Gulfside Road structural solution, as appropriate.
Sea Level Rise	Update Comprehensive Adaptaion Plan using new state projecton requirements. Progress Norton Street design to completion.	Pending funding, reconstruct Norton Street. Begin engineering design all other areas of Sleepy Lagoon, Buttonwood and the Village.	Continue engineering design all other areas of Sleepy Lagoon, Buttonwood and the Village. Pursue construcion funding and begin incremental construction.	<u>Initiate potential revisions to stormwater LOS (Resilience Plan Action Item #7). Improve Community Rating System Grade (Resilience Plan Action Item #20).</u> Continue construcion of roadway resiliency/flood miitgation improvements.
Subaqueous Force Main	Final Design & Permitting; additional Easement Acquisition, as needed. Continue to pursue grant opportunities.	Construction/CEI Issue debt		
GMD Complete Streets	Complete re-design of Broadway Roundabout and complete street improvement project. Construct Country Club shores Left-Turn Lane Project.	Pending additional outside funding, complete construction of Broadway Roundabout and complete street improvement project.	Using MPO and FDOT funds, initial Complete Street Project Development and Environment ("PD&E") study for full 10-miles of project	Continue projects in partnership with FDOT and MPO where possible. Ensure funding in MPO Long Range Transportation Plan ("LRTP") year is maintaing for years 2026 through 2030:
Canal Maintenance Dredging	Re-Survey canals and Re-baseline program thresholds with new firm. Revise approach and develop funding strategy for commission approval.	Funding permitting, construct sea grass mitigation area. Begin collecting assessments for all other components. Prioritize first year area, and begin design and update permits as needed. Hire or outsource assessment program manager, as needed.	1 st Year Assessments complete; finalize design/permitting and begin first year of three-year Geographic Area Navigational Dredge program.	2nd Year Assessments complete; design/permit then initiate dredge second year of three- year Geographic Area Navigational Dredge program. 3 rd Year Assessments complete; design/permit third year dredge and continue with maintenance dredging.
Town Center Phase 3	Sarasota County lead architect design effort with Town involvement. Community charettes to take place in winter. LBK Foundation continues donor efforts for enhancement elements	Design and permitting completion. Begin construction as applicable.		Complete construction approx. 9/20/26.
Barrier Island Traffic Study	Coordinate with FDOT on evaluation of U.S. 41 @ Gulfstream RA effectiveness. Depending on effectiveness, advocate for John Ringling Counter-Flow and/or other solutions. Continue to advocate for and pursue improvements to peak season congestion.	LBK continue to advocate for implementation of "BITS" strategies to reduce congestion and convey beach access information to users.		Continue to advocate for and pursue improvements to peak season congestion. Cortez Bridge construction -- 4-lanes plus transit shoulders..
Smart City Opportunities	The Town can plan a gradual implementation of additional components to its suite of Smart City solutions based on the needs of the Town and results of the pilot study.	Technology adjustments based on emerging technology, needs or conditions.		Technology adjustments based on emerging technology, needs or conditions.
Rec Center- Bayfront Park		Sarasota County finalize Town Center Phase 3 design and begin construction. Town determine best use for remaining, older library building. Activate Whitney Plaza Community Center. Then work with Town Manager and Town Commission on concepts for Bayfront Park Rec Center location.		
Evaluation of Commercial and Tourism balance		Start an analysis/study of issues including Commercial/Jobs/Tourism Housing Balance	Consider Comprehensive Plan/Town Code Updates/Revisions	
Evaluation of Electric Vehicle Charging Infrastructure & Mobility alternatives	Research grant programs specific to Public EV Charging Stations related to private installations on the island.	Continue the analysis/study of market, infrastructure and regulatory controls to ready the Town for potential opportunities/challenges in these areas. Develop recommendations for a future Commission workshop		Consider Comprehensive Plan/Town Code Updates/Revisions if needed.
Environmental Matrix	Begin implementation of program tactics as appropriate. Evaluate and adjust as needed.	Continue program tactics implementation. Evaluate and adjust as needed.	Continue program tactics implementation. Evaluate and adjust as needed.	
Employee Retention and Benefits	Launch Employee Engagement Survey, evaluate results, prioritize a plan to enhance workforce satisfaction. Budget appropriately for FY25 (training, compensation study, compensation adjustments, benefits, etc).	Conduct 2nd Employee Survey. Continue to implement plans. Budget appropriately.	Continue to implement plans. Budget appropriately.	
Evaluation of Future Space Needs		Work with departments on Planning level personnel/resources space-needs analysis.	Determine current capacity of available Town space. For shortfall, review expansion opportunities, both physical Town facilities, potential lease space, and hybrid/shared work spaces.	
Internal Capacity and Outsourcing	Evaluate internal staffing capacity. Seek opportunities to outsource as appropriate. Budget as appropriate.	Evaluate internal staffing capacity. Seek opportunities to outsource as appropriate. Budget as appropriate. Consider efficiency audits.		