



STAFF REPORT

City Council

Meeting Date:

3/24/2026

Staff Report Number:

26-041-CC

Regular Business:

Consider and adopt a resolution accepting the 2025 General Plan Annual Progress Report, including the Housing Element and Environmental Justice Element, and annual housing successor report

Recommendation

Staff recommends that the City Council adopt a resolution accepting the 2025 General Plan Annual Progress Report (APR), which includes the Housing Element and Environmental Justice Element, and the annual housing successor report. The draft resolution, including the APR and annual housing successor report, is included as Attachment A.

Policy Issues

Government Code Sections 65400 and 65700 require all cities and counties to submit an APR on the status of the General Plan and progress in its implementation to their local legislative bodies, the Governor's Office of Land Use and Climate Innovation (LCI) (formerly the Governor's Office of Planning and Research), and, with respect to the Housing Element, the Department of Housing and Community Development (HCD) by April 1 of each year. The APR documents past General Plan-related activities and may identify the timing of upcoming activities, but does not authorize the implementation of new or modified programs, or the expenditure of funds. Submittal of the annual housing successor report is a requirement under California Health and Safety Code Section 34176.1 and documents the housing assets and activities of the housing successor for the fiscal year.

Background

A general plan is the blueprint for meeting the community's long-term vision for the future. The APR provides local legislative bodies and the public with information regarding the implementation of the General Plan for their city or county. APRs also inform the public of the progress in meeting the community's goals. This staff report transmits an APR covering all eight elements of the City's General Plan: Land Use, Circulation, Housing, Environmental Justice (EJ), and the combined Open Space/Conservation, Noise and Safety Elements. LCI provides guidance on the suggested content for the General Plan APR, but the guidance allows flexibility so jurisdictions can account for their local contexts, resources and constraints. The APR allows LCI to identify statewide trends in land decision-making and how local planning and development activities relate to statewide planning goals and policies.

The Housing Element APR is used by HCD to track the status and progress of implementing the jurisdiction's adopted Housing Element for the 2023-2031 planning period (also referred to as the 6th Cycle) using standardized forms and definitions adopted by HCD. The APR covers activities during the 2025 calendar year. On March 4, the Housing Commission reviewed and recommended that the City Council accept the 2025 Housing Element APR. On March 23, the Planning Commission is scheduled to review and recommend to the City Council acceptance of the 2025 General Plan APR. The content of the March 23

Planning Commission staff report is generally identical to this staff report, with the exception that this report contains additional information regarding the annual housing successor report and a resolution specific to the City Council's action. Staff will provide a verbal update regarding the Planning Commission's action at the March 24 City Council meeting.

Analysis

The General Plan APR is provided as Attachment A, Exhibit A and describes the City's pursuit of a variety of measures and activities to implement the General Plan in 2025, with specific reference to individual elements, programs, and action items. Updates regarding the Housing and EJ Elements comprise the majority of the 2025 APR. The APR is a document that reflects the past year's General Plan-related efforts; it is not intended to establish current or future work priorities for staff.

Housing Element APR and EJ Element APR

While most General Plan element reporting for 2025 is described in Attachment A, Exhibit A, two elements have unique APR reporting mechanisms included as appendices to the General Plan APR. The Housing Element has specific statutory reporting requirements and its APR is provided as Appendix A within the General Plan APR. HCD limits the fields within the forms that City staff is able to complete and modify. Customization, formatting, and scaling of the Housing Element APR tables is restricted and may produce less-than-ideal results in how the document appears when printed and/or displayed in PDF format. Data from previous years is also automatically populated into certain fields, which limits the ability of staff to organize projects listed in Table A2 of Appendix A in chronological order from entitlements to occupancy. The General Plan APR generally refers to the Housing Element APR form for updates on housing-related implementation programs that occurred in 2025.

The EJ Element also has a unique APR reporting mechanism, which is through an update of the EJ Element Action Guide, an implementation tool that is separate from and complementary to the EJ Element, but not part of the General Plan itself. This is the second APR since the EJ Element was adopted in 2024 and the APR implements Programs EJ1.C, EJ7.J, and EJ7.K. The updated EJ Element Action Guide/APR is provided as Appendix B within the General Plan APR. The EJ Element Action Guide is a tool used to manage and coordinate City efforts to accomplish the goals, policies, and programs outlined in the EJ Element. This dual document approach allows for more frequent updating of the Action Guide in response to changing community needs, funding opportunities and ongoing community outreach – particularly input from Menlo Park's underserved Belle Haven and Bayfront communities – without requiring a General Plan amendment.

Housing Element program implementation accomplishments

The following sections outline key activities and accomplishments during the 2025 Housing Element APR reporting period. Table 1 below highlights efforts to implement Housing Element programs during 2025.¹

Table 1: Housing Element program implementation accomplishments	
Program(s)	Activity
Program H1.E (Work with Non-Profits on Housing)	This program commits to continuing the Notice of Funding Availability (NOFA) implementation and maintaining a working relationship with non-profit housing

¹ For a complete discussion of the progress on Housing Element programs during 2025 see APR Table D.

	sponsors. In 2025, the City provided Habitat for Humanity of Greater San Francisco a \$3.6 million loan to purchase the site at 335 Pierce Rd. for the development of an eight-unit low-income, home ownership project. The project is currently under review for entitlements.
Program H2.E (Anti-Displacement Strategy)	This program requires the City to develop an anti-displacement strategy for the City, particularly in the Belle Haven neighborhood. Development of an anti-displacement strategy was initiated in 2024 and continued throughout 2025. A bilingual community survey was released, bilingual postcards were mailed to Belle Haven residents, and City staff attended local events and utilized other outreach strategies to help prioritize various anti-displacement strategies throughout the year. Refinement of a draft anti-displacement plan continued based on feedback from outreach, and study sessions were held with the Housing Commission and City Council in September 2025 to share updates and receive further guidance towards finalizing the plan. Final adoption of an anti-displacement plan is anticipated in Spring 2026.
Program H4.A (Amend the Below Market Rate Inclusionary Housing Regulations)	This program requires the City to amend the BMR inclusionary housing regulations to continue providing affordable housing opportunities throughout the community. In October 2025, the Housing Commission reviewed and the City Council adopted amendments to the BMR Housing Program to provide clarification or additional language to create a smoother project review process and to help ensure equity for BMR residents, as an initial step in implementing Program H4.A. The City is planning for a second round of administrative revisions in 2026. More substantial revisions will occur after the conclusion of a County-wide Grand Nexus Study expected to be completed by the end of 2026. This study will evaluate the impacts of development on the need for affordable housing and help determine calculations such as commercial linkage fees and the percentage of inclusionary units to be required in a residential development.
Program H4.G (Prioritize Affordable Housing on City-Owned Parking Lots Downtown)	This program commits to the development of at least 345 affordable housing units on a combination of City-owned parking lots in downtown Menlo Park. In January 2025, the City Council authorized release of an RFQ (request for proposals) for the three parking lots, with responses due in March 2025. Seven development teams responded. In September 2025, the City released an RFP to six of the development teams selected by City Council to seek further refinement of potential development on the sites. Three of the development teams responded in December 2025. The selection process is anticipated to continue in 2026.
Program H4.U (Federally-Owned Sites and School Sites)	This program seeks to facilitate residential development on sites owned by the federal government and Ravenswood City School District to achieve new affordable housing units in Menlo Park. A few significant milestones were completed on these sites during the reporting year, including: 1) In early 2025, the City received correspondence from the General Services Administration (GSA) indicating that the United States Geological Service (USGS) site at 345 Middlefield Rd. would be reoffered for sale by sealed bid auction. Bids were opened in April 2025 and the site was awarded to Presidio Bay Ventures. In early 2026, Presidio Bay applied to redevelop the site with a variety of uses including 670 housing units (inclusive of 101 BMR units) and a childcare center. 2) In 2025, MidPen also continued construction of the Oak Gardens project on

the Veterans Affairs campus in Menlo Park. The City Council previously committed \$2 million in BMR NOFA funds to the project in September 2024. The development is anticipated to open in spring 2026.

3) In March 2025, the City Council approved the Ravenswood City School District proposal for 88 units of affordable housing at 320 Sheridan Dr. The City Council previously approved a \$1M commitment for the affordable housing project in November 2024. Building permits for the development are currently under review.

Housing production

In 2025, the City issued building permits for 102 new dwelling units², which is a decrease compared to 176 units that received building permits in 2024, but an increase over the 65 units permitted in 2023 (the first year of the Housing Element cycle). The amount of housing produced last year can be attributed to various factors, including:

- Development of 61 accessory dwelling units (ADUs)³ throughout the community, which continues to exceed Housing Element projections. ADUs are being constructed as part of new residences and through additions and renovations of existing homes, multifamily buildings, and accessory buildings;
- Interest in Senate Bill (SB) 9, which is state legislation that allows for residential lot splits and duplexes on single-family lots, with one development and a total of four units permitted in 2025, and five developments with a total of 16 units under review in 2025; and
- Single-family residential redevelopment (often incorporating ADUs) and the effects of the APR unit reporting methodology described in footnote 2 of this report.

An average of approximately 114 units have received building permits annually during the first three years of the Housing Element cycle. In addition, the City continues to process and approve entitlements for developments with hundreds of units. Some projects that received entitlements in previous years have not yet received building permits, such as Willow Village (1,730 units) and 123 Independence Dr. (432 units). Other large projects received entitlements in 2025, including:

- The Parkline master plan development on the SRI site (800 units),
- 3705 Haven Av. (112 units), and
- The Ravenswood City School District affordable housing development at 320 Sheridan Dr. (88 units).

These projects would contribute to future APR years as building permits are issued. Building permit applications for 123 Independence Dr., 3705 Haven Dr., and 320 Sheridan Dr. are currently under review.

As of February 2026, several multifamily residential projects are currently under review, including the former USGS site at 345 Middlefield Rd. (670 units), 80 Willow Rd. (665 units), 155 Jefferson Dr. (199 units) and 68 Willow Rd. (50 units). If entitled, pending projects could contribute approximately 1,800 additional units.

² In 2024, HCD modified the instructions used to count units in the APR. Previously, the City reported net new units, meaning the number of new units developed on a site minus the number of units demolished on the site. However, APR instructions currently advise jurisdictions to report all units, not just net-new units. Demolitions that were associated with construction of new units are reported in column 20 of Table A2. As a result, replacement housing on single-family lots now counts towards the City's housing production in the APR.

³ HCD allows Bay Area jurisdictions to use an ADU affordability methodology produced by the Association of Bay Area Governments (ABAG), which assumes the following affordability levels for ADUs in a given APR year: 30% very low-income, 30% low-income, 30% moderate-income, and 10% above moderate-income. The data to support this methodology is provided in Attachment B.

As shown in Table 2 below, Menlo Park has achieved approximately 39.1% of its total 6th Cycle RHNA. At the end of 2025, the income category with the highest percentage of units receiving a building permit was the above moderate level, at nearly 60% of the City's above moderate RHNA, and the income category with the lowest percentage of permitted units was the very low income affordability level at approximately 18.5% of the City's very low income RHNA.

Table 2: 6 th Cycle RHNA (2023-2031) progress (new units)					
	Very low	Low	Moderate	Above moderate	Total new housing units
6 th Cycle RHNA allocation	740	426	496	1,284	2,946
2025 new units	19	20	18	45	102
Total new units (June 2022-December 2025)	137	119	134	763	1,153
Percent complete	18.5%	27.9%	27.0%	59.4%	39.1%
Remaining RHNA units	603	307	362	521	1,793

In 2025, Menlo Park was not included on the list of jurisdictions required to comply with the state's Streamlined Ministerial Approval Process (SMAP) (Attachment C), previously referred to as the SB 35 list, a program that allows developers a streamlined approval process for qualifying developments in localities that have not yet met their housing targets. The next SMAP evaluation will occur in June 2027 and then again at the end of the Housing Element cycle in 2031. Menlo Park has not been subject to the SMAP since it was introduced in 2018.

The City will continue to focus on Housing Element programs intended to support existing households and housing units, while also increasing housing production to meet its requirement of 2,946 units, including 1,662 units of affordable housing across different income categories, through 2031.

Environmental Justice (EJ) Element program implementation accomplishments

Table 3 below highlights efforts implementing EJ Element programs during 2025. A broader assessment of the status of implementation programs and action items from 2025 is provided in the EJ APR. The EJ Element Action Guide was updated in February 2026 to summarize activities for the entire 2025 calendar year. An overview of the EJ Element highlights will also be presented at the upcoming City Council Priority Setting Workshop March 21.

Table 3: EJ Element program implementation accomplishments	
Program(s)	Activity
Program EJ5.G (Anti-Displacement Strategy) commits the City to develop an Anti-Displacement Strategy in line with Housing Element Program H2.E (Anti-Displacement Strategy) and especially in support of underserved communities.	As a continuation of the community outreach for the anti-displacement plan, after conducting the two community meetings in 2024, in early Spring 2025 the City circulated a community survey to get broader feedback on the questions posed in the community meetings. Housing staff gave presentations about the survey to community groups such as the Belle Haven Neighborhood Association and the Belle Haven Climate Change Community Team which includes representatives from a number of organizations. The

	survey included all the considered strategies listed in Program EJ5.G, along with additional strategies to address anti-displacement. The feedback from the survey helped prioritize the various anti-displacement strategies. On Sept. 3 and 9, 2025, the Housing Commission and City Council, respectively, conducted study sessions to receive feedback. The City Council meeting was a study session with live interpretation in Spanish to present the initial findings of the plan and also the proposed recommendations of the plan. The City Council provided direction on the proposed recommendations. Staff will return to the City Council with the draft plan in 2026. The City joined other jurisdictions in the Grand Nexus study. The study will evaluate the City's current inclusionary requirements and will research potential revisions, including requiring lower rents to the affordable units. The study is under way and planned for completion by the end of 2026.
Program E4.B (Food Assistance Outreach) commits the City to inform low-income households and people experiencing homelessness about food assistance programs.	In 2025, the City continued partnering with Second Harvest of Silicon Valley for grocery distribution at Belle Haven Community Campus (BHCC) on the second and fourth Thursdays of each month. Library and Community Services provides a community resource guide, including information on available housing, medical, and food support programs that is distributed to families and available at the Menlo Park Library and BHCC. Additionally, the City's Housing Resource Guide highlights food pantries/food assistance services and shelter services and was distributed to RV dwellers regularly parked in the Bohannon Park area. The City also collaborates with the County of San Mateo Department of Housing Encampment Resolution Funding (ERF) Program and WeHope in coordinating food assistance programs for those experiencing unsheltered homelessness in three identified homeless encampments.
Program EJ2.B (Climate Action Plan Implementation) commits the City to implement and periodically update the City's Climate Action Plan (CAP).	The Climate Action Plan (CAP) is subject to annual progress reports and is scheduled for an update in 2028. The City Council received the 2025 progress report outlining priority actions to achieve carbon neutrality by 2030. Most significant efforts in 2025 include expanding the state grant-funded Home Upgrade Services program to enroll more residents, adopting local building code amendments to encourage energy efficiency and electrification, and making significant strides to eliminate fossil fuel use at municipal facilities, such as the installation of solar canopies at the Burgess Campus. Specifically, gas water heaters at City Hall and the Burgess Pool were replaced with efficient heat pump water heaters through PG&E's Government, K-12 Energy Efficiency Program. Staff also scoped work to replace the final gas water heater at the Arrillaga Family Gymnasium, planned for early 2026. On fleet electrification, the City secured \$2.2 million in grant funding for electric vehicle charging infrastructure for fleet and community vehicles and brought

on project management support, with construction planned to begin in 2026.

CAP implementation also includes education and outreach, prioritizing bilingual engagement through workshops, door-to-door canvassing, mailers, and community events in Belle Haven and the Bayfront. The City hosted the Love Our Earth Festival at BHCC alongside partners including 350 Silicon Valley, Acterra, the City of East Palo Alto, Menlo Spark, and Peninsula Clean Energy, offering bike fix-it clinics, information about available incentives and programs, free food, and more. The City also continued implementation of its zero emission landscaping equipment ordinance, which took effect for leaf blowers and string trimmers in July 2024, with remaining equipment – chain saws, lawnmowers, and hedge trimmers – phasing in by January 2029.

Other General Plan elements program implementation accomplishments

Table 4 below highlights efforts implementing programs in other General Plan elements during 2025.

Table 4: Other General Plan elements program implementation accomplishments	
Program(s)	Activity
Safety Element Program S1.Q (Coordinate the General Plan with City Emergency Planning Efforts), Program S1.R (Outreach for Sensitive Populations), Program S1.S (Public Communication), and EJ Element Program EJ7.H (Multilingual and Multimodal Disaster Preparedness)	The City has coordinated a variety of activities to enhance community safety and EJ, described below: • In September 2025, the City promoted National Preparedness Month with a focus on different activities to be better prepared as a community. Some of those activities that the City continues to promote are registering for emergency alerts through SMC Alert and joining the Fire District Community Emergency Response Team. • In October 2025, the City partnered with Climate Resilient Communities and local partners to hold a disaster preparedness workshop for the Belle Haven community. The bilingual (English/Spanish) session focused on household disaster preparedness. • The City provides preparedness information throughout the year in various channels such as newsletters, email, social media, and TV ad monitors located within the city to help community members be ready for storms and other disasters. The City also coordinates with other agencies and/or offers programs to inform community members on ways to prepare for disasters. In addition, the City regularly communicates on storm impacts and provides resources to the community to recover.
Noise Element Program N1.C (Consider Noise Impacts in Street Design) and Action Items EJ2.I.2 and EJ2.I.3 (Noise Mitigation)	The City has implemented activities to reduce noise impacts from roadways, described below: • Coordination with Caltrans on noise mitigation efforts is ongoing. For local streets, the City incorporates rubberized asphalt concrete (RAC) as a bid alternate on street resurfacing projects impacting arterials and collectors. RAC is composed of recycled tires and is considered a more environmentally friendly material compared to traditional asphalt. RAC can also reduce vehicular noise for speeds of 45 miles per hour or

	greater. In 2025, progress continued on the Willow Road/US-101 interchange landscaping work, with construction anticipated in summer 2026. The City also continued to respond to resident requests for street tree plantings to serve as vegetative buffers from freeways. In 2025, three trees were planted for this purpose.
Open Space and Conservation Program OSC2.A (Support Regional Open Space, Conservation and Recreational Efforts)	The Flyway Trail, which opened in fall 2024, continues to provide an important new access point to Bedwell Bayfront Park. The trail marked the completion of an approximately decade-long wetland restoration project in the Don Edwards San Francisco Bay National Wildlife Refuge, situated directly adjacent to Bedwell. A pedestrian bridge connects Meta's West Campus (across the Bayfront Expressway) to both the Flyway Trail and the Bay Trail, giving Menlo Park residents easier access to the existing trail network at Bedwell Bayfront Park and other bayside open space preserves. Since the trail's opening, Belle Haven residents have formed a local birdwatching group, and the City continues to explore additional programming opportunities for the Flyway Trail.

Annual housing successor report

As part of the 2011 Budget Act, the dissolution of California redevelopment agencies (RDAs) took effect Feb. 1, 2012, and eliminated the use of property tax revenues as a funding source for affordable housing. In accordance with SB 341, passed in 2013, housing successor agencies of former RDAs must provide an annual report that details compliance with the expenditure limitations detailed in state law. The report (Attachment A, Exhibit B) is required to be submitted to HCD annually by April 1, which is the same due date as the APR. The City of Menlo Park is identified as the successor agency to the former Menlo Park RDA.

For the fiscal year ending June 30, 2025, the low and moderate income housing asset fund had a cash balance of \$5,021,870 and a fund balance of \$7,219,969. The fund received \$5,076 from housing loans and \$207,915 for interest earned on cash in the fund.

The housing successor does not have any interests in real property acquired by the former RDA. The last remaining real property, a 4,000 square foot vacated alley adjacent 1305 and 1345 Willow Rd., acquired by the former RDA was sold in January 2021 and the proceeds were distributed to the agencies that contributed to the funding of the RDA. The housing successor does not have any remaining housing replacement or production obligations.

Next steps

The APR will be presented to the City Council at the March 24 meeting, and staff will submit the APR to HCD and LCI by April 1. Moving forward, the City will continue implementation of General Plan programs. With regard to the Housing Element in particular, the City is pursuing amendments to the City's ADU ordinance (H2.D, H3.I, and H4.F); modifications to the City's SB 9 ordinance (H7.B); efforts to advance anti-displacement efforts including a just cause eviction ordinance, access to legal assistance for tenants, and a rental assistance program (H2.E) in coordination with MTC through the Transit-Oriented Communities (TOC) Housing Policies Grants program; and participation in development of a grand nexus study, also funded through the TOC Housing Policies Grants program, to inform updates to BMR housing regulations and guidelines (H4.A, H4.B, and H4.C). The City also continues to explore development including housing on City-owned downtown parking lots per Housing Element program H4.G.

With regard to the EJ Element, programs/action items corresponding to the three top community-identified priorities (#1, Provide safe, sanitary, and stable homes; #2, Promote access to high quality and affordable food; and #3, Reduce pollution exposure and improve air quality) will be especially pursued. Efforts at the start of 2026, such as the City Council adoption of a public meeting accessibility policy, align with EJ Element action items EJ7.D.3 and EJ7.D.8. With regard to other General Plan elements, the City will continue implementing programs including, but not limited to, enhancing community safety, implementing the Vision Zero Action Plan, and pursuing initiatives in the Climate Action Plan.

Impact on City Resources

There are no impacts on City resources aside from staff time spent preparing the APR. Implementation of certain General Plan programs may have impacts on staffing resources and require funding to implement, which would be considered as part of the City's annual budget process.

Environmental Review

The APR is not considered a project under the California Environmental Quality Act (CEQA). Implementation of individual General Plan programs may be subject to CEQA, and would be evaluated on a case-by-case basis.

Public Notice

Public notification was achieved by posting the agenda, with the agenda items being listed, at least 72 hours prior to the meeting and through newspaper notice in the Examiner, the City's Weekly Digest and social media.

Attachments

- A. Draft City Council resolution accepting the 2025 General Plan APR
Exhibit to Attachment A
 - A. 2025 General Plan APR
 - B. 2025 Annual Housing Successor Report
- B. Hyperlink – Association of Bay Area Governments (ABAG) ADU Affordability Survey Findings and Recommendations Memo: abag.ca.gov/sites/default/files/documents/2026-02/APR-and-ADU-affordability-update-for-jurisdictions-2026.pdf?cb=20d85c66
- C. Hyperlink – Streamlined Ministerial Approval Process (SMAP) Dashboard: hcd.ca.gov/planning-and-community-development/streamlined-ministerial-approval-process-dashboard

Report prepared by:
Tom Smith, Principal Planner

Report reviewed by:
Mary Wagner, Assistant City Attorney
Deanna Chow, Community Development Director

RESOLUTION NO. XXXX**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MENLO PARK
ACCEPTING THE 2025 GENERAL PLAN ANNUAL PROGRESS REPORT AND
THE ANNUAL HOUSING SUCCESSOR REPORT, AND AUTHORIZING STAFF
TO SUBMIT THE REPORTS TO THE GOVERNOR'S OFFICE OF LAND USE
AND CLIMATE INNOVATION AND DEPARTMENT OF HOUSING AND
COMMUNITY DEVELOPMENT**

WHEREAS, California Government Code Sections 65400 and 65700 requires all cities and counties to provide an annual report to the City Council, the Governor's Office of Land Use and Climate Innovation (LCI), and, with respect to the Housing Element, the Department of Housing and Community Development (HCD) regarding progress toward implementation of the City's General Plan; and

WHEREAS, Senate Bill 341 requires housing successor agencies of former California redevelopment agencies (RDAs) to provide an annual report that details compliance with the expenditure limitations set forth in state law, and the City of Menlo Park is the successor agency to the former Menlo Park Redevelopment Agency; and

WHEREAS, staff has prepared an annual progress report for the 2025 calendar year describing the City's measures and activities to implement all eight elements of the City's General Plan, namely, Land Use, Circulation, Housing, Environmental Justice and Open Space/Conservation, Noise and Safety Elements, and an annual housing successor report; and

WHEREAS, the 2025 General Plan Annual Progress Report (APR) is not considered a project under the California Environmental Quality Act (CEQA); and

WHEREAS, all required public notices and public meetings were duly given and held according to law; and

WHEREAS, at a duly and properly noticed public meeting held March 4, 2026, the Housing Commission reviewed and recommended to the City Council acceptance of the 2025 Housing Element APR; and

WHEREAS, at a duly and properly noticed public meeting held March 23, 2026, the Planning Commission reviewed and recommended to the City Council acceptance of the 2025 General Plan APR, which includes the Housing Element APR.

NOW, THEREFORE BE IT RESOLVED, that the City of Menlo Park, acting by and through its City Council, having considered and been fully advised in the matter and good cause appearing therefore does hereby accept the 2025 General Plan Annual Progress Report and 2025 Annual Housing Successor Report, attached and incorporated as Exhibits A and B, respectively, and authorizes staff to submit the reports to the Governor's Office of Land Use and Climate Innovation and, with respect to the Housing Element, the Department of Housing and Community Development pursuant to California Government Code Sections 65400 and 65700, and Senate Bill (SB) 341.

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I, Judi A. Herren, City Clerk of Menlo Park, do hereby certify that the above and foregoing City Council Resolution was duly and regularly passed and adopted at a meeting by said City Council on the twenty-fourth day of March, 2026, by the following votes:

AYES:

NOES:

ABSENT:

ABSTAIN:

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the Official Seal of said City on this ___ day of March, 2026.

Judi A. Herren, City Clerk

Exhibits

- A. 2025 General Plan Annual Progress Report
- B. 2025 Annual Housing Successor Report



2025

CITY OF MENLO PARK GENERAL PLAN ANNUAL PROGRESS REPORT

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1. Introduction

1.1 – About the General Plan

The General Plan is a legal document, required by state law, which serves as the city's "constitution" for development and the use of its land. It is a comprehensive, long-term document, guiding physical development of the city.

The City of Menlo Park's General Plan embodies nine Guiding Principles, which describe the kind of place that community members want Menlo Park to be. The goals, policies and programs promote the values established in the Guiding Principles. The City's Guiding Principles are as follows:

Citywide Equity

Menlo Park neighborhoods are protected from unreasonable development and unreasonable cut-through traffic, share the benefits and impacts of local growth, and enjoy equal access to quality services, education, public open space, housing that complements local job opportunities with affordability that limits displacement of current residents, and convenient daily shopping such as grocery stores and pharmacies.

Healthy Community

Everyone in Menlo Park enjoys healthy living spaces, high quality of life, and can safely walk or bike to fresh food, medical services, employment, recreational facilities, and other daily destinations; land owners and occupants take pride in the appearance of property; Menlo Park achieves code compliance and prioritizes improvements that promote safety and healthy living; and the entire city is well-served by emergency services and community policing.

Competitive and Innovate Business Destination

Menlo Park embraces emerging technologies, local intelligence, and entrepreneurship, and welcomes reasonable development without excessive traffic congestion that will grow and attract successful companies and innovators that generate local economic activity and tax revenue for the entire community.

Corporate Contribution

In exchange for added development potential, construction projects provide physical benefits in the adjacent neighborhood (such as Belle Haven for growth north of US 101), including jobs, housing, schools, libraries, neighborhood retail, childcare, public open space, high speed internet access, and transportation choices.

Youth Support and Education Excellence

Menlo Park children and young adults have equal access to excellent childcare, education, meaningful employment opportunities, and useful training, including internship opportunities at local companies.

Great Transportation Options

Menlo Park provides thoroughly-connected, safe and convenient transportation, adequate emergency vehicle access, and multiple options for people traveling by foot, bicycle, shuttle, bus, car, and train, including daily service along the Dumbarton Rail Corridor.

Complete Neighborhoods and Commercial Corridors

Menlo Park neighborhoods are complete communities, featuring well integrated and designed development along vibrant commercial corridors with a live-work-play mix of community-focused businesses that conveniently serve adjacent neighborhoods while respecting their residential character.

Accessible Open Space and Recreation

Menlo Park provides safe and convenient access to an ample amount of local and regional parks and a range of public open space types, recreational facilities, trails, and enhancements to wetlands and the Bay.

Sustainable Environmental Planning

Menlo Park is a leader in efforts to address climate change, adapt to sea-level rise, protect natural and built resources, conserve energy, manage water, utilize renewable energy, and promote green building.

1.2 – About the Annual Progress Report

In accordance with Government Code Sections 65400 and 65700, the City of Menlo Park has prepared a General Plan Annual Progress Report (APR) for the 2025 reporting year.¹ This mandatory report provides a comprehensive overview of the City's General Plan implementation efforts and progress made during the past calendar year. The APR is a transparent accountability mechanism, offering the community insight into how local land use decisions and planning and development activities align with adopted goals and policies.

The APR has been prepared for submission to the Menlo Park City Council, the Governor's Office of Land Use and Climate Innovation (LCI), and the Department of Housing and Community Development (HCD) by the April 1, 2026 deadline. This document details the City's achievements in implementing various elements of the General Plan, with special emphasis on Menlo Park's Environmental Justice (EJ) Element, adopted in 2024, and the statutory requirements of the Housing Element.

2. APRs / Acceptance by Local Legislative Body

The Housing Element APR was presented to the City of Menlo Park Housing Commission on March 4, 2026. The General Plan APR (including the Housing Element APR) was presented to the Menlo Park Planning Commission on March 23, 2026 and the Menlo Park City Council, the City's legislative body, on March 24, 2026.

3. Recent Updates to the General Plan

California Government Code Section 65302 requires that all general plans include elements that address the following policy areas: land use, circulation, housing, conservation, open space, noise, safety, and EJ. The [City of Menlo Park General Plan](#) includes an element for each policy

¹ The APR generally follows the format and includes the general contents encouraged by LCI in its [Annual Progress Report Memo – 2025 Reporting Year](#) document.

area individually, or grouped, as listed below. The list indicates the original adoption date and the most recent amendment date for each element, as applicable.

3.1 – Land Use Element

The current Land Use Element was first adopted in 2016 as part of the ConnectMenlo General Plan Update, and includes a regional land use framework, discusses the overall City’s land use composition and defines the General Plan land use designations and goals, policies and programs. The General Plan Land Use Element reflects the existing pattern of land use in the City and embodies the community’s vision. The Land Use Element also encourages healthy and sustainable living, both economically and environmentally.

- In September 2025, the Land Use Element was modified in relation to the [Parkline Master Plan Project](#) (201, 301 and 333 Ravenswood Avenue and 555 and 565 Middlefield Road). The amendments (1) added the newly-created Administrative, Professional and Research Special (C-1-S) Zoning District to the Commercial/Professional and Administrative Offices General Plan Land Use Designation in Table 1; (2) revised the description of “Professional and Administrative Office” to add “neighborhood-serving retail and services” as a compatible use, revised the maximum floor area ratio (FAR) for non-residential uses from 40% to 50%, and added that for large, master-planned developments involving multiple contiguous parcels, residential density and the non-residential FAR may be aggregated across the project area, as identified in the applicable zoning district; and (3) updated the acreage totals and percentages in Table 1, including removing one acre from the Residential land use designation and adding it to the Commercial land use designation. In addition, the land use designation for the parcel at 201 Ravenswood Avenue was changed from Residential to Commercial in the General Plan Land Use Map, Figure 5 of the Land Use Element.

3.2 – Circulation Element

The current Circulation Element was first adopted in 2016 and describes distinct transportation and mobility issues and opportunities the Menlo Park community is likely to face, as well as key strategies for addressing them. The focus and vision for mobility in Menlo Park increasingly provides transportation options for residents and employees, to improve access to a safe and connected network of facilities, encourage physical activity and health, and reduce greenhouse gas emissions.

- The most recent amendment to the Circulation Element occurred in August 2023, and modified street classifications to incorporate an Alley designation under the Local Access street classification, and allow for the City Council to consider street closures for streets in the Main Street and Local Access classifications.

3.3 – Housing Element

The 2023-2031 Housing Element was first adopted in January 2023. HCD provided certification for the Housing Element in March 2024. The Housing Element responds to current and near-term future housing needs in Menlo Park and provides a framework for the community’s longer-term approach to address housing needs. The Housing Element contains goals, information,

and strategic directions (policies and implementing programs with objectives) that the City is committed to undertaking together with the community and other stakeholders to provide for the production, protection and preservation of housing.

- Amendments to the Housing Element were adopted in January 2024 for conformance with the conditionally-certified version of the Housing Element approved by HCD. The amendments addressed the topics of racially concentrated areas of affluence (RCAAs); disproportionate housing needs including displacement; contributing factors to fair housing issues; progress in meeting the city's regional housing needs allocation (RHNA); development on small and large sites; suitability of nonvacant sites; City-owned sites, federally-owned and school sites; environmental constraints; the electronic sites inventory; zoning for a variety of housing types (emergency shelters); actions, programs, metrics and milestones; density bonuses; fees and exactions; local processing and permitting procedures; shortfall of adequate sites; constraints on housing for persons with disabilities; land use controls; and specific quantified objectives.

3.4 – Open Space/Conservation, Noise and Safety Elements

The current combined Open Space/Conservation, Noise and Safety Elements were first adopted in 2013 and reflect important community issues and state laws related to environmental conditions in Menlo Park. The elements focus on providing direction regarding how to protect community safety and to maintain a clean and healthy environment including air and water quality, noise, greenhouse gas, conservation of energy and minimizing impacts of development in hazardous or environmentally sensitive habitat areas.

- The most recent amendment to the Safety Element occurred in September 2024. The purpose of the Safety Element is to identify how to reduce potential risks of injury, property damage, and economic and social disruptions resulting from natural and human-made hazards. Since its adoption, state laws were enacted that require Safety Elements to address climate change adaptation and resiliency and give increased attention to wildfire and evacuation routes. The update to the Safety Element was focused on these topics in response to state law and for consistency with other local documents such as the City's Climate Action Plan and the County's Multijurisdictional Local Hazard Mitigation Plan (MJLHMP).
- The Open Space/Conservation and Noise Elements have not been amended since they were adopted in May 2013.

3.5 – Environmental Justice Element

The City's first EJ Element was adopted in September 2024, following three years of community outreach and engagement with a focus on meeting people where they are and empowering the voices of Menlo Park's underserved Belle Haven and Bayfront communities. The EJ Element includes seven community-identified goals, with Goals 2, 4 and 5 as the top three priorities:

- Goal EJ1: Address unique and compounded health risks;
- Goal EJ2: Reduce pollution exposure and improve air quality;
- Goal EJ3: Equitably provide public facilities to individuals and communities;
- Goal EJ4: Promote access to high quality and affordable food;
- Goal EJ5: Provide safe, sanitary and stable homes;

- Goal EJ6: Encourage physical activity and active transportation; and
- Goal EJ7: Create equitable civic and community engagement.

The EJ Element is intended to evolve with and reflect the community's needs over time.

- The EJ Element has not been amended since it was adopted in September 2024.

4. Measures Associated with Implementation of the General Plan

2025 Highlights

The City undertook a variety of measures, initiatives and plans to implement the General Plan in 2025. The items below are policy documents approved in recent years to implement efforts related to one or more elements of the City's General Plan. Additional specific implementation programs and actions are described in section 9 of this APR, with reference to individual elements, programs, and action items.

El Camino Real/Downtown Specific Plan

In November 2023, the [El Camino Real/Downtown Specific Plan](#) was amended for consistency with the certified Housing Element and amended Land Use Element, including increased densities, heights, and changes to other design standards to encourage housing production.

Vision Zero Action Plan

In January 2024, the City adopted the [Vision Zero Action Plan](#) as a blueprint to implement the City's Vision Zero policy to eliminate all traffic fatalities and serious injuries by 2040. Vision Zero is an integrated set of policies, plans and programs based on the philosophy that fatal collisions are unacceptable and often preventable. The project includes a detailed analysis of safety data and robust outreach to prioritize policies, programs, and infrastructure improvements to enhance safety in Menlo Park.

2030 Climate Action Plan

In August 2024, the City's [2030 Climate Action Plan](#) was amended to include a new scope of work for 2025-2030, including policy and program options to convert 95% of existing buildings to all-electric energy by 2030; setting a citywide goal for increasing electric vehicles (EVs) and decreasing gasoline sales; expanding access to EV charging for multifamily and commercial properties; reducing vehicle miles traveled (VMT) by 25% or an amount recommended by the City's Complete Streets Commission; eliminating the use of fossil fuels in municipal operations; and developing a climate adaptation plan to protect the community from sea level rise and flooding.

Plans Under Development in 2025

Plans under development in 2025 included the Anti-Displacement Plan to implement programs in the Housing Element and EJ Element; the 2025 Urban Water Management Plan to support implementation of the Land Use Element, Housing Element, and combined Open Space/Conservation, Noise and Safety Elements; and the Downtown Parking Management Plan to support implementation of the Circulation Element. Development of the 2026 Local Hazard Mitigation Plan also began in late 2025.

5. Housing Element APR Reporting Requirements

The City of Menlo Park submitted its 2025 Housing Element APR in accordance with Government Code Sections 65400, 65583 and 65584, and HCD's housing element guidelines on or by April 1, 2026. The City's Housing Element APRs can be found on the [City's Housing Element Annual Progress Reports webpage](#).

6. General Plan Compliance with LCI's *General Plan Guidelines*

The City of Menlo Park General Plan complies with LCI's *General Plan Guidelines*.

- The City adopted its first-ever EJ Element in 2024, which was prepared in accordance with the requirements of Senate Bill (SB) 1000 and the *Guidelines*.
- The city does not contain any military bases, installations, or operating or training areas.
- The city consults with tribal communities on applicable projects, as required by SB 18, Assembly Bill (AB) 52, and AB 130.

7. Local Priorities for Land Use Decision-Making

No moratoria or emergency ordinances were adopted in conjunction with implementation of the General Plan in 2025.

8. Changes to Goals, Policies, Objectives, Standards or Other Plan Proposals

No General Plan element goals, policies, objectives, or standards were modified in 2025, except those described in Section 3.1 of this APR.

9. Implementation of the General Plan

9.1 – Land Use Element

Background

The Land Use Element guides the physical development of the community and includes goals, policies, and programs supporting residential and commercial neighborhoods, and embraces opportunities for mixed land uses to facilitate live/work/play environments.

Implementation Highlights

In 2025, 1350 Adams Court received final inspections, and is the first life sciences building completed under the land use regulations from the 2016 ConnectMenlo General Plan Update. Building permits are in review for tenant improvements for research and development (R&D), laboratory, and office spaces in the building. The on-site improvement plans, final map, and off-site improvements plans continued to be reviewed for the Willow Village mixed-use masterplan development project.

During 2025, the City approved entitlements for multiple complex development projects, including the following:

- 320 Sheridan Drive: 88-unit 100% affordable housing development project
- 3705 Haven Avenue: 112-unit multifamily residential project
- Parkline Master Plan: Up to 800 dwelling units (inclusive of 154 affordable units), 925,000 square feet of office/R&D uses, and 75,000 square feet of commercial amenity or commercial/retail uses

Large projects under review for entitlements included:

- 335 Pierce Road: 8-unit 100% affordable ownership housing development project
- 888 El Camino Real: 41 multifamily units
- 68 Willow Road: 50 townhome-style units
- Fire Station 1 (300 Middlefield Road): Construction of new fire station, training tower and district operations center
- 80 Willow Rd.: 665 residential units, 301,000 square feet of office, 130 hotel rooms, 17,000 square feet of retail, and a preschool
- El Camino Real/Downtown Specific Plan amendments to modify allowed land uses, particularly in the Downtown/Station Area “Main Street” Overlay land use designation along Santa Cruz Avenue, and other complementary amendments

9.2 – Circulation Element

Background

The Circulation Element describes distinct issues and opportunities the Menlo Park community is likely to face during the 2040 horizon of the General Plan, as well as key strategies for addressing them. The focus of the goals, policies, and programs is to create the most functional circulation system possible for the full range of users and travel modes.

Implementation Highlights

The City has conducted activities to enhance circulation for all modes of travel, implementing programs such as CIRC-1.A (Pedestrian and Bicyclist Safety), CIRC-1.B (Safe Routes to Schools), CIRC-2.C (Transportation Master Plan), CIRC-2.D (Pedestrian and Bicycle Facility Maintenance), and CIRC-2.E (Bikeway System Planning):

- In 2024, the City adopted the Vision Zero Action Plan as a blueprint to implement the City’s Vision Zero policy to eliminate all traffic fatalities and serious injuries by 2040. Vision Zero is an integrated set of policies, plans and programs based on the philosophy that fatal collisions are unacceptable and often preventable. The project includes a detailed analysis of safety data and robust outreach to prioritize policies, programs, and infrastructure improvements to enhance safety in Menlo Park. Implementation of the plan has continued in 2025, including projects described below and others.
- The City undertook or continued initiatives to improve transportation, safety and mobility for all users in 2025, including:
 - The Coleman Avenue Pilot Project to provide a quick-build option to improve safety for people walking and biking in the project area. The pilot was designed with the goal of reducing speeds of people driving, installing dedicated facilities for people biking, and providing clear right-of-way designation for people crossing Coleman Avenue at Santa Monica Avenue. The pilot was installed in summer 2025.
 - The Middle Avenue Complete Streets Project includes the installation of bicycle and pedestrian improvements along the entire length of Middle Avenue between Olive Street and El Camino Real. The project is intended to enhance the safety of all users, especially pedestrians and bicyclists, reduce vehicle speeds and improve connectivity to schools, parks, grocery stores, downtown and residential neighborhoods. The City Council approved the award of the construction contract for the project in April 2025, and construction was substantially complete at the end of 2025, with full installation anticipated by spring 2026.
 - Intersection improvements for cyclists and pedestrians identified in the El Camino Real Corridor Study at El Camino Real and Ravenswood Avenue were undertaken in 2025, with an anticipated completion of all elements by spring 2026.

- In 2025, the City continued development of the Downtown Parking Management Study in coordination with the Metropolitan Transportation Commission (MTC). Parking management is the process of planning and managing parking spaces and their use, including how long vehicles may park, who may use certain spaces, and whether payment or permits are required. The Downtown Parking Management Study will evaluate ways to make the best use of existing parking resources in downtown Menlo Park while balancing convenience for all users. A project open house was held in September 2025, with more than 75 comments provided. Overall, the feedback reflected strong community interest in a vibrant, walkable downtown, emphasizing safety, landscaping, lighting, and pedestrian amenities. Participants highlighted the need to balance parking availability with business support, raised concerns about housing, zoning, and employee parking, and noted the importance of ongoing inclusive outreach. The open house was complemented by a survey in October 2025 that received over 1,000 responses. The study is partially funded by an MTC grant as part of the Plan Bay Area 2050 updates, and will continue in 2026.

9.3 – Housing Element

Background

The 2023-2031 Housing Element was prepared to respond to current and near-term future housing needs in Menlo Park and provide a framework for the community's longer-term approach to address housing needs. The Housing Element contains goals, information, and strategic directions (policies and implementing programs with objectives) that the City is committed to undertaking together with the community and other stakeholders to provide for housing development. With an update required every eight years by the State of California, the current Housing Element covers a planning period from 2023-2031 (also referred to as the 6th Cycle) and serves as a foundation for all the goals, policies, programs, and objectives related to housing in Menlo Park. While local governments do not generally build housing themselves, they create rules that affect where housing can be built, how much, and how it is approved.

Implementation Highlights

The City continues to support the production, preservation and protection of housing for all as demonstrated through housing production to meet the City's Regional Housing Needs Allocation (RHNA) and program implementation in 2025. Table 1 below summarizes the City's 2023-2031 RHNA progress.

Table 1: 6 th Cycle RHNA (2023-2031) Progress					
	Very Low	Low	Moderate	Above Moderate	Total New Housing Units
6 th Cycle RHNA Allocation	740	426	496	1,284	2,946
2025 New Units	19	20	18	45	176
Total New Units (June 2022-Dec. 2025)	137	119	134	763	1,153
Percent Complete	18.5%	27.9%	27.0%	59.4%	39.1%
Remaining RHNA Units	603	307	362	521	1,793

Program implementation highlights for 2025 are included in Table D of the Housing Element APR.

9.4 – Open Space/Conservation, Noise and Safety Elements

Background

The Open Space/Conservation Element addresses issues related to the use, preservation, management and sustainability of land-based resources in Menlo Park, whether that land is dedicated to active recreation use, passive use or the protection of natural resources and environmental quality. The Noise Element appraises existing noise problems in the community and provides guidance to the community and developers for avoiding problems in the future. It also can provide the basis for code enforcement and other regulations, including implementation of the City's Noise Ordinance to control nuisance noise. No Open Space/Conservation or Noise Element amendments were made during the 2025 calendar year.

The Safety Element, provides a framework for planning for and responding to potential hazards in the city. The purpose of the Safety Element is to identify and appraise risks in the community and provide high-level strategies for mitigating risks and ensuring the wellness of the community, city services, and infrastructure. The Safety Element focuses on protection of the community from hazards associated with climate change, earthquakes, floods, fires, toxic waste, and other hazards. In addition, issues such as disaster preparedness and residential areas without two emergency evacuation routes are addressed.

Implementation Highlights

Below are highlighted activities to advance open space/conservation, noise and safety-related programs in Menlo Park during 2025.

- Program S1.Q (Coordinate the General Plan with City Emergency Planning Efforts), Program S1.R (Outreach for Sensitive Populations), Program S1.S (Public Communication), and Program EJ7.H (Multilingual and Multimodal Disaster Preparedness): The City has coordinated a variety of activities to enhance community safety and EJ, described below:
 - In September 2025, the City promoted National Preparedness Month with a focus on different activities to be better prepared as a community. Some of those activities that the City continues to promote are registering for emergency alerts through SMC Alert and joining the Fire District Community Emergency Response Team.
 - In October 2025, the City partnered with Climate Resilient Communities and local partners to hold a disaster preparedness workshop for the Belle Haven community. The bilingual (English/Spanish) session focused on household disaster preparedness.
 - The City provides preparedness information throughout the year in various channels such as newsletters, email, social media, and TV ad monitors located within the city to help community members be ready for storms and other disasters. The City also coordinates with other agencies and/or offers programs to inform community members on ways to prepare for disasters. In addition, the City regularly communicates on storm impacts and provides resources to the community to recover.
- Program S1.T (Public Heat Respite) and Program EJ2.K (Extreme Heat Relief): The City has implemented activities to address extreme heat and enhance community safety, described below:
 - The City operates three cooling centers at the Arrillaga Family Recreation Center, Belle Haven Community Campus, and the Menlo Park Library. The facilities are air-conditioned and open to the public every day.

- Program N1.C (Consider Noise Impacts in Street Design) and Action Items EJ2.I.2 and EJ2.I.3 (Noise Mitigation): The City has implemented activities to reduce noise impacts from roadways, described below:
 - Coordination with Caltrans on noise mitigation efforts is ongoing. For local streets, the City incorporates rubberized asphalt concrete (RAC) as a bid alternate on street resurfacing projects impacting arterials and collectors. RAC is composed of recycled tires and is considered a more environmentally friendly material compared to traditional asphalt. RAC can also reduce vehicular noise for speeds at 45 miles per hour or greater.
 - In 2025, progress continued on the Willow Road/US-101 interchange landscaping work, with construction anticipated in summer 2026. The City also continued to respond to resident requests for street tree plantings to serve as vegetative buffers from freeways. In 2025, three trees were planted for this purpose.
- Program OSC2.A (Support Regional Open Space, Conservation and Recreational Efforts):
 - The Flyway Trail, which opened in fall 2024, continues to provide an important new access point to Bedwell Bayfront Park. The trail marked the completion of an approximately decade-long wetland restoration project in the Don Edwards San Francisco Bay National Wildlife Refuge, situated directly adjacent to Bedwell. A pedestrian bridge connects Meta's West Campus (across the Bayfront Expressway) to both the Flyway Trail and the Bay Trail, giving Menlo Park residents easier access to the existing trail network at Bedwell Bayfront Park and other bayside open space preserves. Since the trail's opening, Belle Haven residents have formed a local birdwatching group, and the City continues to explore additional programming opportunities for the Flyway Trail.

9.5 – Environmental Justice Element

Background

Menlo Park's first-ever EJ Element was adopted in 2024. The purpose of the EJ Element is to identify and address public health risks and EJ concerns, as well as foster the well-being of the City's residents living in the underserved Belle Haven and Bayfront communities of Menlo Park, generally the portions of the city north of the US Highway 101 (US-101). The City is committed to advancing equity, addressing existing and potential environmental health risks, and EJ. The EJ Element includes seven goals and three top community-identified priorities, shown in Table 2 below.

Table 2: Menlo Park EJ Element Goals and Community-Identified Priorities		
Goal ID	Goal Text	Priority #
EJ1	Address unique and compounded health risks	-
EJ2	Reduce pollution exposure and improve air quality	3
EJ3	Equitably provide appropriate public facilities to individuals and communities	-
EJ4	Promote access to high quality and affordable food	2
EJ5	Provide safe, sanitary, and stable homes	1
EJ6	Encourage physical activity and active transportation	-

EJ7	Create equitable civic and community engagement	-
-----	---	---

The EJ Element is a living document intended to evolve with and reflect the community's needs over time. The funding for EJ Element programs and action items would be evaluated through a separate process and could occur through a combination of the general fund, special funds and/or grant monies to support the range of activities. In June 2024, the City Council approved a \$1 million transfer from the Bayfront Mitigation Fund to establish an EJ Element Implementation Fund.

The EJ Element is accompanied by an updated Action Guide that serves as the detailed EJ APR (see Appendix B). The Action Guide is separate and complementary to the EJ Element, but not part of the General Plan itself. The Action Guide is a tool used to manage and coordinate City efforts to accomplish the goals, policies, and programs outlined in the EJ Element. The City website includes a dedicated webpage for the [EJ Element](#).

Implementation Highlights

Below are highlighted programs and action items that advanced EJ in Menlo Park during 2025.

Goal EJ5: Provide safe, sanitary, and stable homes (Community Priority #1)

- Program EJ5.G (Anti-Displacement Strategy) commits the City to develop an Anti-Displacement Strategy in line with Housing Element Program H2.E (Anti-Displacement Strategy) and especially in support of underserved communities. As a continuation of the community outreach for the anti-displacement plan, after conducting the two community meetings in 2024, in early spring 2025, the City circulated a community survey to get broader feedback on the questions posed in the community meetings. Housing staff gave presentations about the survey to a number of community groups such as the Belle Haven Neighborhood Association and the Belle Haven Climate Change Community Team (BHCCCT) which includes representatives from a number of organizations. The survey included all the considered strategies listed in Program EJ5.G along with additional strategies to address anti-displacement. The feedback from the survey helped prioritize the various anti-displacement strategies.

In September 2025, the Housing Commission and City Council, respectively conducted study sessions to receive feedback. The City Council meeting was a study session with live interpretation in Spanish to present the initial findings of the plan and the proposed recommendations of the plan. The City Council provided direction on the proposed recommendations. Staff will return to the Council with the draft plan in 2026.

The City joined other jurisdictions in the Grand Nexus study. The study will evaluate the City's current inclusionary requirements and will research potential revisions, including requiring lower rents to the affordable units. The study is under way and planned for completion by the end of 2026.

Goal EJ4: Promote access to high quality and affordable food (Community Priority #2)

- Program E4.B (Food Assistance Outreach) commits the City to inform low-income households and people experiencing homelessness about food assistance programs. In 2025, the City continued partnering with Second Harvest of Silicon Valley for grocery distribution at BHCC on the second and fourth Thursdays of each month. Library and

Community Services provides a community resource guide, including information on available housing, medical, and food support programs that is distributed to families and available at the Menlo Park Library and BHCC. Additionally, the City's Housing Resource Guide highlighted food pantries/food assistance services and shelter services such as:

- Bread Basket, Brown Bag Program, and the Samaritan House Pantry
- Mobile food programs such as Second Harvest of Silicon Valley (program is marketed to senior center attendees) and Peninsula Volunteers' Meals on Wheels
- Project WeHope Shelter and the Salvation Army Harbor House
- The Housing Resource Guide was distributed to RV dwellers regularly parked in the Bohannon Park area.

The City also collaborates with the County of San Mateo Department of Housing Encampment Resolution Funding (ERF) Program and WeHope in coordinating food assistance programs for those experiencing unsheltered homelessness in three identified homeless encampments.

Goal EJ2: Reduce pollution exposure and improve air quality (Community Priority #3)

- Program EJ2.B (Climate Action Plan Implementation) commits the City to implement and periodically update the City's CAP. The CAP is subject to annual progress reports and is scheduled for an update in 2028. The City Council received the 2025 progress report outlining priority actions to achieve carbon neutrality by 2030. The most significant efforts in 2025 include expanding the state grant-funded Home Upgrade Services program to enroll more residents, adopting local building code amendments to encourage energy efficiency and electrification, and making significant strides to eliminate fossil fuel use at municipal facilities, such as the installation of solar canopies at the Burgess Campus. Specifically, gas water heaters at City Hall and the Burgess Pool were replaced with efficient heat pump water heaters through PG&E's Government, K-12 Energy Efficiency Program. Staff also scoped work to replace the final gas water heater at the Arrillaga Family Gymnasium, planned for early 2026. On fleet electrification, the City secured \$2.2 million in grant funding for electric vehicle charging infrastructure for fleet and community vehicles and brought on project management support, with construction planned to begin in 2026.

CAP implementation also includes education and outreach, prioritizing bilingual engagement through workshops, door-to-door canvassing, mailers, and community events in Belle Haven and the Bayfront. The City hosted the Love Our Earth Festival at BHCC alongside partners including 350 Silicon Valley, Acterra, the City of East Palo Alto, Menlo Spark, and Peninsula Clean Energy, offering bike fix-it clinics, information about available incentives and programs, free food, and more. The City also continued implementation of its zero emission landscaping equipment ordinance, which took effect for leaf blowers and string trimmers in July 2024, with remaining equipment — chain saws, lawnmowers, and hedge trimmers — phasing in by January 2029.

The Action Guide in Appendix B provides updates on every EJ program during 2025.

10. Appendices

The following documents are included with this APR:

- Appendix A – Housing Element APR
- Appendix B – EJ Element Action Guide (Updated February 2026)

Optional: This runs a macro which checks to ensure all required fields are filled out. The macro will create two files saved in the same directory this APR file is saved in. One file will be a copy of the APR with highlighted cells which require information. The other file will be list of the problematic cells, along with a description of the nature of the error.

Optional: Save before running. This copies data on Table A2, and creates another workbook with the table split across 4 tabs, each of which can fit onto a single page for easier printing. Running this macro will remove the comments on the column headers, which contain the instructions. Do not save the APR file after running in order to preserve comments once it is

Optional: This macro identifies dates entered that occurred outside of the reporting year. RHNA credit is only given for building permits issued during the reporting year.

Link to the online system: <https://hcd.my.site.com/hcdconnect>

Toggles formatting that turns cells green/yellow/red based on data validation rules.

Submittal Instructions

Please save your file as Jurisdictionname2025 (no spaces). Example: the City of San Luis Obispo would save their file as SanLuisObispo2025

Housing Element Annual Progress Reports (APRs) forms and tables must be submitted to HCD and the Governor's Office of Planning and Research (OPR) on or before April 1 of each year for the prior calendar year; submit separate reports directly to both HCD and OPR pursuant to Government Code section 65400. There are two options for submitting APRs:

1. Online Annual Progress Reporting System - Please see the link to the online system to the left. This allows you to upload the completed APR form into directly into HCD's database limiting the risk of errors. If you would like to use the online system, email APR@hcd.ca.gov and HCD will send you the login information for your jurisdiction. *Please note: Using the online system only provides the information to HCD. The APR must still be submitted to OPR. Their email address is opr.apr@opr.ca.gov.*

2. Email - If you prefer to submit via email, you can complete the excel Annual Progress Report forms and submit to HCD at APR@hcd.ca.gov and to OPR at opr.apr@opr.ca.gov. Please send the Excel workbook, not a scanned or PDF copy of the tables.

Jurisdiction	Menlo Park	
Reporting Year	2025	(Jan. 1 - Dec. 31)
Housing Element Planning Period	6th Cycle	01/31/2023 - 01/31/2031

Building Permits Issued by Affordability Summary		
Income Level		Current Year
Acutely Low	Deed Restricted	0
	Non-Deed Restricted	0
Extremely Low	Deed Restricted	0
	Non-Deed Restricted	0
Very Low	Deed Restricted	0
	Non-Deed Restricted	19
Low	Deed Restricted	0
	Non-Deed Restricted	20
Moderate	Deed Restricted	0
	Non-Deed Restricted	18
Above Moderate		45
Total Units		102

Units by Structure Type	Entitled	Permitted	Completed
Single-family Attached	0	0	0
Single-family Detached	17	40	13
2 to 4 units per structure	0	6	0
5+ units per structure	1000	0	0
Accessory Dwelling Unit	1	38	29
Mobile/Manufactured Home	0	0	0
Total	1018	84	42

Infill Housing Developments and Infill Units Permitted	# of Projects	Units
Indicated as Infill	73	102
Not Indicated as Infill	0	0

Housing Applications Summary	
Total Housing Applications Submitted	77
Number of Proposed Units in All Applications Received:	989
Total Housing Units Approved:	892
Total Housing Units Disapproved:	0

Use of SB 423 Streamlining Provisions - Applications	
Number of SB 423 Streamlining Applications	0
Number of SB 423 Streamlining Applications Approved	0

Units Constructed - SB 423 Streamlining Permits			
Income	Rental	Ownership	Total
Acutely Low	0	0	0
Extremely Low	0	0	0
Very Low	0	0	0
Low	0	0	0
Moderate	0	0	0
Above Moderate	0	0	0
Total	0	0	0

Streamlining Provisions Used - Permitted Units	# of Projects	Units
SB 9 (2021) - Duplex in SF Zone	0	0
SB 9 (2021) - Residential Lot Split	4	4
AB 2011 (2022)	0	0
SB 6 (2022)	0	0
SB 423 (2023)	0	0

Ministerial and Discretionary Applications	# of	Units
Ministerial	59	77
Discretionary	18	912

Density Bonus Applications and Units Permitted	
Number of Applications Submitted Requesting a Density Bonus	3
Number of Units in Applications Submitted Requesting a Density Bonus	97
Number of Projects Permitted with a Density Bonus	0
Number of Units in Projects Permitted with a Density Bonus	0

Housing Element Programs Implemented and Sites Rezoned	Count
Programs Implemented	69
Sites Rezoned to Accommodate the RHNA	0

Jurisdiction	Menlo Park	
Reporting Year	2025	(Jan. 1 - Dec. 31)
Planning Period	6th Cycle	01/31/2023 - 01/31/2031

ANNUAL ELEMENT PROGRESS REPORT
Housing Element Implementation

Note: "*" indicates an optional field
Cells in grey contain auto-calculation formulas

Table A
Housing Development Applications Submitted

Project Identifier					Unit Types		Date Application Submitted	Proposed Units - Affordability by Household Incomes														Total Approved Units by Project	Total Disapproved Units by Project	Streamlining	Historic Sites	Density Bk Applic	
1					2	3	4	5														6	7	8	9	10	11
Prior APN*	Current APN	Street Address	Project Name*	Local Jurisdiction Tracking ID	Unit Category (SFA,SFD,2 to 4,5+,ADU,MH)	Tenure R=Rentor O=Owner	Date Application Submitted (see instructions)	Acutely Low-Income Deed Restricted	Acutely Low-Income Non Deed Restricted	Extremely Low-Income Deed Restricted	Extremely Low-Income Non Deed Restricted	Very Low-Income Deed Restricted	Very Low-Income Non Deed Restricted	Low-Income Deed Restricted	Low-Income Non Deed Restricted	Moderate-Income Deed Restricted	Moderate-Income Non Deed Restricted	Above Moderate-Income	Total PROPOSED Units by Project	Total APPROVED Units by project	Total DISAPPROVED Units by Project	Please select state streamlining provision/s the application was submitted pursuant to.	Is this project located on a site with an associated historical designation as outlined in Government Code Section 65400(a)(2)(N) and reported on Table L.7?	Did the housing development application seek incentives or concessions pursuant to Government Code section 65915?			
Summary Row: Start Data Entry Below								0	0	1	0	5	17	248	13	15	18	675	989	892	0						
	7133190	888 EL CAMINO REAL		PLN2023-00021	5+	R	9/18/2025					5						36	41			NONE	No	Yes			
	62423020	68 WILLOW ROAD		PLN2024-00031	5+	O	3/17/2025									8		42	50			NONE	No	Yes			
	71312300	624 UNIVERSITY DRIVE		PLN2024-00047	5+	O	9/5/2025			1				1				4	6			NONE	No	Yes			
	62204160	304 OKEEFE ST		PLN2022-00059	SFD	O	3/5/2025											1	1	1		NONE	No	No			
	62343300	340 NOVA LN		PLN2024-00021	SFD	O	3/3/2025											1	1	1		NONE	No	No			
	71103330	1346 HOOVER ST		PLN2024-00038	SFD	O	7/15/2025										1	1	2	2			NONE	No	No		
	71413260	670 CAMBRIDGE AVE		PLN2024-00041	SFD	O	2/11/2025											1	1	1		NONE	No	No			
	71342100	228 SAN MATEO DR		PLN2024-00049	SFD	O	4/1/2025											1	1	1		NONE	No	No			
	62382150	519 CENTRAL AVE		PLN2024-00051	SFD	O	5/19/2025											1	1	1		NONE	No	No			
	71432040	805 HARVARD AVE		PLN2024-00056	SFD	O	6/9/2025											1	1	1		NONE	No	No			
	62064020	1008 SEVIER AVE		PLN2025-00009	SFD	O	7/15/2025											1	1	1		NONE	No	No			
	71395070	308 YALE RD		PLN2025-00013	SFD	O	9/12/2025											1	1	1		NONE	No	No			
	71082070	945 LEE DR		PLN2025-00014	SFD	O	8/20/2025											1	1	1		NONE	No	No			
	71362170	460 COTTON ST		PLN2025-00019	SFD	O	8/25/2025											1	1	1		NONE	No	No			
	71180670	1611 OAKDELL DR		PLN2025-00024	SFD	O	7/25/2025											1	1	1		NONE	No	No			
	71141150	1855 WHITE OAK DR		BLD2021-03051	SFD	O	1/22/2025					1						1	2	2		NONE	No	No			
	62351030	893 WOODLAND AVE		BLD2023-02255	SFD	O	3/20/2025										1	1	2	2			NONE	No	No		
	71322100	595 MOREY DR		BLD2024-00823	SFD	O	9/23/2025										1	1	2	2			NONE	No	No		
	74086080	940 ALTSCHUL AVE		BLD2024-01022	2 to 4	O	4/8/2025											1	1	1		SB 9 (2021) - Residential Lot Split	No	No			
	74086080	940 ALTSCHUL AVE		BLD2024-01025	2 to 4	O	4/8/2025											1	1	1		SB 9 (2021) - Residential Lot Split	No	No			
	74086080	940 ALTSCHUL AVE		BLD2024-01028	2 to 4	O	4/8/2025											1	1	1		SB 9 (2021) - Residential Lot Split	No	No			
	74086080	940 ALTSCHUL AVE		BLD2024-01030	2 to 4	O	4/8/2025											1	1	1		SB 9 (2021) - Residential Lot Split	No	No			
	62354190	1049 WOODLAND AVE		BLD2024-01191	SFD	O	2/25/2025											1	1	1		NONE	No	No			
	55292160	11 GREENWOOD PL		BLD2024-01823	SFD	O	8/25/2025											1	1	1		NONE	No	No			
	62234090	2055 MENALTO AVE		BLD2024-01928	ADU	R	5/27/2025										1		1	1		NONE	No	No			
	71162100	1001 OLIVE ST		BLD2024-02057	SFD	O	1/15/2025					1						1	2	2		NONE	No	No			
	71111230	1011 LOUISE ST		BLD2024-02187	SFD	O	5/20/2025											1	1	1		NONE	No	No			
	71201030	370 BRANDON WAY		BLD2024-02345	ADU	R	10/21/2025					1							1	1		NONE	No	No			
	71403050	865 MIDDLE AVE		BLD2024-02817	ADU	R	1/28/2025											1	1	1		NONE	No	No			
	71044130	1140 COTTON ST		BLD2024-03106	SFD	O	2/26/2025					1						1	2	2		NONE	No	No			
	71423100	918 CREEK DR		BLD2024-03401	ADU	R	5/29/2025										1		1	1		NONE	No	No			

[illegible]

[illegible]

Annual Element Progress Report		Reporting Period: 1/1/2024 - 12/31/2024	
Element ID	Element Name	Progress (%)	Notes
1	Element 1		
2	Element 2		
3	Element 3		
4	Element 4		
5	Element 5		
6	Element 6		
7	Element 7		
8	Element 8		
9	Element 9		
10	Element 10		
11	Element 11		
12	Element 12		
13	Element 13		
14	Element 14		
15	Element 15		
16	Element 16		
17	Element 17		
18	Element 18		
19	Element 19		
20	Element 20		
21	Element 21		
22	Element 22		
23	Element 23		
24	Element 24		
25	Element 25		
26	Element 26		
27	Element 27		
28	Element 28		
29	Element 29		
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31	Element 31		
32	Element 32		
33	Element 33		
34	Element 34		
35	Element 35		
36	Element 36		
37	Element 37		
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39	Element 39		
40	Element 40		
41	Element 41		
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43	Element 43		
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88	Element 88		
89	Element 89		
90	Element 90		
91	Element 91		
92	Element 92		
93	Element 93		
94	Element 94		
95	Element 95		
96	Element 96		
97	Element 97		
98	Element 98		
99	Element 99		
100	Element 100		

Jurisdiction	Menlo Park	
Reporting Year	2025	(Jan. 1 - Dec. 31)
Planning Period	6th Cycle	01/31/2023 - 01/31/2031

ANNUAL ELEMENT PROGRESS REPORT Housing Element Implementation

This table is auto-populated once you enter your jurisdiction name and current year data. Past year information comes from previous APRs.
Please contact HCD if your data is different than the material supplied here

Table B Regional Housing Needs Allocation Progress Permitted Units Issued by Affordability														
		1	Projection Period	2									3	4
Income Level		RHNA Allocation by Income Level	Projection Period - 06/30/2022- 01/30/2023	2023	2024	2025	2026	2027	2028	2029	2030	2031	Total Units to Date (all years)	Total Remaining RHNA by Income Level
Acutely Low	Deed Restricted	-	-	-	-	-	-	-	-	-	-	-	-	-
	Non-Deed Restricted	-	-	-	-	-	-	-	-	-	-	-	-	-
Extremely Low	Deed Restricted	-	-	-	-	-	-	-	-	-	-	-	-	-
	Non-Deed Restricted	-	-	-	-	-	-	-	-	-	-	-	-	-
Very Low	Deed Restricted	-	10	-	60	-	-	-	-	-	-	-	-	-
	Non-Deed Restricted	740	8	19	21	19	-	-	-	-	-	-	137	603
Low	Deed Restricted	426	37	-	-	-	-	-	-	-	-	-	119	307
	Non-Deed Restricted	-	10	21	31	20	-	-	-	-	-	-	-	-
Moderate	Deed Restricted	496	62	-	-	-	-	-	-	-	-	-	134	362
	Non-Deed Restricted	-	12	16	26	18	-	-	-	-	-	-	-	-
Above Moderate		1,284	671	9	38	45	-	-	-	-	-	-	763	521
Total RHNA		2,946												
Total Units			810	65	176	102	-	-	-	-	-	-	1,153	1,793

*For years prior to 2025, Acutely Low-Income units are reported within the Extremely Low-Income category

*For jurisdictions that received RHNA determinations for the current cycle prior to the passage of AB 3093 (September 19, 2024):

- You were not allocated Acutely Low-Income and Extremely Low-Income RHNA targets, therefore the allocations in Field 1 are listed as "0"
- If you wish to set your own targets in these income categories for informational purposes, contact HCD staff at apr@hcd.ca.gov.
- All Acutely Low-Income and Extremely Low-Income units reported during the cycle are counted towards Very-Low Income RHNA progress

*For years prior to 2025, data on deed-restricted vs. non-deed restricted Extremely Low-Income units is approximated from whether the projects reported any deed-restricted Very Low-Income Units. If you wish to edit this historical data for accuracy or have any questions about the data, you may login to HCD's online APR system, or contact HCD staff at apr@hcd.ca.gov.

Please Note: Table B does not currently contain data from Table F or Table F2 for prior years. You may login to the APR system to see Table B that contains this data.

Please note: The APR form can only display data for one planning period. To view progress for a different planning period, you may login to HCD's online APR system, or contact HCD staff at apr@hcd.ca.gov.

ANNUAL ELEMENT PROGRESS REPORT
Housing Element Implementation

Note: "+" indicates an optional field

Cells in grey contain auto-calculation formulas

Jurisdiction	Menlo Park	
Reporting Year	2025	(Jan. 1 - Dec. 31)
Planning Period	6th Cycle	01/31/2023 - 01/31/2031

Table C

Sites Identified or Rezoned to Accommodate Shortfall Housing Need and No Net-Loss Law

[illegible]

ANNUAL ELEMENT PROGRESS REPORT
Housing Element Implementation

Jurisdiction		Menlo Park						
Reporting Year		2025		(Jan. 1 - Dec. 31)				
Table D								
Program Implementation Status pursuant to GC Section 65583								
Housing Programs Progress Report								
Describe progress of all programs including local efforts to remove governmental constraints to the maintenance, improvement, and development of housing as identified in the housing element.								
1	2	3	4	5	6	7	8	9
Name of Program	Objective	Projected Completion Date in Housing Element	Applicable Cycle	Status of Program Implementation	Program Implementation Details	Quantified Outcomes: Category	Quantified Outcomes: Count	Supporting Documents
H1.A Establish City Staff Work Priorities for Implementing Housing Element Programs	Establish staff priorities for implementing Housing Element Programs	1/31/2031	6th Cycle	Continuous	This is completed annually as part of the City Council's work plan process, taking into consideration the yearly Housing Element review. The City Council has held three annual priority and goal setting workshops since the adoption of the Housing Element. Housing-related items have been a top priority each year, including the most recent 2025-26 fiscal year.	Meetings	3	City Council 2023-24 priorities work plan: https://www.menlopark.gov/files/sharedassets/public/v/2/agendas-and-minutes/city-council/2023-meetings/agendas/20230912-city-council-regular-agenda-packet-w-pres.pdf#%5B%7B%22num%22%3A2456%2C%22gen%22%3A0%7D%2C%7B%22name%22%3A%22FitH%22%7D%2C792%5D City Council 2024-25 priorities work plan: https://menlopark.gov/files/sharedassets/public/v/1/agendas-and-minutes/city-council/2024-meetings/agendas/20240910/i/3-city-council-fiscal-year-24-25-work-plan.pdf City Council 2025-26 priorities work plan: https://www.menlopark.gov/files/sharedassets/public/v/1/agendas-and-minutes/city-council/2025-meetings/20250708/i/2-20250708-cc-cc-fy2025-26-work-plan.pdf
H1.B Review the Housing Element Annually	Review and monitor Housing Element implementation; conduct public review with the Housing Commission, Planning Commission and City Council, and submit Annual Report to HCD	1/31/2031	6th Cycle	Continuous	Using forms provided by HCD, the City has completed its APR on or before April 1 every year of the current housing cycle. The 2025 annual review was prepared by staff in February 2026, and public reviews were conducted by the Housing Commission, Planning Commission, and City Council in March 2026. The quantified outcome is the number of APRs submitted to HCD since the Housing Element was adopted.	Other	3	The City maintains each year's APR on the following public webpage: https://www.menlopark.gov/Government/Departments/Community-Development/Planning/Comprehensive-planning/Housing-Element/Housing-Element-Annual-Progress-Reports

H1.C Work with the San Mateo County Department of Housing	Meet with the County twice a year and coordinate with County efforts to maintain and support affordable housing	1/31/2031	6th Cycle	Continuous	The City participates in bimonthly meetings for housing managers throughout San Mateo County as part of 21 Elements. Across six meetings in 2025, staff from the county's jurisdictions identified opportunities for coordination, collaboration, and learning on a variety of housing-related topics.	Meetings	6	Agendas and slides from the bimonthly housing managers meeting are available to the public on the 21 Elements meeting materials archive webpage: https://21elements.org/meetings-events/
H1.D Regional Coordination	Work with other San Mateo County jurisdictions to address regional housing needs and attend 21 Elements coordination activities	1/31/2031	6th Cycle	Continuous	The City participates in the 21 Elements collaboration between all 21 jurisdictions in San Mateo County and regularly attends directors' meetings, regular meetings, housing managers' meetings, and housing-related interest meetings. In 2025, 21 Elements held meetings, workshops, and discussions on a variety of housing-related topics, such as anti-displacement, demand for affordable large family units, fair housing initiatives, updates to the 2025 HCD ADU handbook, and other topics. The 21 Elements webpage includes 18 housing-related resources from these meetings and events in 2025.	Other	18	21 Elements agendas and materials are available to the public on the 21 Elements meeting materials archive webpage: https://21elements.org/meetings-events/
H1.E Work with Non-Profits on Housing	Continue NOFA implementation and maintain a working relationship with non-profit housing sponsors	1/31/2031	6th Cycle	Continuous	The City continues to work with non-profit housing developers. In 2025, Habitat for Humanity, using a \$3.6M City loan, closed escrow to purchase the site at 335 Pierce Road for the future development of an 8-unit low-income ownership project.	Units	8	The City Council staff report approving the City loan to Habitat for Humanity Greater San Francisco is available here: https://www.menlopark.gov/files/sharedassets/public/v/1/agendas-and-minutes/city-council/2025-meetings/20250128/k2-20250128-cc-335-pierce-rd-habitat.pdf

H1.F Update the Housing Element	Assure consistency with SB 375 and Housing Element law	1/31/2023	6th Cycle	Completed	The City Council adopted the 2023-2031 Housing Element on January 31, 2023. Following subsequent reviews by HCD, the City Council adopted amendments to the Housing Element on January 23, 2024. HCD certified the Housing Element on March 20, 2024. The quantified outcome is the City's certified Housing Element.	Other	1	The City's certified 2023-2031 Housing Element is available here: https://www.menlopark.gov/files/sharedassets/public/v/3/community-development/documents/projects/housing-element-update/2023-2031-city-of-menlo-park-housing-element-clean_010324.pdf
H1.G Update Priority Procedures for Providing Water Service to Affordable Housing Developments	Comply with Government Code § 65589.7	7/1/2026	6th Cycle	In Progress	This program will be undertaken with the adoption of the next Urban Water Management Plan (UWMP) anticipated by July 2026. The quantified outcome will be the 2025 Urban Water Management Plan.	Other	1	City staff shared an update on development of the UWMP with City Council in November 2025: https://www.menlopark.gov/files/sharedassets/public/v/1/agendas-and-minutes/city-council/2025-meetings/20251118/h2-20251118-cc-urban-water-management-update.pdf
H1.H Transparency on Progress towards RHNA and Mid-cycle Review	Increase accessibility and transparency of affordable housing development in the city	12/31/2027	6th Cycle	In Progress	The City's website is regularly updated with an interactive development projects map and information on projects under review, approved, under construction, and completed. The Housing Element Annual Progress Report (APR) is also posted on the City's website annually. A mid-cycle review will be completed with City Council in 2027. The quantified outcome for 2025 is the City's main webpages providing transparency on the program topics. (Multiple sub-pages exist under each main webpage.)	Other	2	Housing Element APRs webpage: https://www.menlopark.gov/Government/Departments/Community-Development/Planning/Comprehensive-planning/Housing-Element/Housing-Element-Annual-Progress-Reports Development projects webpage: https://www.menlopark.gov/Government/Departments/Community-Development/Projects

H1.I Utilize the City's Below Market Rate (BMR) Housing Fund	Accumulate and distribute funds for housing affordable to extremely low-, very low-, low- and moderate-income households	1/31/2031	6th Cycle	Continuous	The City administers and advertises every two years the availability of funds in the BMR housing fund through a Notice of Funding Availability (NOFA). The objective of the NOFA is to support the acquisition, rehabilitation, preservation or new construction of housing that will provide long-term affordability. The funding is intended to fill the financing gap between projected total development costs and other available funding sources. A NOFA was not issued in 2025 as the City issues its NOFA on even numbered years. Additional monies have been collected and a NOFA will be issued in 2026.	Other		None
H2.A Preservation of Assisted Housing	Adopt an ordinance for at-risk units. Preserve 92 low income units in Crane Place Apartments at risk of conversion in 2028, supporting the continued provision of affordable housing within Menlo Park's high resource neighborhoods	12/31/2025	6th Cycle	In Progress	Efforts have been made through the anti-displacement plan process to help preserve affordable units by considering NOFA funding preferences towards preservation of existing developments. This option will continue to be evaluated in finalizing the anti-displacement plan. The City will initiate contact with Crane Place in 2026 and evaluate other potential "at-risk" units to ensure compliance with State preservation notice law. Initiation of an ordinance requiring notice for units at risk of conversion from subsidized units to market-rate units will follow finalization of the anti-displacement plan.	Other		None

H2.B Amend the Zoning Ordinance to Protect Existing Housing	Protect existing rental housing as part of infill implementation and other Zoning Ordinance changes	1/31/2025	6th Cycle	In Progress	Efforts have been made through the anti-displacement plan process to help preserve affordable units by considering NOFA funding preferences towards preservation of existing developments. This option will continue to be evaluated in the finalization of the anti-displacement plan. Staff will evaluate the development of an ordinance to limit the loss of existing residential units or the conversion of residential units to non-residential uses, as described in the program, which would follow finalization of the anti-displacement plan.	Other		None
H2.C Assist in Implementing Housing Rehabilitation Programs	Utilize the City's BMR funds to rehabilitate very low- and low- income housing. Conduct proactive outreach to identify and assist at least 20 very low income homeowners in Menlo Park's moderate resource neighborhoods	12/31/2026	6th Cycle	In Progress	The Homeownership Preservation Program was initiated in 2023, with outreach conducted during fall and winter 2023. The program will be directed toward low- and very low-income homeowners based on the finalized agreement with Habitat for Humanity to ensure a potential pool of 20 households can receive funding. Other program components will occur consistent with the listed Housing Element timeframe. In 2025, Habitat commenced three rehabilitation jobs. All jobs are anticipated to be completed in 2026.	Households	3	None

H2.D Accessory Dwelling Unit (ADU) Amnesty Program	Bring unpermitted ADUs up to code to improve their health and safety for occupants and integrate within the City's official housing stock	12/31/2024	6th Cycle	In Progress	In December 2025, the Planning Commission held a study session on proposed updates to the City's ADU ordinance, including amnesty provisions for unpermitted ADU units as described in the program. Staff is preparing to return to the Planning Commission with an updated draft ADU ordinance in spring 2026. The City Council is anticipated to review the draft ordinance shortly thereafter. The quantified outcome will be an updated ADU ordinance.	Other	1	The December 2025 Planning Commission study session staff report is available at the following link: https://www.menlopark.gov/files/sharedassets/public/v/1/agendas-and-minutes/planning-commission/2025-meetings/agenda/20251215-planning-commission-agenda-packet.pdf
H2.E Anti-Displacement Strategy	Mitigate displacement in the city and provide financial assistance to tenants	12/31/2026	6th Cycle	In Progress	Development of an anti-displacement strategy was initiated in 2024 and continued throughout 2025. A bilingual community survey was released, bilingual postcards were mailed to Belle Haven residents, and City staff attended local events and utilized other outreach strategies to help prioritize various anti-displacement strategies. Refinement of a draft anti-displacement plan continued based on feedback from outreach, and study sessions were held with the Housing Commission and City Council in September 2025 to share updates and receive further guidance towards finalizing the plan. Final adoption of an anti-displacement plan is anticipated in early 2026. The quantified outcome will be an adopted anti-displacement plan.	Other	1	The September 2025 Housing Commission staff report to review and provide feedback on the draft anti-displacement plan recommendations is available here: https://www.menlopark.gov/files/sharedassets/public/v/2/agendas-and-minutes/housing-commission/2025-meetings/agendas/20250903-housing-commission-packet.pdf The September 2025 City Council study session staff report is available here: https://www.menlopark.gov/files/sharedassets/public/v/1/agendas-and-minutes/city-council/2025-meetings/20250909/j2-20250909-cc-anti-displacement-direction.pdf
H2.F Childcare Allowances	Support families with children, large families generally, and single-parent households	1/31/2024	6th Cycle	Completed	This program was completed December 5, 2023. The quantified outcome was the adoption of an ordinance by City Council to amend chapters 16.04 and 16.08 of the Municipal Code.	Other	1	"Family day care home" was updated in section 16.04.165 of the zoning ordinance: https://ecode360.com/47185724 Section 16.08.085 of the zoning ordinance allows family day care homes as a permitted use in any residential district: https://ecode360.com/47186004

H3.A Amend Procedures for Reasonable Accommodation	Create a public handout and provide a digital copy on the City's website and a physical copy at City Hall and the public libraries	1/31/2031	6th Cycle	Not Yet Started	The City has yet to initiate this program. The quantified outcome will be an updated reasonable accommodation ordinance and/or any public information on the reasonable accommodation process.	Other		None
H3.B Encourage Rental Housing Assistance Programs	Provide assistance at current Section 8 funding levels to assist 230 extremely low and very low-income households per year (assumes continued funding of program)	1/31/2031	6th Cycle	In Progress	In conjunction with Programs H1.C and H5.C, the City maintains a housing programs website and conducts outreach with multi-family property owners, particularly in high-resourced areas, to encourage participation in affordable housing programs and resources. The website contains information on BMR housing, housing assistance programs, home repairs assistance, and housing-related financial and support services. The quantified outcome is the housing resource webpage.	Other	1	The City's housing webpage, including informaiton on rental housing assistance programs, is available here: https://www.menlopark.gov/Government/Departments/Community-Development/Housing
H3.C Assist in Providing Housing for Persons Living with Disabilities	Conduct outreach on the availability of funds for non-profit organizations that provide housing and programs for people with disabilities. Promote available funds through the community funding grant program, which provides an allocation of up to 1.7 percent of the collected property tax revenue	1/31/2031	6th Cycle	In Progress	The City will continue its efforts to collaborate with non-profit organizations. The City has yet to evaluate potential universal design features. In the 2025-26 fiscal year, the City Council awarded funds from the community funding program to a variety of local organizations, including housing non-profits and organizations like AbilityPath that provide support services to children, adults, and seniors with developmental disabilities. The current quantified outcome is the 37 recipients of community funding program funds in 2025-26, many of which are directly or indirectly related to housing.	Other	37	The City maintains a list of organizations that receive funding from the community funding program here: https://www.menlopark.gov/Government/Departments/City-Managers-Office/Special-projects/Community-funding-program

H3.D Develop Incentives for Special Needs Housing	Amend the Zoning Ordinance to provide opportunities for housing and adequate support services for seniors and people living with disabilities	1/31/2025	6th Cycle	In Progress	The City will focus efforts on this program in 2026, including review of R-L-U zoning district provisions. Some program specifics have already been integrated into the City's development review, such as reduced parking around public transit stops like the Caltrain station, and reduced parking for senior citizen housing developments utilizing the affordable housing overlay.	Other	1	The City's affordable housing overlay provides reduced parking incentives for senior citizen housing developments in Section 16.98.060(3)(B) of the Municipal Code: https://ecode360.com/47188548
H3.E Continue Support for Countywide Homeless Programs	Support housing and services for the homeless and at-risk persons and families. Re-initiate participation of Housing Division staff, along with continued participation of Menlo Park Police Department staff, in monthly meetings with the LifeMoves HOT. The City will partner with LifeMoves to improve conditions for the homeless.	1/31/2031	6th Cycle	Continuous	The City has partnered with the County's Center on Homelessness to address homeless encampments in the City. LifeMoves and WeHope are contracted to provide direct outreach services and regularly interact with individuals at the encampments. The City's Housing Division and Police Department participate in monthly meetings with the County. The City maintains a homeless services webpage with resources. One quantifiable outcome is 32 families receiving interim shelter at Haven Family House in Menlo Park. LifeMoves, the operator of Haven Family House, received funding in 2025-26 from the City's community funding program, in addition to other non-profits that received City funding for homeless services.	Other	32	The City's homeless services webpage is available here: https://www.menlopark.gov/Community/Community-resources/Homeless-services
H3.F Work with the U.S. Department of Veterans Affairs on Homeless Issues	Contact the U.S. Department of Veterans Affairs to coordinate in addressing the needs of people experiencing homelessness. Seek to achieve a minimum of 60 new units of affordable housing for veterans	7/1/2026	6th Cycle	Completed	In September 2024, the City Council adopted a resolution to authorize the city manager to execute a funding agreement with MidPen in the amount of \$2M and for staff to appropriate the funds from the FY24-25 budget. The project groundbreaking occurred in February 2025 and the units were anticipated to be available in spring 2026.	Units	60	The Oak Gardens website is available here: https://www.midpen-housing.org/property/oak-gardens/

H3.G Zoning Text Amendments for Special Needs Housing	Facilitate housing for Menlo Park's special needs and extremely low income populations	12/31/2024	6th Cycle	In Progress	In 2026, the City will undertake revisions to the Municipal Code regarding transitional and supportive housing as residential uses, and other amendments to the Emergency Shelter for Homeless Overlay pursuant to state law. No applicable developments have been proposed during the first three years of the planning period, and the City would not enforce any local standards in conflict with state law until the adoption of an updated ordinance.	Other		None
H3.H Inclusionary Accessible Units	Expand housing opportunities for people with disabilities	12/31/2025	6th Cycle	In Progress	The City updated the Affordable Housing Overlay (AHO) in 2023, including incentives for multi-bedroom and family housing and as well as senior housing. Incentives for accessible units were not incorporated at that time. The City's BMR Guidelines include an accessible unit preference for BMR applicants with accessibility needs. The City may revisit the potential for accessibility incentives in future years and/or during the mid-cycle review for the Housing Element. The quantified outcome is the City's current accessible unit BMR preference.	Other	1	The City's BMR Housing Program guidelines include an accessible unit preference in section 8.2: https://www.menlopark.gov/files/sharedassets/public/v/2/community-development/documents/housing/bmr-guidelines/20251021-bmr-housing-program-guidelines.pdf
H3.I Accessible ADUs	Expand housing opportunities for people with disabilities	1/31/2025	6th Cycle	In Progress	The City will consider incentives for accessible ADUs as part of proposed ADU ordinance updates to be reviewed by the Planning Commission and City Council in spring 2026.	Other		None
H3.J Marketing for Accessible Units	Expand housing opportunities for people living with disabilities	1/31/2031	6th Cycle	Continuous	The City will focus efforts on this program as new projects are identified on Housing Inventory sites and other sites zoned for multifamily residential development opportunities.	Other		None

H3.K Employment Services	Host a working meeting or workshop with employers and advocacy groups to develop a strategy for creating jobs for persons with disabilities and boosting the number of workers with disabilities among area employers	12/31/2026	6th Cycle	Not Yet Started	The City will focus efforts on this program in 2026, consistent with the timeframe listed in the Housing Element.	Meetings		None
H3.L Large Units	Encourage the development of housing for large families	1/31/2025	6th Cycle	Completed	The City began implementation of this program with the adoption of amendments to the Affordable Housing Overlay as noted in H3.H and in Specific Plan in November 2023, which included potential bonus floor area ratio (FAR) for the development of units with three or more bedrooms. Additional efforts to expand FAR bonus options for large family units in other areas of the city may be evaluated in the future. The quantified outcome is the update to the Specific Plan to incentivize large units with 2, 3 or more bedrooms.	Other	1	Table E2 of the Specific Plan (PDF page 145) includes a provision to allow additional FAR ("Step-Up FAR") for developments that incorporate units with multiple bedrooms (as described in the Notes section under *): https://www.menlopark.gov/files/sharedassets/public/v/1/community-development/documents/general-plan/20240701-specific-plan-update.pdf
H3.M Wheelchair Visitability	Allow for people with wheelchairs to have greater visitation access to homes in Menlo Park	1/31/2029	6th Cycle	Not Yet Started	The City will focus efforts on this program consistent with the timeframe listed in the Housing Element. The quantified outcome will consider of a wheelchair visitability ordinance.	Other		None

H4.A Amend the Below Market Rate Inclusionary Housing Regulations	Coordinate with 21 Elements in preparation of a regional nexus study to determine the cost of the in-lieu fee and provide input into amendments to the City's BMR Program. Implement requirements to assist in providing housing affordable to extremely low-, very low-, low- and moderate-income households throughout Menlo Park's high resource neighborhoods	1/31/2025	6th Cycle	In Progress	In October 2025, the Housing Commission reviewed and the City Council adopted amendments to the BMR Housing Program to provide clarification or additional language to create a smoother project review process and to help ensure equity for BMR residents, as an initial step in implementing Program H4.A. The City is planning for a second round of revisions after the conclusion of a County-wide Grand Nexus Study expected to be completed by the end of 2026. This study evaluates the impacts of development on the need for affordable housing and helps determine calculations such as commercial linkage fees and the percentage of inclusionary units required in a residential development.	Meetings	2	The October 1, 2025 Housing Commission staff report is available here: https://www.menlopark.gov/files/sharedassets/public/v/1/agendas-and-minutes/housing-commission/2025-meetings/agendas/20251001-housing-commission-regular-meeting-agenda.pdf The October 21, 2025 City Council staff report is available here: https://www.menlopark.gov/files/sharedassets/public/v/1/agendas-and-minutes/city-council/2025-meetings/20251021/k2-20251021-cc-bmr-program-guidelines.pdf
H4.B Modify BMR Guidelines Regarding Allocations	Amend the Zoning Ordinance to require additional affordable units in market-rate developments	1/31/2025	6th Cycle	In Progress	The City continues to participate in the 21 Elements BMR Guidelines working group. The City is planning for a round of BMR Housing Program revisions that will address Program H4.B after the conclusion of a County-wide Grand Nexus Study expected to be completed by the end of 2026. This study evaluates the impacts of development on the need for affordable housing and helps determine calculations such as commercial linkage fees and the percentage of inclusionary units required in a residential development.	Meetings	2	The October 1, 2025 Housing Commission staff report is available here: https://www.menlopark.gov/files/sharedassets/public/v/1/agendas-and-minutes/housing-commission/2025-meetings/agendas/20251001-housing-commission-regular-meeting-agenda.pdf The October 21, 2025 City Council staff report is available here: https://www.menlopark.gov/files/sharedassets/public/v/1/agendas-and-minutes/city-council/2025-meetings/20251021/k2-20251021-cc-bmr-program-guidelines.pdf

H4.C Increase Commercial Linkage Fee	Increase local funding to support production of affordable housing	1/31/2025	6th Cycle	In Progress	The City continues to participate in the 21 Elements BMR Guidelines working group. The City is planning for a round of BMR Housing Program revisions that will address Program H4.C after the conclusion of a County-wide Grand Nexus Study expected to be completed by the end of 2026. This study evaluates the impacts of development on the need for affordable housing and helps determine calculations such as commercial linkage fees and the percentage of inclusionary units required in a residential development.	Meetings	2	The October 1, 2025 Housing Commission staff report is available here: https://www.menlopark.gov/files/sharedassets/public/v/1/agendas-and-minutes/housing-commission/2025-meetings/agendas/20251001-housing-commission-regular-meeting-agenda.pdf The October 21, 2025 City Council staff report is available here: https://www.menlopark.gov/files/sharedassets/public/v/1/agendas-and-minutes/city-council/2025-meetings/20251021/k2-20251021-cc-bmr-program-guidelines.pdf
H4.D Modify the Affordable Housing Overlay (AHO)	Incentivize affordable housing development on housing opportunity sites located in high resource areas of the community. Annually monitor progress under the AHO in conjunction with the Housing Element Annual Progress Report; after three years of implementation (2027), report back to City Council, including any recommended adjustments to the AHO to improve effectiveness	1/31/2024	6th Cycle	In Progress	The AHO was modified on December 5, 2023 with the adoption of an ordinance by City Council to amend chapter 16.98 of the Municipal Code to allow a density of up to 150 dwelling units per acre (du/ac) for a development with 100 percent affordable housing. A handout will be developed to explain the updated requirements and incentives. The current quantified outcome is the adopted AHO ordinance.	Other	1	The updated AHO ordinance is available here: https://ecode360.com/47188590

H4.E Streamlined Project Review	Utilize objective design and development standards to add greater certainty to and streamline the development review process	12/31/2026	6th Cycle	In Progress	Objective design standards were included with each of the new and updated zoning districts adopted by City Council on December 5, 2023. Additional streamlining actions outlined in the program will be undertaken in 2026. The City has incorporated state streamlining legislation in the development review process where applicable, such as AB 130 development and Section 66323 ADUs. The current quantified outcome is the new and updated zoning districts with objective design standards adopted in 2023.	Other	7	The ordinances adopted by the City Council are available in the December 5, 2023 City Council staff report: https://www.menlopark.gov/files/sharedassets/public/v/1/agendas-and-minutes/city-council/2023-meetings/agendas/20231205/e1-20231205-cc-housing-element-zoning-amend.pdf
H4.F Modify Accessory Dwelling Unit (ADU) Development Standards and Permit Process	Zoning Ordinance amendment and accompanying public-facing documentation (i.e., on the City website). Seek to produce at least 85 ADUs between 2023-2031, including 51 affordable to lower income households, furthering economic integration in traditionally single-family neighborhoods	12/31/2024	6th Cycle	In Progress	In December 2025, the Planning Commission held a study session on proposed updates to the City's ADU ordinance. During that same month, the City received an HCD letter regarding ADU regulations non-compliance issues and responded with information on the ADU ordinance update in progress. Staff is preparing to return to the Planning Commission with an updated draft ADU ordinance in spring 2026. The City Council is anticipated to review the draft ordinance shortly thereafter. Previously, the City also launched a pre-approved ADU process to comply with AB 434. The City has continued to see robust development trends for ADUs in the community, achieving over 100% of the total planning period goal though 2031. The current quantified outcome is the December Planning	Other	1	The December 2025 Planning Commission study session staff report is available at the following link: https://www.menlopark.gov/files/sharedassets/public/v/1/agendas-and-minutes/planning-commission/2025-meetings/agenda/20251215-planning-commission-agenda-packet.pdf

H4.G Prioritize Affordable Housing on City-Owned Parking Lots Downtown	Achieve the development of 345 affordable units on a combination of City-owned parking lot sites in the downtown, supporting the integration of affordable housing options in high resource areas of the community	12/31/2027	6th Cycle	In Progress	In August 2024, the City Council reviewed a feasibility study and directed staff to proceed with exploring development on Parking Plazas 1, 2, and 3. The three parking lots could accommodate more than 345 units using the existing zoning provisions on the three sites. In January 2025, the City Council authorized release of an RFQ for the three parking lots, with responses due in March 2025. Seven development teams responded. In September 2025, the City released an RFP to seek further refinement of potential development on the sites. Three of the seven development teams responded in December 2025. The selection process is anticipated to continue in 2026. The current quantified outcome is the number of proposals submitted for development on the sites.	Other	10	A project timeline and copies of all RFQ and RFP responses is available on the project webpage maintained by the City: https://www.menlopark.gov/Government/Departments/Community-Development/Planning/Comprehensive-planning/Development-on-downtown-parking-lots
H4.H Review the Subdivision Ordinance	Review and adopt amendments to the Subdivision Ordinance as needed	1/31/2026	6th Cycle	In Progress	In the first half of 2026, the City will consider removing a subdivision ordinance front setback variance requirement for single-family residential lots with applicable curved frontages. The intent of the change would be to reduce barriers to residential development on affected lots.	Other		None
H4.I Create New Opportunities for Mixed-Use Development	Adopt a Zoning Ordinance amendment	1/31/2024	6th Cycle	Completed	This program was completed December 5, 2023 with the adoption of ordinances by City Council to amend various chapters of the Municipal Code to create and update mixed use zoning districts. The quantified outcome is the series of Housing Element implementation ordinances adopted by the City Council in 2023.	Other	7	The ordinances adopted by the City Council are available in the December 5, 2023 City Council staff report: https://www.menlopark.gov/files/sharedassets/public/v/1/agendas-and-minutes/city-council/2023-meetings/agendas/20231205/e1-20231205-cc-housing-element-zoning-amend.pdf

H4.J Increase Residential Density and Maximize Development Proposals	Increase residential density in certain high resource areas of the city, develop additional multifamily housing on suitable parcels, and facilitate achievement of maximum permitted densities through adoption of appropriate development standards	1/31/2024	6th Cycle	Completed	This program was completed December 5, 2023 with the adoption of ordinances by City Council to amend various chapters of the Municipal Code to update the City's R-3 and R-4 zoning districts. The quantified outcome is the series of Housing Element implementation ordinances adopted by the City Council in 2023.	Other	7	The ordinances adopted by the City Council are available in the December 5, 2023 City Council staff report: https://www.menlopark.gov/files/sharedassets/public/v/1/agendas-and-minutes/city-council/2023-meetings/agendas/20231205/e1-20231205-cc-housing-element-zoning-amend.pdf
H4.K Rezone for Lower Income Shortfall	Increase residential density to a range from a minimum of 20 du/ac and allowing for densities of up to 100 units/acre or greater and affordable housing on sites identified for housing for at least 6.8 acres to provide for at least 202 lower-income units	1/31/2024	6th Cycle	Completed	This program was completed December 5, 2023 with the adoption of ordinances by City Council to amend various chapters of the Municipal Code and implement Programs H4.D, H4.I, H4.J, H4.L, H4.Q, and H4.T. The quantified outcome is the series of Housing Element implementation ordinances adopted by the City Council in 2023.	Other	7	The ordinances adopted by the City Council are available in the December 5, 2023 City Council staff report: https://www.menlopark.gov/files/sharedassets/public/v/1/agendas-and-minutes/city-council/2023-meetings/agendas/20231205/e1-20231205-cc-housing-element-zoning-amend.pdf
H4.L Modify El Camino Real/Downtown Specific Plan	Increase housing opportunities in El Camino Real/Downtown Specific Plan Area, thereby facilitating production of affordable housing and enhancing economic integration in high resource areas of the community	1/31/2024	6th Cycle	Completed	This program was completed November 28, 2023 with the City Council adoption of amendments to the Specific Plan.	Other	1	The Specific Plan amendments adopted by the City Council are available in the November 28, 2023 City Council staff report: https://www.menlopark.gov/files/sharedassets/public/v/2/agendas-and-minutes/city-council/2023-meetings/agendas/20231128-city-council-special-agenda-packet-w-pres.pdf#page=3

H4.M Update Parking Requirements and Design Standards	Modify Municipal Code to include amended parking requirements and establish a parking or alternative transportation in-lieu fee	1/31/2025	6th Cycle	Completed	Parking requirements for the City's multifamily and mixed use zoning districts were modified so that no more than one parking space is required for smaller units (e.g., one-bedroom, studio, or single-room occupancy units) as part of the adoption of amendments to the Specific Plan and Municipal Code in November and December 2023. Additional program actions will be conducted in the future according to the program timeline. The quantified outcome is the series of Housing Element implementation ordinances and the Specific Plan amendments adopted by the City Council in late 2023.	Other	8	The Specific Plan amendments adopted by the City Council are available in the November 28, 2023 City Council staff report: https://www.menlopark.gov/files/sharedassets/public/v/2/agendas-and-minutes/city-council/2023-meetings/agendas/20231128-city-council-special-agenda-packet-w-pres.pdf#page=3 The ordinances adopted by the City Council are available in the December 5, 2023 City Council staff report: https://www.menlopark.gov/files/sharedassets/public/v/1/agendas-and-minutes/city-council/2023-meetings/agendas/20231205/e1-20231205-cc-housing-element-zoning-amend.pdf
H4.N Achieve Long-Term Viability of Affordable Housing	Establish project management and other ongoing project coordination needs	1/31/2031	6th Cycle	Continuous	The City will focus efforts on this program as new projects on the Housing Inventory sites and other sites zoned for multifamily residential development opportunities, consistent with the timeframe listed in the Housing Element. In 2025, no new BMR units were rented or sold.	Other		None
H4.O Identifying SB 10 Sites	Amend the Zoning Ordinance and Map to implement an SB 10 overlay; target the development of 2 SB 10 projects per year from 2027 through 2031 (5 years), averaging 5 units per project, for at least 50 total SB 10 units. At least 80 percent of these units are targeted for Racially Concentrated Areas of Affluence (RCAs) south of US-101	12/31/2026	6th Cycle	Not Yet Started	The City will focus efforts on this program during or before 2026, consistent with the timeframe listed in the Housing Element.	Other		None

H4.P Community Opportunity to Purchase	Adopt a community opportunity to purchase ordinance. Increase opportunities for affordable housing development	12/31/2024	6th Cycle	In Progress	The City included community opportunity to purchase as a potential anti-displacement strategy for the anti-displacement plan, but community members ranked greater preferences for other strategies. The City will return to consideration of community opportunity to purchase as a potential area of focus following implementation of the anti-displacement plan and other key Housing Element programs, as prioritized by the City Council and based on community feedback.	Other		None
H4.Q Reuse Sites	Allow for ministerial review for housing development on reuse sites that propose at least 20 percent of the units as affordable for lower-income households	1/31/2026	6th Cycle	Completed	This program was completed December 5, 2023 with the adoption of ordinances by City Council to amend various chapters of the Municipal Code. The quantified outcome is the adopted section 16.08.075 of the Municipal Code.	Other	1	Section 16.08.075 of the Municipal Code is available here: https://ecode360.com/47186004
H4.R Work with the Fire District	Undertake local amendments to the State Fire Code and approve City Council Resolution ratifying the Fire District's local amendments	12/31/2026	6th Cycle	In Progress	The City will collaborate with the Menlo Park Fire Protection District as needed. In December 2022, the City Council last adopted a resolution ratifying the Fire District's amendments to the 2022 California Fire Code. In 2026, the City is anticipated to consider ratifying a Menlo Park Fire Protection District ordinance adopting amendments to the 2025 Fire Code.	Meetings		None

H4.S Coordinate with School Districts to Link Housing with School District Planning Activities	Coordinate with local school districts in planning for future housing in consideration of each school district's long-range planning, resources and capacity	1/31/2031	6th Cycle	Continuous	The City will focus efforts on this program as new projects are identified on Housing Inventory sites and other sites zoned for multifamily residential development opportunities, consistent with the timeframe listed in the Housing Element. City staff periodically meet with local school districts and/or their consultants to provide data on housing permitting and developments under review to help determine future enrollment projections and needs. The quantified outcome is the number of school district and/or consultant requests for housing production data during the Housing Element cycle.	Other	3	None
H4.T Residential Overlay	Allow residential uses in currently non-residential areas of Menlo Park	1/31/2024	6th Cycle	Completed	This program was completed December 5, 2023 with the adoption of an ordinance by City Council to create chapter 16.95 of the Municipal Code. The quantified outcome is the adopted Chapter 16.95 of the Municipal Code.	Other	1	Chapter 16.95 of the Municipal Code is available here: https://ecode360.com/47188382

H4.U Federally-Owned Sites and School Sites	Facilitate residential development on sites owned by the USGS, VA, and Ravenswood City School District to achieve at least 131 new affordable housing units in Menlo Park.	12/31/2028	6th Cycle	In Progress	In early 2025, the City received correspondence from the General Services Administration (GSA) indicating that the USGS site would be reoffered for sale by sealed bid auction. Bids were opened in April 2025 and the site was awarded to Presidio Bay Ventures. In early 2026, Presidio Bay submitted an application to redevelop the USGS site with a variety of uses including 670 housing units (with 101 BMR units) and a childcare center. The VA site is technically not subject to the City's discretionary planning approvals, however, MidPen complied with the City's R-4-S zoning requirements in recognition of the development's location and connection to the surrounding community. In September 2024, the City Council committed \$2 million in BMR NOFA funds. The	Units	820	The City maintains a project page for the USGS site here: https://www.menlopark.gov/Government/Departments/Community-Development/Projects/Under-review/345-Middlefield-Road-former-USGS-campus MidPen Housing maintains an Oak Gardens project page here: https://www.midpen-housing.org/property/oak-gardens/ The City maintains a 320 Sheridan Drive project page here: https://www.menlopark.gov/Government/Departments/Community-Development/Projects/Approved-projects/320-Sheridan-Dr
H4.V Local Density Bonus Law Ordinance	Facilitate utilization of State Density Bonus Law	12/31/2024	6th Cycle	Not Yet Started	The City has not yet initiated this program. The quantified outcome will be consideration of an ordinance.	Other		None
H5.A Fair Chance Ordinance	Expand renter protections	1/31/2028	6th Cycle	Not Yet Started	The City will focus efforts on this program during or before 2028, consistent with the timeframe listed in the Housing Element. The quantified outcome will be consideration of a fair chance ordinance.	Other		None

H5.B Undertake Community Outreach When Implementing Housing Element Programs	Conduct community outreach and distribute materials	1/31/2031	6th Cycle	Continuous	Outreach on Housing Element-related efforts utilized an integrated communication strategy including direct mail, targeted email, weekly newsletters, social media, newspaper notices, A-frames/posters, electronic message boards, and in-person and virtual community meetings. The City maintains up-to-date information on multiple Housing Element-related webpages, and community members can continue to subscribe to specific project email lists. The City partnered with community-based organizations (e.g., Climate Resilient Communities) to enhance community outreach and engagement through local networks, particularly striving to reach underserved communities. This program will continue throughout the planning period.	Other	2	A variety of outreach activities have been conducted when implementing Housing Element programs and can be quantified in different ways. Relevant examples for purposes of the APR can be found on project webpages for housing resources and development projects: https://www.menlopark.gov/Government/Departments/Community-Development/Housing https://www.menlopark.gov/Government/Departments/Community-Development/Projects Other digital examples include the City's weekly email digest, which has included updates on relevant housing-related projects, such as program H4.G, regarding the downtown parking lots development: https://www.menlopark.gov/Government/Departments/City-Managers-Office/Communications-and-public-engagement/Weekly-Digest
H5.C Provide Multilingual Information on Housing Programs	Improve access to information on housing programs to persons with limited English proficiency	12/31/2024	6th Cycle	In Progress	The City's website is readily translatable and information regarding Spanish language interpretation/translation is provided on public hearing notices. The City will focus efforts on expanding to written materials and the availability of information in multiple languages. The current quantifiable outcome is the number of languages into which the City website can be translated.	Other	7	The City's website is translateable into 7 languages (including English) from a drop-down menu near the top right of each webpage: https://www.menlopark.gov/Home

H5.D Address Rent Conflicts	Increase awareness among residents, including low income and special needs populations, of available resources for addressing rent conflicts and fair housing complaints	12/31/2028	6th Cycle	In Progress	The City has produced a Housing Resource Guide that includes tenant/landlord resolution information and legal assistance resources. Current legal services offered by the City are through partnerships with organizations such as Legal Aid Society of San Mateo County, Project Sentinel, Samaritan House South, and Community Legal Services of East Palo Alto. The City received a grant of \$250,000 from the Metropolitan Transportation Commission (MTC) to implement a Legal Assistance Program and Rental Assistance Program. City staff is close to finalizing the agreement with the MTC to implement a new legal assistance program and bolster the city's existing rental assistance program. Work commenced on the rental assistance program in late 2025.	Other	1	The City maintains a housing resources webpage with information on the BMR program, housing assistance program, home repairs assistance, legal resources, and other topics at the following link: https://www.menlopark.gov/Government/Departments/Community-Development/Housing
H5.E Publicize Fair Housing Laws and Respond to Discrimination Complaints	Affirmatively further fair housing by increasing awareness among residents, including low income and special needs populations, of available resources for addressing fair housing issues	12/31/2028	6th Cycle	Continuous	The City has produced a Housing Resource Guide that include fair housing information and housing discrimination investigation. Current legal services offered by the City are through partnerships with organizations such as Legal Aid Society of San Mateo County, Project Sentinel, Samaritan House South, and Community Legal Services of East Palo Alto. The City works with Project Sentinel, whose mission is to development fairness and equality of housing for all persons, when it receives fair housing complaints.	Other	1	The City maintains a housing resources webpage with information on the BMR program, housing assistance program, home repairs assistance, legal resources, and other topics at the following link: https://www.menlopark.gov/Government/Departments/Community-Development/Housing

H5.F First-Time Homebuyer Program	Provide opportunities for moderate income first-time homebuyers to reside in the community, thereby fostering housing mobility	12/31/2024	6th Cycle	Continuous	The City has a Legacy List, which is currently closed. Moderate income homebuyers have access to purchase opportunities through the BMR program if they are on the Legacy List and there is a moderate income unit available. The City will continue to monitor opportunities to enhance the program. As part of the City's Below Market Rate Housing Program, the City requires prospective below market rate homebuyers to complete a first time homebuyer education workshop, class, or counseling session. However, no BMR ownership units were sold in 2025.	Units		None
H5.G Improve Access to City Law	Have a one-stop landing page for development information that can be easily understood by developers and members of the public	12/31/2024	6th Cycle	In Progress	The City will continue to focus efforts on this program in 2026, consistent with the program in the Housing Element. The current quantified outcome are two webpages for planning resources and housing resources.	Other	2	The City maintains a webpage with development resources including zoning requirements, application forms, guidelines, handouts, policies and other planning information at the following link: https://www.menlopark.gov/Government/Departments/Community-Development/Planning The City maintains a housing resources webpage with information on the BMR program, housing assistance program, home repairs assistance, legal resources, and other topics at the following link: https://www.menlopark.gov/Government/Departments/Community-Development/Housing
H5.H Tenant Readiness Education Program	Provide educational assistance and identify resources to help renters acquire and maintain decent and affordable housing	12/31/2024	6th Cycle	In Progress	The City will continue to focus efforts on this program in 2026, consistent with the program in the Housing Element.	Other	1	The City maintains a webpage with renter/tenant resources at the following link: https://www.menlopark.gov/Government/Departments/Community-Development/Housing/Rentertenant-resources

H5.I Racial Equity Training Program	Increase awareness, build organizational capacity and infrastructure, and strive for racial equity in housing and other local government matters	12/31/2031	6th Cycle	In Progress	In 2025, representatives from the City Manager's Office, Community Development Department, Police Department, and Library and Community Services Department participated in quarterly "Equity in Government" training meetings facilitated by the County of San Mateo Office of Racial and Social Justice. In 2025, four training meetings were held with the following topics: Leadership Buy-in and Organizational Imperative; Language and Landscape Change Around Equity; Inclusive Workforce Strategies During Economic Uncertainty; and Community Engagement in Times of Heightened Fear. In February 2024, City representatives participated in a Foundational Equity Training organized by the County of San Mateo and presented by The Justice Collective, with the intent to	Meetings	4	None
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H5.J Environmental Justice Element	Prioritize the needs of Underserved Communities (Disadvantaged Communities); reduce pollution exposure; improve access to public facilities; promote food access; promote safe and sanitary housing; promote physical activity; promote civic engagement.	1/31/2031	6th Cycle	In Progress	In September 2024, following three years of community outreach and engagement with a focus on meeting people where they are and empowering the voices of Menlo Park's underserved Belle Haven and Bayfront communities, the City of Menlo Park adopted its first General Plan Environmental Justice (EJ) Element. In March 2025, the Planning Commission and City Council reviewed the first EJ Element Annual Progress Report. Together with the community, the City will continue to advance EJ through implementation of the programs and action items identified in the EJ Element Action Guide. The quantified outcome is the adopted EJ Element.	Other	1	The City's EJ Element is available here: https://www.menlopark.gov/files/sharedassets/public/v/2/community-development/documents/housing-element-annual-progress-reports/city-of-menlo-park-environmental-justice-element_0821.pdf?_gl=1*1fpvnvj*_gcl_au*M TU0Mji0NDkwMy4xNzcwMzA4MTUy
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H6.A Reach Codes	Achieve greenhouse gas reduction targets	1/31/2031	6th Cycle	Continuous	In 2024, the City Council gave direction to staff to prepare a local amendment to promote residential electrification. Staff developed an ordinance to require prewiring for future appliance electrification at the time of replacing a main electrical panel. The City also adopted a code amendment of additional energy efficiencies beyond the 2025 Energy Code for single-family home modifications. The City will continue to encourage reduction in greenhouse gas emissions as projects are reviewed. The City maintains an electrification resources webpage for new and existing buildings, highlighting resource opportunities in six categories. The current quantified outcome are the adopted local amendments.	Other	2	The City's pre-wiring for future electrification ordinance is described on the following webpage: https://www.menlopark.gov/Government/Departments/Community-Development/Building/Residential-information/2025-CalGreen-Pre-Wiring-for-Future-Electrification-Requirements The building energy efficiencies/green building amendment is described on the following webpage: https://www.menlopark.gov/Government/Departments/Community-Development/Building/Building-Energy-EfficienciesGreen-Building The City's building electrification resources webpage is available here: https://www.menlopark.gov/Government/Departments/City-Managers-Office/Sustainability/Building-electrification-resources
H6.B Electric Vehicle Charging	Achieve greenhouse gas reduction targets	12/31/2025	6th Cycle	Continuous	The City continued implementation of the residential electric vehicle reach codes. Additionally, the City updated the 2025-2030 Climate Action Plan scope of work which identified new priority actions to expand access to electric vehicle charging for multifamily properties. Staff promoted Peninsula Clean Energy's electric vehicle charging rebate for multifamily properties and explored partnerships with other programs. In 2025, the City advertised PCE's EV Ready program on the City website.	Other	1	The City advertised the PCE EV charger program with the following article in September 2025: https://www.menlopark.gov/News-articles/City-news/20250908Learn-how-to-add-value-to-your-property-with-EV-chargers-Sept.-16

H6.C Air Conditioning or Cooling Alternatives	Ensure healthy building environments	1/31/2025	6th Cycle	In Progress	In 2025, the City expanded the Menlo Park Home Upgrade Services program to include portable air conditioners, space heaters, induction cook hobs, and batteries for income-qualified renters in Belle Haven. In November 2025, the City expanded the program citywide.	Other	1	The home upgrade services program is described in more detail here: https://www.menlopark.gov/Government/Departments/City-Managers-Office/Sustainability/Home-Electrification
H6.D Promote Energy Efficient/Renewable Programs	Encourage participation in the energy efficient and renewable energy programs	1/31/2031	6th Cycle	Completed	The City's website was updated in 2025 with information on energy efficiency programs offered by Peninsula Clean Energy. Announcements for these programs were also published in the City's weekly electronic newsletter and social media channels. The City provided education about the programs at community events.	Other	1	A variety of resources related to energy efficient and renewable energy programs are detailed under the City's Sustainability webpage: https://www.menlopark.gov/Government/Departments/City-Managers-Office/Sustainability
H6.E Explore Multimodal Improvements	Coordinate with Redwood City on potential pedestrian and bicycle improvements	1/31/2026	6th Cycle	Not Yet Started	The City will seek out opportunities to coordinate with the City of Redwood City on Capital Improvement Plan projects and development projects that could incorporate bicycle and pedestrian improvements linking the two cities. The City will continue to focus efforts on this program during or before 2026, consistent with the timeframe listed in the Housing Element.	Other		None
H6.F Transit Incentives	Reduce vehicle trips and parking demand and increase use of alternative forms of mobility	1/31/2031	6th Cycle	In Progress	The City has initiated an update to its Transportation Demand Management (TDM) Guidelines to align trip reduction goals for development projects with C/CAG policy. The City will focus efforts on this program as new projects are identified on Housing Inventory sites and other sites zoned for multifamily residential development opportunities, consistent with the timeframe listed in the Housing Element.	Other	1	As an example of a TDM plan for a project on a Housing Element inventory site, the 320 Sheridan Drive TDM plan is available on the City's website: https://www.menlopark.gov/Government/Departments/Public-Works/Transportation-Division/b-Transportation-projects

H6.G Neighborhood Connectivity	Reduce disparities in access to opportunities	1/31/2031	6th Cycle	In Progress	The 2023-2028 Capital Improvement Plan includes projects for Belle Haven Traffic Calming Plan Implementation, Caltrain Grade Separation, Middle Avenue Caltrain crossing design study and construction, Coleman-Ringwood Avenues Transportation Study, El Camino Real Crossings improvements, Haven Avenue streetscape improvement, Middle Avenue complete street study, and various other pedestrian and bicycle improvements. The City will continue to focus efforts on this program as new projects are identified on Housing Inventory sites and other sites zoned for multifamily residential development opportunities, consistent with the timeframe listed in the Housing Element. The quantified outcome is the 15 projects listed on the City's	Other	15	The City maintains a list of ongoing transportation projects at the following link: https://www.menlopark.gov/Government/Departments/Public-Works/Transportation-Division/b-Transportation-projects
H7.A Create Objective Residential Design Standards	Adopt objective design standards for multifamily developments, mixed-use housing developments, and ADUs to add greater certainty to and streamline the development review process	12/31/2025	6th Cycle	In Progress	The City Council adopted objective design standards for the C-MU mixed use and R-3 zoning multi-family residential districts on December 5, 2023. The City will evaluate the development and modification of standards for other uses such as ADUs and single-family development in 2026. The current quantified outcomes are the C-MU and R-3 zoning updates from 2023.	Other	2	The City's C-MU zoning regulations, including objective standards, are available here: https://ecode360.com/47186928 The City's R-3 zoning regulations, including objective standards, are available here: https://ecode360.com/47186289

[illegible]

Jurisdiction	Menlo Park	
Reporting Period	2025	(Jan. 1 - Dec. 31)
Planning Period	6th Cycle	01/31/2023 - 01/31/2031

ANNUAL ELEMENT PROGRESS REPORT

Housing Element Implementation

Note: "+" indicates an optional field

Cells in grey contain auto-calculation formulas

Table F									
Units Rehabilitated, Preserved and Acquired for Alternative Adequate Sites pursuant to Government Code section 65583.1(c)									
Please note this table is optional: The jurisdiction can use this table to report units that have been substantially rehabilitated, converted from non-affordable to affordable by acquisition, and preserved, including mobilehome park preservation, consistent with the standards set forth in Government Code section 65583.1, subdivision (c). Please note, motel, hotel, hostel rooms or other structures that are converted from non-residential to residential units pursuant to Government Code section 65583.1(c)(1)(D) are considered net-new housing units and must be reported in Table A2 and not reported in Table F.									
Activity Type	Units that Do Not Count Towards RHNA ⁺ Listed for Informational Purposes Only				Units that Count Towards RHNA ⁺ Note - Because the statutory requirements severely limit what can be counted, please contact HCD at apr@hcd.ca.gov and we will unlock the form which enable you to populate these fields.			TOTAL UNITS ⁺	The description should adequately document how each unit complies with subsection (c) of Government Code Section 65583.1 ⁺ . For detailed reporting requirements, see the chcklist here : https://www.hcd.ca.gov/community-development/docs/adequate-sites-checklist.pdf
	Extremely Low-Income ⁺	Very Low-Income ⁺	Low-Income ⁺	TOTAL UNITS ⁺	Extremely Low-Income ⁺	Very Low-Income ⁺	Low-Income ⁺		
Rehabilitation Activity									
Preservation of Units At-Risk									
Acquisition of Units									
Mobilehome Park Preservation									
Total Units by Income									

City of Menlo Park

Environmental Justice Element Action Guide Updated February 2026

**Planning Commission March 23, 2026 General Plan Annual
Progress Report Version**

The Environmental Justice (EJ) Element is accompanied by an EJ Element Action Guide. The Action Guide is a tool to be used to manage and coordinate City efforts to accomplish the goals, policies, and programs outlined in the EJ Element. This dual document approach allows for more frequent updating of the Action Guide in response to changing community needs, funding opportunities, and ongoing community outreach – particularly input from Menlo Park’s underserved communities – without requiring a General Plan Amendment. This version of the EJ Element Action Guide, prepared for the March 23, 2026 Planning Commission, General Plan Annual Progress Report, identifies the programs and action items of the top three community-identified priorities (Goal EJ5, Goal EJ4 and Goal EJ2) that are currently in progress. All seven EJ Element goals are listed in Table 1 below.

Table 1: Menlo Park EJ Element Goals and Community-Identified Priorities		
Goal ID	Goal Text	Priority #
EJ1	Address unique and compounded health risks	-
EJ2	Reduce pollution exposure and improve air quality	3
EJ3	Equitably provide appropriate public facilities to individuals and communities	-
EJ4	Promote access to high quality and affordable food	2
EJ5	Provide safe, sanitary, and stable homes	1
EJ6	Encourage physical activity and active transportation	-
EJ7	Create equitable civic and community engagement	-

The organizational structure of the Priority Setting Workshop Version Action Guide is described below:

- Goals: Broad actions to pursue to work toward EJ;
- Programs: Precise steps to further policies and goals; and
- Action Items: Preferred methods to fulfill programs based on community feedback.

The organizing structure and color scheme is demonstrated below.

Item	Structure	Example
Goal	EJ#	EJ1
Program	EJ#.X	EJ1.A
Action Item	EJ#.X.#	EJ1.A.1

The Action Guide includes details on programs and action items, organized under three groups: Descriptive Information, Implementation, and Time Frame.

Descriptive Information

Column A: ID

Identification of the program or action item corresponding to the goal they support (e.g., EJ4):

- Programs are given a letter (e.g., EJ4.D)
- Action items are given a letter and a number (e.g., EJ4.D.1)

Column B: Program / Action Item Text

Text of the program or action item.

Column C: Classification

Identification of whether the row is a program or action item.

Column D: Activity

If City and/or partners are currently conducting a process that would accomplish the objective of the program or action item, this column includes a brief description. As the City fulfills programs and action items, and initiates activity on additional programs and action items, this column may be updated.

Implementation

Implementation data describes who would likely lead carrying out the program or action item and what funding is potentially available to fulfill it. Also included in this section are supporting City departments and partners outside City government, such as County authorities or non-governmental organizations.

Column E: Lead Role

The City department or division who would likely lead the implementation of the program or action item.

Column F: Supporting Role

City departments or divisions, as well as partner organizations, that may support implementation of the program or action item.

Column G: Funding Source(s)

Potential sources of funding that may support program or action item implementation.

Time Frame

The estimated time frame for programs and action items is arranged into two components: initiation (when work will begin) and completion (when work will be finished).

Column H: Initiation

The programs and action items are sorted into four categories: those that can be started in a short-term time frame, a medium-term time frame, a long-term time frame, and those that are in progress. As the City fulfills programs and action items, and initiates action on additional programs and action items, this column may be updated. For the purposes of the Environmental Justice Element, the time frames are defined accordingly:

- **In Progress:** Already in progress. These are highlighted in gold in the Action Guide.
- **Short-Term:** Zero to three years from Element adoption, estimated
- **Medium-Term:** More than three and less than six years from Element adoption, estimated
- **Long-Term:** Six years or more from Element adoption, estimated

Column I: Completion

The programs and action items are sorted into four categories: those that can be accomplished in a short-term time frame, a medium-term time frame, a long-term time frame, and those that are ongoing from initiation of work. For the purposes of the Environmental Justice Element, the time frames are defined accordingly:

- **Ongoing from Initiation:** Estimated to be worked on indefinitely
- **Short-Term:** Zero to three years from beginning of work on the item, estimated
- **Medium-Term:** More than three and less than six years from beginning of work on the item, estimated
- **Long-Term:** Six years or more from beginning of work on the item, estimated

City of Menlo Park Environmental Justice Element Action Guide Updated February 2026 (reports on 2025 activities)								
DESCRIPTION				IMPLEMENTATION			TIME FRAME	
A	B	C	D	E	F	G	H	I
ID	Policy / Program / Action Item Text	Classification	Activity	Lead Role	Supporting Role	Funding Source(s)	Initiation	Completion
Community Priority #1: Goal EJ5. Provide safe, sanitary, and stable homes								
EJ5.1	Prioritize housing programs that provide and maintain safe, sanitary, and stable homes, particularly in underserved communities.	Policy	-	-	-	-	-	-
EJ5.2	Maintain and develop safe, sanitary, and stable homes across all locations and affordability ranges, particularly in underserved communities.	Policy	-	-	-	-	-	-
EJ5.3	Support housing development distribution throughout the city and not concentrated within Menlo Park's underserved communities.	Policy	-	-	-	-	-	-
EJ5.A	Soil Remediation. Identify and resolve, to the extent feasible, any potential toxic soil contamination in residential developments, particularly in underserved communities. Identify potential closed (remediated) contaminated sites at risk of groundwater rise or sea level rise. Work with community based organizations and underserved communities to coordinate with regulatory and regional agencies for contaminated sites to be remediated at a level that protects community health under current and future flood conditions.	Program	The California Department of Toxic Substances Control (DTSC) tracks cleanup, permitting, enforcement and investigation efforts at hazardous waste facilities and sites with known contamination or sites where there may be reasons to investigate further. The Safety Element (Table S-4) includes a list of sites along with their current status of evaluation or remediation. The City is typically the lead agency for environmental review under the California Environmental Quality Act (CEQA) and staff coordinates with developers, the community, and other agencies to ensure a comprehensive environmental review process is adhered to whenever there are proposed projects. In 2025, the City continued to adhere to CEQA guidelines for environmental review and if/when there is reportable activity involving hazardous waste and clean up sites, the City will coordinate and communicate with DTSC.	Community Development	San Mateo County Environmental Health Services, Department of Toxic Substances Control (DTSC)	Department of Food and Agriculture (Healthy Soils Demonstration Program)	In Progress	Short Term
EJ5.B	Outreach to Households. Conduct outreach to potentially eligible households regarding programs that support safe, sanitary, and stable homes.	Program	On May 27, 2025, the City Council introduced a proclamation recognizing the month of May as Affordable Housing Month in Menlo Park. This proclamation acknowledges how affordable housing enhances community life, character, and vitality by providing adequate housing opportunities for all income levels. The Housing Division staffed a table at both the Love Our Earth (April 26, 2025) and the City LCS Community Resource (March 29, 2025) fairs. Staff distributed the Housing Resource Guide as well as information about the City's Below Market Rate (BMR) housing program in both hard copy and electronically. A laptop was provided at fair tables to encourage interested households to register for the City's BMR interest list. The Anti-displacement survey, a survey to solicit public feedback in prioritizing anti-displacement strategies, was aslo distributed to participants.	Community Development	California Department of Community Services and Development, City Manager's Office	Strategic Growth Council (Transformative Climate Communities Program)	In Progress (Short Term)	Ongoing From Initiation

DESCRIPTION				IMPLEMENTATION			TIME FRAME	
A	B	C	D	E	F	G	H	I
ID	Policy / Program / Action Item Text	Classification	Activity	Lead Role	Supporting Role	Funding Source(s)	Initiation	Completion
EJ5.C	Multilingual Tenant Protection Resources. Create or partner with providers to provide a central multilingual tenant protection hotline for renters with questions. If such resources already exist, conduct proactive outreach and education to inform the community of available resources. Hold culturally competent, in-language outreach workshops.	Program	On April 26, 2025, the Housing Division participated in the Love Our Earth festival at the Belle Haven Community Campus and distributed the Housing Resource Guide, in both English and Spanish, to community members as well as the Housing Survey for the Anti-displacement Plan. The Guide includes information related to services, including tenant resources such as Project Sentinel, Legal Aid Society of San Mateo Council and Samaritan House. The Housing Survey was to receive community input in prioritizing anti-displacement strategies. In addition, the Housing Division is exploring adding tenant protections resources onto its website. Through the website, the resources can be translated into various languages.	Community Development	Local Tenant Protection Services (e.g., Legal Aid Society of San Mateo County (HomeSavers Project), Project Sentinel by San Mateo County)	Strategic Growth Council (Transformative Climate Communities Program)	In Progress (Short Term)	Ongoing From Initiation
EJ5.D	Community Land Trust. Identify opportunities to support a Community Land trust or other fiscal vehicle to purchase land to develop deeply affordable housing.	Program	This item has not yet begun and evaluation for implementation continues.	Community Development	City Manager's Office, Community Development Department, MidPen Housing Community Land Trust	BMR Housing Fund	Long Term	Long Term
EJ5.E	First-time Homeowner Assistance. Conduct community outreach to help prospective first-time homeowners navigate the process. This includes 6th Cycle Housing Element Program H5.F (regarding collaborating with the Housing Endowment and Regional Trust of San Mateo County (HEART)) and helping to facilitate first-time homeowner workshops for residents in underserved communities.	Program	As part of the City's Below Market Rate Housing Program, the City requires prospective below market rate homebuyers to complete a first time homebuyer education workshop, class, or counseling session. However, no BMR ownership units were sold in 2025.	Community Development	City Manager's Office, Local Community Based Outreach Organizations (e.g., Menlo Together)	Strategic Growth Council (Transformative Climate Communities Program)	In Progress (Short Term)	Ongoing From Initiation
EJ5.F	Building Electrification. Promote funds and subsidies that minimize the passing through of any upfront investment costs of building electrification on to tenants.	Program	In 2025, the City promoted Peninsula Clean Energy's (PCE) rebates for heat pump water heaters and heat pump space heating and cooling for multifamily and single family homes. The program only provides incentives for in-unit upgrades which ensures tenants receive the most value. Staff continues to identify incentive structures that enable property owners to make upgrades while not resulting in cost impacts to tenants, such as increased rent or utility bills. In 2025 the City continued to provide electrification building permit fee waivers and promote PCE's rebates for heat pump water heaters and heat pump space heating and cooling for multifamily and single family homes. The rental program only provides incentives for in-unit upgrades which ensures tenants receive the most value. Staff continues to identify incentive structures that enable property owners to make upgrades while not resulting in cost impacts to tenants, such as increased rent or utility bills. Additionally, the City expanded the Menlo Park Home Upgrade Services program to include portable air conditioners, space heaters, induction cook hobs, and batteries for income-qualified renters in Belle Haven. A multifamily electrification summit is planned for April 2026 in coordination with other cities in San Mateo County and PCE.	Sustainability Division	City Manager's Office, Public Works Department, PG&E, Peninsula Clean Energy	Strategic Growth Council (Community Resilience Centers Program)	In Progress (Short Term)	Medium Term

DESCRIPTION				IMPLEMENTATION			TIME FRAME	
A	B	C	D	E	F	G	H	I
ID	Policy / Program / Action Item Text	Classification	Activity	Lead Role	Supporting Role	Funding Source(s)	Initiation	Completion
EJ5.G	Anti-Displacement Strategy. Ensure that City's Anti-Displacement Strategy (Housing Element Program H2.E) supports households and neighborhoods in underserved communities, including identifying, acknowledging, and addressing racial disparities in the housing market. This will include consideration, at a minimum, the following: - Rental inventory of all dwelling units - Updated or expanded rent control laws - Rent increase mitigations, such as longer noticing requirements - Community and tenant opportunity to purchase - Revised BMR guidelines allowing for deeper affordability (e.g., subsidies) - Expand relocation assistance for tenants - Just Cause Eviction protections regardless of tenant duration - Strengthened anti-tenant harassment ordinances - An examination of opportunities to limit additional fees passed to tenants like laundry, parking, and utility costs	Program	As a continuation of the community outreach for the anti-displacement plan, after conducting the two community meetings in 2024, in early Spring 2025, the City circulated a community survey to get broader feedback on the questions posed in the community meetings. Housing staff gave presentations about the survey to a number of community groups such as the Belle Haven Neighborhood Association and the Belle Haven Climate Change Community Team (BHCCCT) which includes representatives from a number of organizations. The survey included all the considered strategies listed in Program EJ5.G along with additional strategies to address anti-displacement. The feedback from the survey helped prioritize the various anti-displacement strategies. On September 3 and 9, 2025, Housing Division staff held meetings with the Housing Commission and City Council, respectively. The meetings were held to receive feedback from the Housing Commission and City Council. The City Council meeting was a study session with live interpretation in Spanish to present the initial findings of the plan and also the proposed recommendations of the plan. The Council provided direction on the proposed recommendations. Staff will return to the Council with the draft plan in 2026. The City joined other jurisdictions in the Grand Nexus study. The study will evaluate the City's current inclusionary requirements and will research potential revisions, including requiring lower rents to the affordable units. The study is under way and planned for completion by the end of 2026.	Community Development	City Manager's Office, Public Works Department	General Fund	In Progress (Short Term)	Long Term
EJ5.H	Access to Legal Counsel. As part of an anti-displacement program and to ensure stable housing, support increasing access to legal counsel for tenants facing eviction by conducting community outreach, education, and engagement to ensure renters are aware of this resource. Include progress reports on usage annually.	Program	Current legal aid services offered by the City are through partnerships with organizations such as Legal Aid Society of San Mateo County, Project Sentinel, Samaritan House South, and Community Legal Services of East Palo Alto. The City received a grant of \$250,000 from the Metropolitan Transportation Commission (MTC) to implement a Legal Assistance Program and Rental Assistance Program. City staff is close to finalizing the agreement with the MTC to implement a new legal assistance program and bolster the city's existing rental assistance program, which funds were depleted in early 2025.	Community Development	City Manager's Office, Local Tenant Protection Services (e.g., Legal Aid Society of San Mateo County (HomeSavers Project), Project Sentinel by San Mateo County)	Strategic Growth Council (Transformative Climate Communities Program)	In Progress (Short Term)	Ongoing From Initiation
Community Priority #2: Goal EJ4. Promote access to high quality and affordable food								
EJ4.1	Encourage adequate food access to fresh and healthy foods for all residents, particularly those in underserved communities.	Policy	-	-	-	-	-	-
EJ4.A	Increasing Food Security. Work with grocery stores and online food service delivery and meal providers to increase access to high-quality affordable and healthy food (e.g., reduced or waived delivery service fees). Encourage and support the acceptance of SNAP (Supplemental Nutrition Assistance Program), CalFresh, and other governmental food assistance programs that increase food security.	Program	In 2025 the Environmental Quality Commission formed a Food Systems ad hoc subcommittee to begin evaluation of options to advance implementation of EJ4.a. Their recommendation to the full commission was on Feb. 26, 2026.	Community Development	Local Grocery Stores (e.g., Safeway, Trader Joe's), Local Grocery Delivery Services (e.g., Uber Eats, GrubHub, DoorDash), CalFresh	Strategic Growth Council (Community Resilience Centers Program)	Medium Term	Long Term
EJ4.B	Food Assistance Outreach. Inform low-income households and people experiencing homelessness about food assistance programs through multilingual fliers, community events, information at shelters and food banks, as well as other appropriate outreach methods.	Program	In 2025, the City continued partnering with Second Harvest of Silicon Valley for grocery distribution at BHCC on the second and fourth Thursdays of each month. Library and Community Services provides a community resource guide, including information on available housing, medical, and food support programs that is distributed to families and available at the Menlo Park Library and BHCC. Additionally, the City's Housing Resource Guide highlighted food pantries/food assistance services and shelter services such as: -Bread Basket, Brown Bag Program, and the Samaritan House Pantry -Mobile food programs such as Second Harvest of Silicon Valley (program is marketed to senior center attendees) and Peninsula Volunteers' Meals on Wheels -Project WeHope Shelter and the Salvation Army Harbor House -The Housing Resource Guide was distributed to RV dwellers regularly parked in the Bohannon Park area. The City also collaborates with the County of San Mateo Department of Housing Encampment Resolution Funding (ERF) Program and WeHope in coordinating food assistance programs for those experiencing unsheltered homelessness in three identified homeless encampments.	Community Development	Communications and Public Engagement Division, Second Harvest of Silicon Valley, Homeless Outreach Team, San Mateo County Human Services Agency	Strategic Growth Council (Transformative Climate Communities Program)	In Progress (Medium Term)	Long Term
EJ4.C	Food Options at City Events. Encourage healthy food options, including vegan and vegetarian options, at municipal buildings and City-participating events. Encourage sourcing food from local small businesses.	Program	The Menlo Park Senior Center operates Monday to Friday, morning to lunchtime, and is based at the Belle Haven Community Campus. The Senior Center lunch program provides nutritionally balanced meals prepared fresh on site. The meals are paired with health, recreation, dance, creative arts, educational programs, and opportunities for conversation, fun, and connection. In 2025 the City hosted the fifth annual Love Our Earth Festival at the Belle Haven Community Campus with a plant-based (vegan) food market.	All City Departments	-	General Fund	In Progress (Long Term)	Long Term

DESCRIPTION				IMPLEMENTATION			TIME FRAME	
A	B	C	D	E	F	G	H	I
ID	Policy / Program / Action Item Text	Classification	Activity	Lead Role	Supporting Role	Funding Source(s)	Initiation	Completion
EJ4.D	Healthy Food Markets. Encourage and facilitate the establishment and operation of a farmer’s market(s), farm stands, ethnic markets, and mobile health food markets in underserved communities. Conduct widespread outreach and engagement to advertise these markets.	Program	In 2025 the Environmental Quality Commission formed a Food Systems ad hoc subcommittee to begin evaluation of options to advance implementation. Their recommendation to the full commission was on Feb. 26, 2026.	City Manager's Office	Community Development, Second Harvest Food Bank	Strategic Growth Council (Transformative Climate Communities Program)	Long Term	Long Term
EJ4.D.1	At existing and future farmer’s markets, or similar events, offer free or subsidized space for vendors who provide healthy, fresh, and affordable food for underserved communities.	Action Item	Farmer's market vendors participated at City events including the Love Our Earth Festival at BHCC on April 26, 2025 and Juneteenth celebrations.	City Manager's Office	Community Development, Second Harvest Food Bank	Strategic Growth Council (Community Resilience Centers Planning Grant)	In Progress (Medium Term)	Long Term
EJ4.E	Community Gardens. Encourage and simplify the process of developing community gardens within or adjacent to neighborhoods and housing development sites. Facilitate the creation or enhancement of one community garden within three years of Environmental Justice Element adoption.	Program	MidPen's Oak Gardens, a 100% affordable residential development, located on the VA Campus includes a community garden for its residents. The City continues to encourage opportunities for these amenities for its residents and beyond. In 2025, the City helped process development-related items to support the Oak Gardens project and the project broke ground. Oak Gardens is anticipated to be completed in spring 2026.	Community Development	Library and Community Services, Local Community-Based Organizations (e.g., Rotary Club of Menlo Park)	Strategic Growth Council (Community Resilience Centers Round 1 Planning Grant)	In Progress (Medium Term)	Long Term
EJ4.E.1	Explore identifying unused City-owned property to support community gardens. Encourage community gardens as an amenity in required open space areas of new multifamily and mixed-use development projects.	Action Item	In 2025, the Environmental Quality Commission formed a Food Systems ad hoc subcommittee to begin evaluation of options to advance implementation. Their recommendation to the full commission was on Feb. 26, 2026.	Community Development	Local Community-Based Organizations (e.g., Rotary Club of Menlo Park)	Strategic Growth Council (Community Resilience Centers Planning Grant)	In Progress (Short Term)	Short Term
EJ4.E.2	Identify private properties suitable for community gardens on vacant or undeveloped lots, or other opportunities for community-supported agriculture within the community. Encourage community gardens as an amenity in required open space areas of new multifamily and mixed-use development projects.	Action Item	In 2025, the Environmental Quality Commission formed a food security subcommittee to begin evaluation of options to advance implementation. Their recommendation to the full commission was on Feb. 26, 2026.	Community Development	Local Community-Based Organizations (e.g., Rotary Club of Menlo Park)	Strategic Growth Council (Community Resilience Centers Planning Grant)	Short Term	Short Term
EJ4.E.3	Facilitate the installation of community gardens at senior centers and senior housing facilities.	Action Item	At the BHCC, planning is underway for a container garden on the back patio. This effort is being managed by the Recreation Coordinator who oversees the daily senior lunch program. The container garden will focus on cultivating edible plants that can be incorporated into the daily lunches.	Library and Community Services	Community Development, Local Community-Based Organizations (e.g. Rotary Club of Menlo Park)	Strategic Growth Council (Community Resilience Centers Planning Grant)	In Progress (Medium Term)	Medium Term
EJ4.E.4	Develop programs and encourage developments that make smaller planter boxes or garden beds accessible for apartment dwellers.	Action Item	This item has not yet begun and evaluation for implementation continues.	Community Development	Local Community-Based Organizations (e.g., Rotary Club of Menlo Park)	Strategic Growth Council (Community Resilience Centers Planning Grant)	Medium Term	Medium Term
Community Priority #3: Goal EJ2. Reduce pollution exposure and improve air quality								
EJ2.1	Prioritize pollution reduction, air quality (both indoor and outdoor), and water quality programs to reduce inequitable exposure in underserved communities.	Policy	-	-	-	-	-	-
EJ2.2	Implement regenerative and nature-based land management practices at the city scale, as well as collaborate on countywide and regional efforts. Reduce greenhouse gas emissions and improve watershed and human health.	Policy	-	-	-	-	-	-

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ID	Policy / Program / Action Item Text	Classification	Activity	Lead Role	Supporting Role	Funding Source(s)	Initiation	Completion
EJ2.3	Develop the Urban Forest Management Plan for Menlo Park to promote and encourage urban greening on public and private projects (e.g., bioswales, raingardens, habitat restoration) in areas with relatively less tree canopy or other greenery to provide health and safety benefits to underserved communities residents.	Policy				-	-	
EJ2.4	Collaborate with the Bay Area Air District [formerly known as Bay Area Air Quality Management District (BAAQMD)] and other agencies to continuously monitor air quality and seek opportunities to minimize exposure to air pollution and other hazards and maximize air quality (both indoor and outdoor) in underserved communities.	Policy	-	-	-	-	-	-
EJ2.5	Work with Caltrans on improvements on State-owned rights of way.	Policy	-	-	-	-	-	-
EJ2.6	When updating or installing transportation infrastructure, consider factors such as stormwater management, Universal Design Principles and attractive green roadway design.	Policy	-	-	-	-	-	-
EJ2.A	Stationary Pollutant Generators. Work with any identified significant stationary pollutant generators to the extent it is within the City's jurisdiction (e.g., gas stations, automobile repair, dry cleaners, and/or diesel generators) to minimize the generation of pollution through best available control technologies.	Program	As part of any development proposal involving existing or former stationary pollutant generators, the City would review the proposal to ensure it complies with the California Environmental Quality Act (CEQA), including ensuring appropriate mitigations are identified and implemented.	Community Development	Peninsula Clean Energy, Bay Area Air District [formerly known as Bay Area Air Quality Management District (BAAQMD)], Westbay Sanitary District, San Mateo County Environmental Health, San Mateo County Fire, Sustainability Division	Department of Resources Recycling and Recovery (Greenhouse Gas Reduction Loan Program)	Long Term	Ongoing From Initiation
EJ2.B	Climate Action Plan Implementation. Implement and periodically update the City's Climate Action Plan to improve air quality and reduce greenhouse gas emissions.	Program	The Climate Action Plan (CAP) is subject to annual progress reports and is scheduled for an update in 2028. The City Council received the 2025 progress report outlining priority actions to achieve carbon neutrality by 2030. Most significant efforts in 2025 include expanding the state grant-funded Home Upgrade Services program to enroll more residents, adopting local building code amendments to encourage energy efficiency and electrification, and making significant strides to eliminate fossil fuel use at municipal facilities. Specifically, 21 homes in Belle Haven have received electrification upgrades as of Jan. 2026 and in partnership with the Belle Haven Community Development Fund a new program to support renters was launched. Gas water heaters at City Hall and the Burgess Pool were replaced with efficient heat pump water heaters through PG&E's Government, K-12 Energy Efficiency Program. Staff also scoped work to replace the final gas water heater at the Arrillaga Family Gymnasium, planned for early 2026. On fleet electrification, the City secured \$2.2 million in grant funding for electric vehicle charging infrastructure for fleet and community vehicles and brought on project management support, with construction planned to begin in 2026. CAP implementation also includes education and outreach, prioritizing bilingual engagement through workshops, door-to-door canvassing, mailers, and community events in Belle Haven and the Bayfront. The City hosted the Love Our Earth Festival at BHCC alongside partners including 350 Silicon Valley, Acterra, the City of East Palo Alto, Menlo Spark, and Peninsula Clean Energy, offering bike fix-it clinics, information about available incentives and programs, free food, and more. The City also continued implementation of its zero emission landscaping equipment ordinance, which took effect for leaf blowers and string trimmers in July 2024, with remaining equipment — chain saws, lawnmowers, and hedge trimmers — phasing in by January 2029.	Sustainability Division	City Manager's Office	General Fund, grants (e.g., California Energy Commission, PG&E, Peninsula Clean Energy, and CALFIRE)	In Progress	Long Term

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EJ2.C	Air Quality Education and Outreach. Conduct proactive education and outreach about indoor and outdoor air quality and protective actions that can be taken to both improve air quality inside one's home and to minimize exposure to poor air quality index days.	Program	In 2025, the City continued providing no-cost whole home electrification to income qualified homeowners (<120% area median income) in Belle Haven with State grant funds. Community outreach focuses on the health impacts of natural gas and has been shared broadly through door-to-door canvassing, the Weekly Digest, social media, collaboration with community based organizations, presentations at public meetings, and posting of information at the Belle Haven Community Campus. As of Feb. 2026, PCE has reported 113 scheduled assessments, 71 completed assessments, 45 signed participation agreements, three emergency water heater replacements and 26 fully completed projects (Attachment C). The completed projects are anticipated to avoid a total of 51.77 metric tons of carbon dioxide equivalent (CO2e) annually. In 2025, the City adopted local amendments to the California Building Standards Code to ensure that homes are energy efficient and either use electric appliances or will be ready for future installation of electric appliances. Property owners replacing main electrical panels will be required to install an outlet for a future electric water heater and reserve space on the panel for electrification (for stoves, dryers, and electric vehicle chargers). Property owners completing home remodels or additions will be required to choose energy efficient measures from a list of options including installing electric appliances.	Sustainability Division [formerly Public Works]	Bay Area Air District [formerly known as Bay Area Air Quality Management District (BAAQMD)], City Manager's Office, Peninsula Clean Energy, County Office of Sustainability	Department of Resources Recycling and Recovery (Greenhouse Gas Reduction Loan Program)	In Progress (Short Term)	Ongoing From Initiation
EJ2.C.1	Identify and implement methods and avenues for public education and outreach about air quality issues in the community.	Action Item	City staff continuously provide information encouraging sign-up for Spare the Air alerts. City staff help educate the community on the impacts of using gas-powered landscaping equipment through methods including, but not limited to, citywide mailing, banners, Weekly Digest and social media posts, outreach to landscapers, and posting information at the Belle Haven Community Campus. Sustainability staff attend Belle Haven Community Climate Change Team meetings to help identify community priorities and solutions for addressing air quality issues in Menlo Park.	All City Departments	Public Works, Communications and Public Engagement Division, Bay Area Air District [formerly known as Bay Area Air Quality Management District (BAAQMD)], City Manager's Office, Peninsula Clean Energy, San Mateo County Sustainability Department	-	In Progress (Long Term)	Ongoing From Initiation
EJ2.C.2	Support the distribution of air purifiers and/or other air cleaning devices within underserved communities, especially for sensitive populations.	Action Item	In 2025, the City initiated a partnership with the Belle Haven Community Development Fund (BHCDF) to distribute portable electric appliances and air purifiers through the Electrification Bundle for Renters program. Five purifiers were purchased in 2025. In addition, the sustainability purchased two air purifiers to offer as a giveaway to attendees of City outreach events. In 2025, the City continued to support Peninsula Clean Energy's partnership with Climate Resilient Communities to conduct outreach for the Home Upgrade Services Program focused on income-eligible Menlo Park homeowners. The program helps residents transition to electric appliances by providing financial incentives like emergency hot water heater replacements, rebates and zero-percent loans to upgrade their homes, with a particular focus on offering free installations for low-income households to replace outdated gas appliances with cleaner electric options, aiming to electrify homes, reduce carbon emissions, and have cleaner air.	Sustainability Division	Police, Sustainability Division, San Mateo County Sustainability Department	General Fund	In Progress (Long Term)	Ongoing From Initiation
EJ2.D	Illegal Waste Dumping. Minimize and mitigate illegal solid waste dumping (as defined in 7.04.030 of the Municipal Code), potentially through minimizing fees for disposal at landfills in collaboration with South Bayside Waste Management Authority (SBWMA).	Program	The City has several ongoing partnerships to help minimize illegal dumping: -Recology offers two free bulky item pick up services that residents can use to dispose of large items (e.g., mattresses and sofas). -The City organizes free electronic waste and document shredding events with RethinkWaste. -The City hosts free household hazardous waste collection events with the San Mateo County Health Department. -Public Works staff receive illegal dumping reports from ACT Menlo Park and staff or Recology responds/collects the item(s) within the next business day.	Public Works	Communications and Public Engagement	Strategic Growth Council (Transformative Climate Communities Planning Grant)	In Progress (Medium Term)	Ongoing From Initiation
EJ2.D.1	Conduct proactive outreach in underserved communities to inform households of free trash pickup days and solid waste disposal opportunities and programs, including the ACT Menlo Park reporting app. Outreach can include signage about ACT Menlo Park along Pierce Road.	Action Item	The City creates quarterly Recology bill inserts to provide information about free sustainable community related-events (e.g., household hazardous waste collection, document shredding, electronic waste collection, bulky item pick-up services, and compost and mulch giveaways) and to encourage multifamily and commercial properties to contact Recology for free compost pails. The bill inserts also include information about the City's rate assistance program which provides eligible users discounts on their Recology and Menlo Park Municipal Water bills. Additionally, the bill inserts encourage use of the City's online and mobile application called ACT Menlo Park, which makes it easy to report non-emergency issues from a smartphone, tablet, or desktop computer. Public Works staff have QR codes on their business cards to encourage the public to utilize ACT Menlo Park. The City partners with RethinkWaste to produce and distribute spring/summer and fall/winter Rethinker newsletters through direct mailing. Newsletters are also available electronically on the RethinkWaste website. Public Works staffed debris collection monthly events are being planned for Belle Haven beginning in spring 2026 as a pilot program.	Public Works	Communications and Public Engagement, Recology, Public Works	Strategic Growth Council (Transformative Climate Communities Planning Grant)	In Progress (Medium Term)	Ongoing From Initiation
EJ2.D.2	Explore ways to subsidize or eliminate fees for disposal at landfills and implement for underserved communities.	Action Item	The City offers a rate assistance program for solid waste services to help income-eligible residents facing financial hardship.	Public Works	Communications and Public Engagement, Recology, Public Works	Clean California (Local Grants)	In Progress (Long Term)	Ongoing upon commencement
EJ2.E	Green Infrastructure Plan. Review the City's Green Infrastructure Plan and update, as necessary, to incorporate environmental justice. Focus on underserved communities and implement programs in this Element, in coordination with related regional efforts.	Program	Ongoing implementation of the 2019 Green Infrastructure Plan through development reviews through conditions for green infrastructure/LID and complete-streets frontage elements on applicable projects, with attention to Belle Haven/Bayfront areas where relevant. Continued evaluation of green infrastructure requirements on public projects for stormwater permit compliance.	Public Works	Community Development	General Fund	In Progress (Medium Term)	Long Term

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EJ2.E.1	Support efforts by other agencies to abate hazardous, polluted, or toxic sites. Align with community members and collaborate with regulatory and regional agencies to clean up hazardous, polluted, or toxic sites and incorporate sea-level rise and groundwater rise in remediation decisions.	Action Item	In 2025, the City advanced efforts for the Strategy to Advance Flood protection, Ecosystems Restoration and Recreation along San Francisco Bay (SAFER Bay) project, a multi-jurisdictional and public-private collaboration to protect communities and critical infrastructure from sea level rise and tidal flooding in the cities of Menlo Park and East Palo Alto. In Menlo Park, the project will use levees, floodwalls, and natural solutions to protect 3.7 miles of shoreline – safeguarding homes, schools, business, and roads from coastal flooding. Aspects of sea level rise include, but are not limited to: structure and contaminant risk, roads and other structures weaken, stream flooding and rising groundwater, loss of shoreline habitat, rising waters, and seawater intrusion.	If on private property then Community development, if for public projects then Public Works	San Mateo County Health, Department of Water Resources, OneShoreline	Governor's Office of Emergency Services (Hazard Mitigation Grant Program)	In Progress (Short Term)	Long Term
EJ2.E.2	Prioritize comprehensive undergrounding of utilities in underserved communities on private and public property to promote resilience. Consider the impact of shallow groundwater rise on underground utilities.	Action Item	Ongoing implementation of Menlo Park Municipal Code Chapter 15.16 requirements for undergrounding electric and communication service connections on private property under applicable circumstances.For qualifying private development in O, LS, and R-MU zoning districts, projects were reviewed/conditioned to underground eligible overhead electric distribution (<60 kV) and communication lines along the project frontage where required by code; these districts are adjacent to and serve underserved communities.	Public Works	Community Development, City Manager's Office, utilities (e.g., PG&E)	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program), PG&E Rule 20 Program, Community Amenities Fund, Bonds per project specific deferred frontage agreements	In Progress	Medium Term
EJ2.E.3	Focus green stormwater improvements for areas at risk of flooding with an emphasis on underserved communities.	Action Item	Ongoing evaluation of applicable private development projects for stormwater retention and treatment consistent with the stormwater permit requirements and the City's Green Infrastructure Plan, including requiring onsite capture of increases in runoff and installation of stormwater treatment measures to retain and treat runoff prior to discharge to the public storm drain. Where feasible and applicable, staff also continue to evaluate green infrastructure in the public right-of-way/frontage for large developments and qualifying projects consistent with City standards. The City's capital improvement program includes upgrades to its stormwater facilities to mitigate flooding.	Public Works	-	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program)	In Progress	Long Term
EJ2.E.4	Support West Bay Sanitary District, the respective responsible agency, in their efforts to prevent sewage discharges during large stormwater events. In the event of occurrence, coordinate with the responsible agency in conducting proactive, extensive, and prolonged community outreach and education to inform underserved communities of protective actions and risks. The City can coordinate with agencies to promptly share their information with the City Council and community after storms.	Action Item	City staff host regular coordination meetings with West Bay Sanitary District (WBSD) to review upcoming projects including sewer main upgrades to address capacity and leakage isuses. Staff also reviews development projects with WBSD to condition upgrades to the sewer main as a condition of the project's frontage improvement where applicable. The City issues notices to impacted residents, prior to resurfacing any given street, for owners to repair their sanitary sewer lateral in advance. In the event that emergency repairs are required due to large storm events, Public Works coordinates with WBSD to expedite corrective measures. For example, staff will issue an emergency encroachment permit, and assist with public outreach and traffic control as required.	Public Works	City Manager's Office, West Bay Sanitary District, East Palo Alto Sanitary District, Fair Oaks Sewer Maintenance District	Strategic Growth Council (Transformative Climate Communities Planning and Project Development Grant)	In Progress (Long Term)	Long Term
EJ2.E.5	Collaborate with landowners to decrease the risk of flooding by advancing watershed management projects that reduce and/or store runoff during rainfall events, including the installation of green infrastructure and Low Impact Development (LID) practices, and improve the condition in the floodplain, for example through floodplain restoration or improvement.	Action Item	Through development reviews, Engineering/Land Development required feasible LID/green infrastructure measures and stormwater detention/treatment consistent with the City's stormwater permit, GI Plan, and City grading/drainage guidelines. Regulated projects were conditioned to manage increases in runoff onsite and provide treatment prior to discharge to the public storm drain.	Public Works	OneShoreline, Department of Water Resources, City Manager's Office, Community Development	Infrastructure and Economic Development Bank (Infrastructure State Revolving Fund (ISRF) Program)	In Progress	Medium Term

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EJ2.E.6	Encourage green infrastructure in future developments, including using green infrastructure as preferred alternative.	Action Item	Applied the City's Green Infrastructure (GI) Plan and during development review to avoid "missed opportunities," including conditioning feasible GI in public ROW/frontage through frontage improvement requirements.	Public Works	Community Development, City Manager's Office, Sustainability Division	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program)	In Progress	Long Term
EJ2.E.7	Establish requirements for major development and redevelopment projects to construct and maintain urban greening projects in the adjacent public right of way. Community benefits for such projects could include shade trees for pedestrian and biking routes.	Action Item	The existing heritage tree and street tree ordinances have requirements for tree preservation during development and re-planting on private property and in the public right-of-way, with a focus on diversity and large canopy species where site conditions allow. The City is currently updating administrative guidelines to increase the amount of mitigation required for development-related tree removals. City staff review qualifying development projects for frontage improvements which can include the addition of street trees, landscaping, planters, and green infrastructure, within the public right-of-way where feasible. Staff are in the process of developing a request of proposals for the developmet of the City's urban forest management plan. The plan will provide updated guidelines for tree replanting for development projects.	Public Works	Caltrans, Silicon Valley Bicycle Coalition, Canopy	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program), CAL FIRE Urban and Community Forestry Grants	In Progress	Long Term
EJ2.E.8	Restore and enhance parks, natural lands and large open spaces and explore expansion of the City's natural areas preservation system through land transfers and acquisitions of undeveloped/unprotected private and public lands.	Action Item	The Flyway Trail, which opened in Fall 2024, continues to provide an important new access point to Bedwell Bayfront Park at the terminus of Chilco Street. The trail marked the completion of an approximately decade-long wetland restoration project in the Don Edwards San Francisco Bay National Wildlife Refuge, situated directly adjacent to Bedwell. A pedestrian bridge connects Meta's West Campus (across the Bayfront Expressway) to both the Flyway Trail and the Bay Trail, giving Menlo Park residents easier access to the existing trail network at Bedwell Bayfront Park and other bayside open space preserves. Since the trail's opening, Belle Haven residents have formed a local birdwatching group, and LCS continues to explore additional programming opportunities for the Flyway Trail.	Library and Community Services	City Manager's Office, Community Development, Public Works, Save The Bay, California Department of Conservation	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program)	Long Term	Long Term
EJ2.F	National Flood Insurance Program. Increase community outreach and awareness of the City's participation in the National Flood Insurance Program, including the Community Rating System, and the potential benefits to homeowners (e.g., reduced insurance premiums).	Program	In 2025, the City continued to implement the Community Rating System (CRS) activities required to maintain its Class 8 rating. This includes, maintaining elevation certificates, furnishing inquirers with flood information, and general public outreach. Due to reduced funding, FEMA did not require the City to perform annual recertification in 2025. For the 2025-26 wet weather season, the City included messaging on how to prepare for potential flooding in the weekly digest, on social media, and on the City's website.	Communications and Public Engagement Division	Public Works	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program)	Short Term	Ongoing From Initiation

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EJ2.G	Transportation to City Events. Develop incentives to encourage shared commute programs and alternative methods of travel for city events, meetings, and official business.	Program	In 2025, the City provided transportation from the Belle Haven neighborhood for two City Council meetings including the annual priority setting workshop and budget public hearing. The City's ongoing free shuttle program includes two community shuttles (M1-Crosstown and Shoppers' shuttles) and two commuter shuttles (M3-Marsh Road and M4-Willow Road shuttles) that encourage individuals to take transit instead of driving. The shuttle service complements existing transit services in San Mateo County provided by SamTrans, Caltrain, and the Dumbarton Express. A Comprehensive Shuttle Study was conducted to analyze how to improve the shuttle service to connect the community to transit, jobs, shopping, and other destinations while maximizing ridership and cost-efficiencies. The study was accepted by the City Council on December 17, 2024. The study was accepted by the City Council on December 17, 2024. An update on the study and potential next steps was provided to the City Council in January 2026. SamTrans began piloting the RidePlus microtransit (public transit, on demand) service in the Belle Haven neighborhood in 2024. Caltrain offers the Pass Forward program, where local community-serving organizations partner with Caltrain to provide unused transit passes to residents in underserved communities. The Community Transportation Benefits Program offered by the US 101 Express Lanes provides a \$200 toll or transit credit to qualifying individuals.	City Manager's Office, Public Works	SamTrans, Community-Based Active Transportation Organizations (e.g., Silicon Valley Bicycle Coalition), Public Works, Sustainability Division, Library and Community Services	Strategic Growth Council (Transformative Climate Communities Round 5 Planning Grant)	In Progress	Long Term
EJ2.H	Collaboration for Electrification. Collaborate with SamTrans and Ravenswood City School District, as well as Meta and other large employers to leverage transportation electrification initiatives to prioritize bus electrification in underserved communities.	Program	SamTrans anticipates being fully electric by 2034, in compliance with State law requiring transit fleets be all electric by 2040.	Public Works	Sustainability Division, SamTrans, Ravenswood City School District, Large Local Businesses (over 50 employees, e.g., Meta, SRI International, Grail, others)	Strategic Growth Council (Transformative Climate Communities Round 5 Planning Grant)	In Progress	Medium Term
EJ2.I	Regulations Revisions. Consider revisions to applicable City regulations that will reduce pollution exposure, eliminate environmental inequities, and improve quality of life in underserved communities.	Program	In 2025, City Council adopted local building code amendments that require enhanced energy efficiency, pre-wiring and electrification for existing buildings ahead of the 2025 code cycle. Electrification eliminates the combustion of fuel gases and improves community air quality and indoor air quality for residents.	All City Departments	All City Departments	Strategic Growth Council (Transformative Climate Communities Round 5 Planning Grant)	In Progress	Medium Term
EJ2.I.1	Review truck routes and/or identify and pursue measures for reductions to diesel emissions in underserved communities.	Action Item	This item is planned for action in 2026.	Public Works	Caltrans	Federal Transit Administration (Metropolitan & Statewide Planning and NonMetropolitan Transportation Planning)	Medium Term	Long Term
EJ2.I.2	Identify, evaluate and implement potential mitigation measures that support Caltrans mitigation efforts to reduce noise and air quality impacts from adjacent freeways and highways, particularly those impacting underserved communities.	Action Item	Coordination with Caltrans on noise mitigation efforts is ongoing. For streets, the City incorporates rubberized asphalt concrete (RAC) as a bid alternate on street resurfacing projects impacting arterials and collectors. RAC is composed of recycled tires and is a considered a more environmentally friendly material compared to traditional asphalt. RAC can also reduce vehicular noise for speeds at 45 miles per hour or greater.	Public Works	Caltrans	Federal Transit Administration (Metropolitan & Statewide Planning and NonMetropolitan Transportation Planning)	In Progress (Long Term)	Long Term
EJ2.I.3	Install improved vegetative buffers between freeways and highways and adjacent land uses to reduce noise and air quality impacts, upon identification of the roadway segments for such installations.	Action Item	The U.S. 101/ Willow landscaping plans reached 95% with planned construction in summer 2026. T he City continued to respond to resident requests for street tree plantings to serve as vegetative buffers from freeways. Over the past year, three trees have been planted for this purpose.	Public Works	Caltrans	Federal Transit Administration (Metropolitan & Statewide Planning and NonMetropolitan Transportation Planning) Community Amenities Fund	In Progress	Long Term

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EJ2.1.4	Review and update the Transportation Toolkit (Appendix I to the Transportation Master Plan) and the City's standard design details to incorporate Universal Design principles to enhance access for all people.	Action Item	This item has not yet begun and evaluation for implementation continues.	Public Works	Caltrans, Community-Based Active Transportation Organizations (e.g., Silicon Valley Bicycle Coalition)	Strategic Growth Council (Transformative Climate Communities Round 5 Planning Grant), Department of Transportation (Safe Streets and Roads for All Funding Opportunity Grant)	Long Term	Medium Term
EJ2.1.5	Support roadway design that integrates green stormwater infrastructure into traffic calming (where appropriate) and includes trees, landscape buffer areas, public art, public space, and other visual enhancement.	Action Item	The City has a Green Infrastructure (GI) Plan to guide the implementation of GI and ensure "no missed opportunities" across projects. Staff evaluates all qualifying development and street resurfacing projects for implementation of complete streets and GI features. Contingent upon factors such as right-of-way width and funding, traffic calming, landscaping, and GI are assessed when planning roadway projects or leveraged as part of frontage improvements for development projects.	Public Works	Caltrans, Library and Community Services	Strategic Growth Council (Transformative Climate Communities Round 5 Planning Grant), Department of Transportation (Safe Streets and Roads for All Funding Opportunity Grant)	In Progress	Long Term
EJ2.1.6	Consider rezoning and limiting the intensity and usage of industrially zoned properties and/or other means such as landscaping to ensure a healthier and safer separation between residential and industrial uses.	Action Item	As part of any development proposal in the LS (Life Sciences) zoning district and M-2 (General Industrial) zoning district, the City would review the proposal to ensure it complies with the California Environmental Quality Act (CEQA), including ensuring appropriate mitigations are identified and implemented to support healthy and safe separation between different land uses.	Community Development	Public Works	Strategic Growth Council (Transformative Climate Communities Round 5 Planning Grant)	Medium Term	Medium Term
EJ2.1.7	Explore reductions to parking requirements with the intent to encourage balanced live, work, and play environments.	Action Item	In 2025, the City advanced efforts for the Downtown Parking Management Study which strives to manage existing public parking spaces in a fair and efficient manner for the benefit of the entire community. The Downtown Parking Management Study will evaluate ways to make the best use of existing parking resources while balancing convenience for all users. Establishing minimum and maximum parking requirements is one part of the transit-oriented communities planning approach that supports housing, shops, and services within walking distance of public transit.	Community Development	Public Works	Strategic Growth Council (Transformative Climate Communities Round 5 Planning Grant)	Medium Term	Medium Term
EJ2.1.8	Inform residents and organizations in underserved communities of the permit application process for temporary street closures for temporary events such as farmers' markets, arts and craft fairs, bicycle and pedestrian events, and other public events. Consider easing the permitting process for temporary street closures in the city.	Action Item	In 2025, there were eight major events at Bedwell Bayfront Park with only parking spaces impacted and not full, temporary street closures.	Police	City Manager's Office, City Attorney's Office, Community Development, Public Works.	Strategic Growth Council (Transformative Climate Communities Round 5 Planning Grant)	In Progress	Short Term

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EJ2.J	Urban Forest Management Plan. Develop Urban Forest: Developing the Management Plan for Menlo Park within four years of the adoption of the Environmental Justice Element.	Program	Staff are in the process of developing a request of proposals for the developmet of the City's urban forest management plan. A request for proposals for early action tree planting plan was released in December. Tree planting is planned for 2026.	Public Works	Sustainability Division, Canopy	Strategic Growth Council (Community Resilience Centers Round 1 Planning Grant), United States Department of Agricultural (USDA) Grants, CALFIRE grants. City of Menlo Park Heritage Tree in-lieu fee program	In Progress	Long Term
EJ2.J.1	Urban canopy expansion prioritizing underserved communities and areas vulnerable to urban heat effects, using tools such as the Tree Equity Score and Bay Area Greenprint.	Action Item	Staff are in the process of developing a request of proposals for the developmet of the City's urban forest management plan. A request for proposals for early action tree planting plan in Belle Haven was released in December. Tree planting is planned for 2026.	Public Works	Sustainability Division, Canopy	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program), Community Amenities Fund	In Progress	Short Term
EJ2.J.2	Implement equitable canopy expansion procedures and promote and maintain healthy and vibrant trees that may require dedicating additional resources within the City Arborist Division, Public Works.	Action Item	The City replaces each street tree and park tree that is removed, as long as there is space. Staff are in the process of developing a request of proposals for the developmet of the City's urban forest management plan. A request for proposals for early action tree planting plan in Belle Haven was released in December. Tree planting is planned for 2026.	City Manager's Office, Public Works	Sustainability Division, Public Works	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program),	In Progress	Short Term

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EJ2.J.3	Include trees, landscape buffer areas, public art, public space, and other visual enhancements in roadway projects, emphasizing tree planting and landscaping along all streets.	Action Item	Contingent upon factors such as right-of-way width and funding, traffic calming, and landscaping, green infrastructure is assessed when planning roadway projects and leveraged as part of frontage improvements for development projects. Routine maintenance is conducted every five years for street and park trees. Residents may request evaluation of work needs outside of routine maintenance and request new tree planting as needed. All removed public trees are replaced as long as there is space.	Public Works	Community Development, Menlo Park Library and Community Services Department	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program), Community Amenities Fund (north of 101 implementation of Action Item 2.N.3)	In Progress	Long Term
EJ2.J.4	Use Urban Forest: Developing the Management Plan for Menlo Park to prioritize the retention of mature street trees in public rights of way or City-owned parcels during infrastructure modifications (e.g., using solutions such as bulb-outs, basin expansion, and sidewalk re-routing.).	Action Item	The City has preservation requirements for heritage and street trees. Staff are in the process of developing a request of proposals for the developmet of the City's urban forest management plan. A request for proposals for early action tree planting plan in Belle Haven was released in December. Tree planting is planned for 2026.	Public Works	-	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program)	In Progress (Medium Term)	Long Term
EJ2.J.5	Coordinate with property owners to help preserve mature trees by replacing any that require removal in any redevelopment process. Explore opportunities to transplant trees and vegetation that require removal during construction to other places within underserved communities. Consider requiring multiple new trees be planted for each mature tree removed.	Action Item	The City is updating administrative guidelines to require increased mitigation for development-related removals. The City Arborist reviews each proposed heritage and street tree removal and ensures there is "good cause" for removal after exhausting all other alternatives. The City Arborist also ensures sufficient mitigation (e.g., multiple replacement trees or a large tree replacement) is provided for each approved heritage tree removal.	Public Works - Trees	-	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program)	In Progress	Medium Term
EJ2.K	Extreme Heat Relief. Prioritize relief from extreme heat (Safety Element Program S1.T) in underserved communities. Information on these resources shall be provided at community facilities (e.g., BHCC).	Program	The City operates three cooling centers at the Arrillaga Family Recreation Center, Belle Haven Community Campus, and the Menlo Park Library. The facilities are air-conditioned and open to the public everyday. A-frames are placed on extreme weather days inviting community members to seek relief in the facility. Signage improvements for facilities continue to be considered (e.g., branded, informational/directional signage for A-frames). Additionally, the Home Upgrade Services program provides air conditioning through the installation of heat pumps and has installed 24 at no-cost to Menlo Park homeowners since program launch in Sept. 2024.	Library and Community Services	Communications and Public Engagement	General Fund	In Progress	Ongoing From Initiation
Goal EJ1. Address unique and compounded health risks								
EJ1.1	Prioritize programs that address the unique and compounded health risks present in underserved communities currently and in the future.	Policy	-	-	-	-	-	-
EJ1.2	Reduce climate vulnerability in underserved communities.	Policy	-	-	-	-	-	-
EJ1.3	Strengthen collaboration efforts with residents in underserved communities, particularly on public improvement projects.	Policy	-	-	-	-	-	-
EJ1.4	Prioritize active transportation (e.g., walking, bicycling, wheelchair) improvements, transit incentives, and neighborhood connectivity in underserved communities.	Policy	-	-	-	-	-	-

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EJ1.A	Prioritizing Public/Capital Improvements. Prioritize public/capital improvements needed in underserved communities with priority allocation of funding, available to the City locally and from regional, statewide, and federal entities, for such projects, and to address climate change.	Program	The Belle Haven Child Development Center was included in PCE's 2023 GovPV program for solar panel installation. The solar panels were installed in 2025 and will be energized in 2026. PCE plans to revisit project sites in 2027 to install battery systems for additional resilience and load shifting to further reduce electricity bills. In 2025, the City won technical assistance and up to \$100K in gap funding from the BayREN Decarbonization Showcase for a zero-net energy electrification retrofit at the Belle Haven Child Development Center. City Council authorized the use of CEC communitywide electrification grant funding for the project, with construction planned for completion by summer 2026. Additionally, the City received PG&E funding to replace the facility's existing gas water heaters with electric heat pumps. By the end of 2026, BHCDC will be fully electric powered by the rooftop solar system. Belle Haven is vulnerable to flooding from a 100-year tide event / sea level rise. Protecting the community is a priority of the SAFER Bay project. The SAFER Bay Project is a multi-benefit, multi-jurisdictional, public-private collaboration that will protect critical infrastructure, protect and restore critical habitat, provide community resilience to current tidal flooding and projected sea level rise, and improve recreational access, using both engineered structures and nature-based flood protection.The City received a FEMA grant for the Menlo Park SAFER Bay Project which focuses on the development of a levee system from the Dumbarton Bridge to Bedwell Bayfront Park for storm and sea level rise protection. The design is currently underway and will becompleted in 2027.	City Manager's Office, Public Works	Community Development, Sustainability Division	General Fund, General Capital Fund, Countywide Transportation Sales Tax Funds (Measure A & W), State and Federal Gas Taxes	In Progress (Short Term)	Long Term
EJ1.A.1	Support (to the extent possible and subject to funding limitations) non-governmental agencies' grant applications and projects that will specifically help implement the Environmental Justice Element and address highlighted issues in underserved communities such as safe housing, increased tree coverage, recreational resources, active transportation, environmental concerns, and air quality.	Action Item	The Community Funding Program provided approximately \$350K for projects that advance basic services, community enrichment, and community health. To see recipients: https://www.menlopark.gov/Government/Departments/City-Managers-Office/Special-projects/Community-funding-program . Provided letter of support for Caltrans' Clean California Community Cleanup and Employment Pathway grant proposal submitted by C/CAG, Climate Resilient Communities and the San Jose Conservation Corps to coordinate cleanup locations and promote our community cleanup workdays.	City Manager's Office	All City Departments	Bayfront Mitigation Fund (project specific) Community Amenities Fund (projects specific)	In Progress (Short Term)	Ongoing From Initiation
EJ1.B	Reporting EJ Considerations. Prepare publicly available reports annually to describe how underserved communities are considered and prioritized in capital improvement plans, departmental work plans, and budgets within four years after the adoption of the Environmental Justice Element.	Program	This item has not yet begun and evaluation for implementation continues.	All City Departments	-	General Fund	Medium Term	Ongoing From Initiation
EJ1.C	Progress Report. Develop and publicize annual or every-other-year reports that measure progress and outcomes of the implementation of the Environmental Justice Element programs within six years after the adoption of the Environmental Justice Element.	Program	In March 2025, the Planning Commission and City Council reviewed the 2024 Environmental Justice Element Annual Progress Report (EJ APR). The EJ APR summarizes progress to advance environmental justice during the prior calendar year. The Planning Commission and City Council will review the 2025 EJ APR in March 2026.	Community Development	All City Departments	General Fund	In Progress (Short Term)	Ongoing From Initiation
EJ1.D	CalEnviroScreen Review. Review CalEnviroScreen to support evaluation of Environmental Justice Element policies and programs.	Program	CalEnviroScreen was used as an informational tool to support the early preparation of materials to develop the City's first urban forest management plan. CalEnviroScreen is also being used to shape the eligibility for resident's to receive an electric vehicle or e-bike voucher through the City's program launching in 2026 in partnership with Acterra.	Community Development	California Office of Environmental Health Hazard Assessment, All City Departments	General Fund	In Progress (Long Term)	Ongoing From Initiation
Goal EJ3. Equitably provide appropriate public facilities to individuals and communities								
EJ3.1	<i>Prioritize providing public facilities and programming for underserved communities.</i>	Policy	-	-	-	-	-	-
EJ3.2	<i>Ensure accessibility of public facilities for all community members, especially those in underserved communities.</i>	Policy	-	-	-	-	-	-
EJ3.3	<i>Support programs that increase access to public and private health resources for underserved communities in locations that are convenient and accessible.</i>	Policy	-	-	-	-	-	-
EJ3.4	<i>Coordinate with local school districts, transit operators, and other public agencies to provide adequate public facilities, improvements, and programs in underserved communities.</i>	Policy	-	-	-	-	-	-
EJ3.A	Climate Resilience Centers. Identify, renovate, and retrofit candidate public buildings in underserved communities to serve as Climate Resilience Centers as outlined by the California Strategic Growth Council. These buildings should be places where the community already regularly gathers, such as libraries, community centers, or the Belle Haven neighborhood substation.	Program	The Belle Haven Community Campus was completed in 2024 and serves as a Red Cross shelter and community hub. The Campus received the 2025 Green Building Honorable Mention cosponsored by Sustainable San Mateo County and the San Mateo County Chapter of the American Institute of Architects and awards from the American Society of Civil Engineers. Sustainable San Mateo County notes, "The project was recognized in a highly competitive field, which included a diverse array of sustainable residential, commercial and civic projects. This LEED Platinum, net-zero energy facility stands as a beacon of resilience and innovation in the Belle Haven neighborhood of Menlo Park."	Public Works	Sustainability Division, Menlo Park Library and Community Services Department	Strategic Growth Council (Community Resilience Centers Planning Grant)	In Progress (Medium Term)	Medium Term
EJ3.B	Pet Waste Management. Work with relevant departments to install infrastructure allowing for easy disposal of pet waste at parks and along highly trafficked streets.	Program	This item has not yet begun and evaluation for implementation continues.	Public Works	City Manager's Office	General Fund	Medium Term	Medium Term

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EJ3.C	Expand Internet Access. Work with internet service providers to support affordable access for low-income households, potentially in partnership with neighboring jurisdictions or state agencies. Inform the community of existing or future partnerships through community workshops that also serve to improve internet literacy and technological skills. In addition, expand outreach and community access to the City Library's laptop and wireless hotspot, or similar, borrowing programs.	Program	The City currently offers laptop lending and wi-fi hotspots free to residents at the library with their library card. In 2025, the City increased number of laptops and facilitated 2,588 laptop loans and 402 wireless hotspot loans. Providing internet access continues to be a priority for the department.	Library and Community Services	Local Internet Providers (e.g., AT&T, Xfinity, Spectrum), San Mateo County Public Works, California Public Utilities Commission, Administrative Services Department/Information Technology Department	California Advanced Services Fund: Broadband Public Housing Account	In Progress (Medium Term)	Medium Term
EJ3.D	Health Care Partnerships. Seek to form partnerships, particularly with community based organizations and businesses, and consider options for the use of City facilities to promote and support access to health care for underserved communities.	Program	This item has not yet begun and evaluation for implementation continues.	City Manager's Office	Local Medical Centers (e.g., Menlo Medical Clinic, Palo Alto VA Medical Center-Menlo Park)	Strategic Growth Council (Community Resilience Centers Planning Grant), Department of Health and Human Services (Service Area Competition Grant)	Medium Term	Long Term
EJ3.D.1	Encourage local transit providers to establish and maintain routes and services that provide underserved communities with convenient access to health service facilities.	Action Item	The City's ongoing free shuttle program includes two community shuttles (M1-Crosstown and Shoppers' shuttles) and two commuter shuttles (M3-Marsh Road and M4-Willow Road shuttles) that encourage individuals to take transit instead of driving. The shuttle service complements existing transit services in San Mateo County provided by SamTrans, Caltrain, and the Dumbarton Express. Coordination between the City and local transit agencies for service is ongoing. A Comprehensive Shuttle Study was conducted to analyze how to improve the shuttle service to connect the community to transit, jobs, shopping, and other destinations while maximizing ridership and cost-efficiencies. The study was accepted by the City Council on December 17, 2024. Changes to the shuttle program were implemented in 2025.	Public Works	SamTrans, Local Medical Centers (e.g., Menlo Medical Clinic, Palo Alto VA Medical Center-Menlo Park)	Strategic Growth Council (Community Resilience Centers Planning Grant)	In Progress (Medium Term)	Medium Term
EJ3.D.2	Partner with local transit providers to provide a comprehensive system of para-transit service for seniors and people of all abilities and enhance service within the city and to regional public facilities, especially for access to health care and other needs.	Action Item	SamTrans provides paratransit through Redi-Wheels. Coordination between the City and SamTrans for service is ongoing.	Public Works	SamTrans, Local Medical Centers (e.g., Menlo Medical Clinic, Palo Alto VA Medical Center-Menlo Park)	Federal Transit Administration (Metropolitan & Statewide Planning and NonMetropolitan Transportation Planning)	In Progress (Medium Term)	Medium Term
EJ3.D.3	Identify means of supporting a citywide paramedicine program providing health care delivery, pop-up clinics, and home visits, especially to those most vulnerable or underserved, such as seniors and residents of underserved communities through partnering with health care services.	Action Item	This item has not yet begun and evaluation for implementation continues.	Community Development	Library and Community Services, City Manager's Office, Local Medical Centers (e.g., Menlo Medical Clinic, Palo Alto VA Medical Center-Menlo Park)	Strategic Growth Council (Community Resilience Centers Planning Grant), Department of Health and Human Services (Service Area Competition Grant)	Medium Term	Medium Term
EJ3.D.4	Identify a partner who can provide a community health clinic in Belle Haven.	Action Item	Ravenswood City School District is currently investing approximately \$65 million towards renovating all of the instructional rooms on the Belle Haven Elementary School campus, creating new spaces for early childhood and students with special needs, adding brand new classrooms, and relocating and expanding the gym on the site to be more community facing. The Belle Haven construction project is underway. The District and the Ravenswood Family Health Clinic are exploring options to develop a health clinic at the campus.	City Manager's Office	Local Medical Centers (e.g., Menlo Medical Clinic, Palo Alto VA Medical Center-Menlo Park)	Strategic Growth Council (Community Resilience Centers Planning Grant), Department of Health and Human Services (Service Area Competition Grant)	In Progress (Medium Term)	Medium Term

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EJ3.E	After-school Programs Coordination. Coordinate with schools and other local organizations (e.g., Boys and Girls Club) to support after-school activities and related outreach/communications generally.	Program	In 2025, after-school activities included expanded teen events, recreational activities, and educational programs (cooking/coding) timed for neighborhood school release times (Beechwood School and Ravenswood City School District). In 2026, an after-school homework help program is planned at Belle Haven Community Campus.	Library and Community Services	Ravenswood City School District	Strategic Growth Council (Community Resilience Centers Planning Grant)	In Progress (Medium Term)	Long Term
EJ3.E.1	Coordinate with the Ravenswood City School District and Beechwood School to help publicize affordable after school care options/programs and explore opportunities to enhance transportation options for youth to BHCC.	Action Item	Ravenswood City School District has a number of after school care options/programs and the City can help publicize and enhance usage. City vans provide transportation to Belle Haven Community Campus for youth enrolled in the City's after school program. Staff continue to evalute opportunities to increase transportation options (e.g., transportation for youth interested in going to BHCC after school but are not enrolled in the City's program) and staffing capacity.	Library and Community Services	Communications and Public Engagement, Ravenswood City School District	Strategic Growth Council (Community Resilience Centers Planning Grant)	In Progress (Medium Term)	Long Term
EJ3.E.2	Encourage joint use of recreational fields.	Action Item	The City's joint use agreement with Ravenswood City School District for the Belle Haven School field was amended due to construction at the school in 2023. Staff anticipates a revised agreement once schoool construction is completed, expected in the Fall 2026.	Library and Community Services	Public Works, Ravenswood City School District	Strategic Growth Council (Community Resilience Centers Planning Grant)	In Progress (Medium Term)	Medium Term
EJ3.F	Community Banking Services. Seek to form partnerships or other agreements with a banking specialist and other identified partners to provide a community bank or banking services in the underserved communities.	Program	This item has not yet begun and evaluation for implementation continues.	City Manager's Office	Local banks	Strategic Growth Council (Transformative Climate Communities Planning Grant)	Medium Term	Long Term
EJ3.G	Programming Plans. Ensure delivery on the needs of underserved communities through the City's Programming Plans currently in place and continue to adapt programming based on community feedback through regular community surveys and outreach.	Program	The City provides a wide range of lifelong learning and recreational opportunities for Menlo Park residents of all ages, abilities, and lived experiences. Programs and facilities include public libraries, recreation and sports, early childhood education, after-school programs, summer youth camps, older adults (senior) services, athletic fields and courts, community events, and aquatics. Based on survey results, staff are looking at programming and offerings to meet diverse needs. In 2025, several policies were adopted by the Library Commission and Parks and Recreation Commission to address community and operational needs. recommended updates and the adoption of policies that addressed community and operational needs. Some policies directly addressed new services at the new Belle Haven Community Campus. This new facility combines a public library, senior center, gymnasium, after-school program, and aquatics center, all under one roof. The campus is designed to Leadership in Energy and Environmental Design (LEED) Platinum environmental standards, showcasing leading-edge sustainability. There has been significant community engagement and opportunities for feedback not only for the programming and operations planning of the new Belle Haven Community Campus but also focused on childcare, recreation programming, aquatics, tennis, and more.	Library and Community Services	-	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program), National Endowment for the Humanities (Public Humanities Projects Grant)	In Progress	Long Term
EJ3.G.1	During facility renovations, install distributed solar panels and battery storage over facility parking lots for resiliency and heat reduction.	Action Item	In 2025, in partnership with Peninsula Clean Energy through the GovPV Solar and Storage for Public Buildings program, solar was installed at the Belle Haven Child Development Center, the Menlo Park Library, and Arrillaga Family Gymnastics Center with additional systems under construction for City Hall. Additionally, the final phase of the Belle Haven Community Campus microgrid, the solar carports at Kelly Field, is under construction and planned for completion by spring 2026.	Public Works	Menlo Park Library and Community Services Department, Menlo Park Public Works Department, Silicon Valley Clean Energy, Menlo Park Building Division	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program)	In Progress	Short Term

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EJ3.G.2	Provide equitable access to programs at the Belle Haven Community Campus (BHCC) through appropriate costs and proactive, multilingual, and multimodal outreach for residents of underserved communities.	Action Item	Programming plans for the Belle Haven Community Campus (BHCC) emphasize equitable access to programs through appropriate costs and proactive, multilingual, and multimodal outreach for residents of underserved communities. In May 2024, a hyperlocal resident enrollment fee program began. Menlo Park residents who live or attend K-12 school within the BHCC service area (generally the area north of the US-101 and also the Flood Triangle neighborhood) are eligible for hyperlocal resident enrollment fees at BHCC. As of Jan. 5, 2026 there was an approximate 50% increase from 2024 enrollment with 2,073 hyperlocal residents registered with the City for eligibility to receive the lower cost fees.	Library and Community Services	Library and Community Services Department, Community-Based Outreach Organizations (e.g., Menlo Together, Climate Resilient Communities)	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program)	In Progress	Medium Term
EJ3.G.3	Providing community programming for all age groups, including older teens and older adults not considered seniors.	Action Item	The City provides and is working to develop additional programming for all age groups, including teens and older adults not considered seniors, and will continue to adapt programming to meet community needs and desires as they change over time, with community input. In 2025, there were 66 programs with 1,700 attendees. This represents an increase of number of events by 164% with attendance increased by 421% from 2024. -The Halloween! community event series attendance and activities expanded in 2024: the Halloween Hoopla parade and carnival's attendance increased approximately 36% from 2024 with an estimated 2,000 attendees; the Pumpkin Splash continued Belle Haven Pool, increasing total attendance and Trunk or Treat at the Belle Haven Community Campus drew 310 attendees. -The October 2025 report compilation includes a new statistic that tracks the numbers of new City recreation client accounts, which are used by people to enroll in recreation classes and summer camps, purchase tickets to events, and apply for facility rentals, among other functions. The number of new recreation client accounts increased by 112% from October 2024 (380 new accounts created) to October 2025 (806 new accounts). -Additionally, there are feedback boxes at all Library and Community service facilities that are responded to quarterly.	Library and Community Services	-	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program), National Endowment for the Humanities (Public Humanities Projects Grant)	In Progress	Medium Term
EJ3.G.4	Provide childcare, potentially with funding support for residents of underserved communities.	Action Item	The City provides childcare with funding support for underserved communities at the Belle Haven Child Development Center and Belle Haven Youth Center. The Belle Haven Youth Center continues to have broad community interest and is fully enrolled for both the after school and summer camp programs. Tuition is subsidized based on income level with grant funding from the State and other sources.	Library and Community Services	Local Childcare Organizations	California Department of Education	In Progress	Medium Term
EJ3.G.5	Communicate with the Ravenswood City School District to enhance an understanding of preferred amenities and activities that can be included at Belle Haven Community Campus.	Action Item	Communication between the City and the Ravenswood City School District is ongoing. The School District partners with Boys and Girls Club of the Peninsula, East Palo Alto Tennis and Tutoring, and City Year to provide before-school and after-school care. These collaborations offer both academic support and enrichment activities and the City continually seeks opportunities to amplify support for youth and families. The Belle Haven Library provides story times during the school day for Belle Haven Elementary School.	Library and Community Services	Ravenswood City School District, Communications and Public Engagement	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program)	In Progress	Medium Term
EJ3.G.6	Provide safe and highly visible pathways that connect residential areas in underserved communities to the new community center. Safety and visibility features should include adequate lighting.	Action Item	The Transportation Master Plan and the Vision Zero Action Plan identify high priority systemic safety issues to be addressed in all neighborhoods, with a focus on underserved communities.	Public Works	Library and Community Services, Community Development	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program)	In Progress	Medium Term

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EJ3.G.7	Support the inclusion of artwork (e.g., murals) that reflects the diversity and culture of underserved communities at community centers and beyond. Include community artifacts and testaments to community history in the community center.	Action Item	Belle Haven Community Campus includes exhibits and displays focused on Belle Haven history, people, and neighborhood stories, rotating exhibits by local artists, interpretive artworks and multimedia. Staff continue to research opportunities for adding more permanent displays.	Library and Community Services	Local Art Initiatives (e.g., Elevate Art Menlo Park, Allied Arts Guild)	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program)	In Progress	Long Term
EJ3.G.8	Uplift culturally relevant holiday events at Belle Haven Community Campus to foster a feeling of belonging among all residents.	Action Item	The City continually partners with community members to develop culturally relevant events. On Feb. 8, the City held a Black Liberation Month celebration. On June 14, 2025, the City held a Juneteenth celebration. In 2026, the City plans to host Black Liberation Month and Juneteenth celebrations again and will add a Lunar New Year celebration.	Library and Community Services	-	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program), National Endowment for the Humanities (Public Humanities Projects Grant)	In Progress	Short Term
EJ3.G.9	Facilitate yoga classes and other opportunities for regular community-gathering physical activities, such as walking groups and/or hiking programs for the underserved communities. Plan programs suitable to multiple age groups and abilities.	Action Item	The City currently offers yoga, Zumba, line-dancing and other movement classes for various age groups and the classes are well attended by the community. There remains an opportunity to work with the community to develop new opportunities for community-oriented physical activities such as walking and/or hiking programs.	Library and Community Services	-	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program), National Endowment for the Humanities (Public Humanities Projects Grant)	In Progress	Short Term
EJ3.H	Amenities Access. Ensure that recreational facilities throughout Menlo Park provide residents of all ages, income levels, genders, and lifestyles, with access to parks, community centers, sports fields, trails, libraries, and other amenities.	Program	The City provides a wide range of lifelong learning and recreational opportunities for Menlo Park residents of all ages, abilities, and lived experiences. Programs and facilities include public libraries, recreation and sports, early childhood education, after-school programs, summer youth camps, older adults (senior) services, athletic fields and courts, community events, and aquatics.	Library and Community Services	Public Works, Community Development	General Fund	In Progress	Long Term
EJ3.H.1	Provide public facilities that are well designed, energy efficient, maintained, and compatible with adjacent land uses.	Action Item	In 2025, the Belle Haven Community Campus completed one year of operations. The facility is an all-electric, zero combustion, net zero energy public building with onsite renewable energy generation, battery microgrid, and electric vehicle charging stations. The facility is built to Leadership in Energy and Environmental Design (LEED) Platinum environmental standards, and its structural design is resilient to serve as an emergency shelter. In 2025 the City began design of the Belle Haven Child Development Center zero-net energy electrification retrofit. The project is planned to be completed by summer 2026 and includes enhanced ventilation, filtration and controls through efficient systems that will be powered by rooftop solar.	All City Departments	Community Development	General Fund	In Progress (Medium Term)	Long Term

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EJ3.H.2	Offer substantially reduced costs for recreation activities, particularly to residents of underserved communities based on economic need.	Action Item	Programming plans for Belle Haven Community Campus emphasize equitable access to programs through appropriate costs and proactive, multilingual, and multimodal outreach for residents of underserved communities. Menlo Park residents who live or attend K-12 school within the service area of the Community Campus (generally the area north of the US-101 and also the Flood Triangle neighborhood) are eligible for hyperlocal resident enrollment fees at the Community Campus. The hyperlocal resident enrollment fee began in May 2024. As of February 19, 2025, there are 1,383 hyperlocal residents registered with the City for eligibility to receive the lower cost fees.	Library and Community Services	Menlo Park Library and Community Services Department	General Fund	In Progress	Medium Term
EJ3.H.3	In coordination with the City's Parks and Recreational Facilities Master Plan, provide public restroom facilities at parks in undeserved communities.	Action Item	There are four parks in Belle Haven and Bayfront. Two parks have restrooms (Bedwell Bayfront Park and Kelly Field), and two parks do not have restrooms (Karl E Clark Park and Hamilton Park). The effort to evaluate the provision of additional restrooms has not begun but will be planned in the future.	Public Works	Menlo Park Library and Community Services Department, Menlo Park Public Works Department	General Fund, Recreation In-Lieu Fee Fund	Short Term	Long Term
EJ3.H.4	Expand hours for public recreation facilities to allow working people to take advantage of the facilities. This should include open hours until 9:00 p.m. on weekdays and possibly shortened hours on weekends.	Action Item	Belle Haven Community Campus is open from 8:00 a.m. to 8:00 p.m. on Monday through Friday, 8:00 a.m. to 6:00 p.m. on Saturday, and 10:00 a.m. to 6:00 p.m. on Sunday. City staff continually monitor facility usage and seek opportunities for improvement and enhanced access, as much as possible.	Library and Community Services	-	General Fund	In Progress (Short Term)	Short Term
Goal EJ6. Encourage physical activity and active transportation								
EJ6.1	Prioritize programs that encourage physical activity in underserved communities.	Policy	-	-	-	-	-	-
EJ6.2	Support physically active lifestyles through investment in complete streets and active transportation (e.g., walking, bicycling, wheelchair) and safety in underserved communities.	Policy	-	-	-	-	-	-
EJ6.3	Prioritize the implementation of traffic and transit improvements in underserved communities to reduce excessive speed, limit cut through traffic, and make streets comfortable and accessible places for all users and abilities.	Policy	-	-	-	-	-	-
EJ6.A	Outdoor Physical Activity. Identify and eliminate barriers to outdoor physical activity, such as damaged, incomplete, blocked, or littered sidewalks and bike paths, lack of safe street crossings and direct connections, excessive speeding, insufficient lighting, and lack of landscaping and shade trees along streets in underserved communities.	Program	City staff review all development projects, subject to a planning permit, for frontage improvements (including sidewalks, gutters, trees, lighting) with respect to City guidelines and transportation master plans. In addition, the Public Works Department retains an on-call asphalt and concrete repair contractor to correct sidewalk gaps or local pavement damages where reported by staff or the public. The City continually evaluates street resurfacing projects for inclusion of complete street goals (such as traffic calming, signing and striping, bicycle lane, accessible curb ramp upgrades) where applicable.	Public Works	Community Development, Sustainability Division	Federal Transit Administration (Metropolitan & Statewide Planning and NonMetropolitan Transportation Planning)	In Progress (Medium Term)	Long Term
EJ6.B	Public Safety Education. In concurrence with the City's Vision Zero Action Plan, develop and implement education campaigns to increase the safety and comfort of people walking, bicycling and taking transit. These efforts should include education for people using all modes.	Program	The City continually implements education campaigns. Through the Safe Routes to School Program, the City supports the Ruby Bridges Walk to School Day which is celebrated on November 14th to honor Ruby Bridges' courage in desegregating an all-white school in 1960. The day encourages students to walk to school and learn about the civil rights movement. In 2025, pedestrian safety curriculum materials were distributed through the City's monthly Safe Routes to School newsletter to Belle Haven Elementary School and TIDE Academy.	Public Works	Silicon Valley Bicycle Coalition, SamTrans	Federal Transit Administration (Metropolitan & Statewide Planning and NonMetropolitan Transportation Planning)	In Progress (Medium Term)	Ongoing From Initiation
EJ6.C	Safe Routes to School. Coordinate with Ravenswood City School District to expand the Safe Routes to School program, including potential for increased crossing guards at key intersections.	Program	The City has a Safe Routes to School Program. The Safe Routes to School Task Force meets quarterly and convenes representatives from surrounding school districts and schools, Menlo Park and Atherton police departments, city and county public works departments, San Mateo County Sheriff's Office, San Mateo County Office of Education, local organizations, and parents to discuss challenges around walking and biking to school and share ideas and opportunities for the Safe Routes to School program. The City coordinates with the Ravenswood City School District and has information online regarding their hiring process for crossing guards. Ravenswood City School District has reported challenges hiring for and filling crossing guard positions.	Public Works	Ravenswood City School District	Federal Transit Administration (Metropolitan & Statewide Planning and NonMetropolitan Transportation Planning)	In Progress (Medium Term)	Long Term

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ID	Policy / Program / Action Item Text	Classification	Activity	Lead Role	Supporting Role	Funding Source(s)	Initiation	Completion
EJ6.D	Transportation Master Plan. Prepare to update and adopt the City's Transportation Master Plan (best practice is to update every 10-15 years) to improve environmental justice by advancing equity, mobility, reducing air pollution, and increasing bicycle and pedestrian safety.	Program	The Vision Zero Action Plan, which is part of the City's Transportation Master Plan, was adopted by City Council in 2024. The Vision Zero Action Plan identifies high priority systemic safety issues to be addressed in all neighborhoods, with a focus on underserved communities. The implementation of the Transportation Master Plan and Vision Zero Action Plan are ongoing.	Public Works	Caltrans, Community-Based Outreach Organizations (e.g., Menlo Together, Climate Resilient Communities), Community-Based Active Transportation Organizations (e.g., Silicon Valley Bicycle Coalition)	Strategic Growth Council (Transformative Climate Communities Round 5 Planning Grant), Department of Transportation Grants (Safe Streets and Roads for All, Sustainable Transportation Planning)	In Progress (Long Term)	Long Term
EJ6.D.1	Consider community solutions for addressing concerns related to parking (e.g., idling and noise, parking availability challenges) in underserved communities and explore the creation of Residential Preferential Parking (RPP) programs.	Action Item	This item has not yet begun and evaluation for implementation continues.	Public Works	Caltrans, Community-Based Active Transportation Organizations (e.g., Silicon Valley Bicycle Coalition), Police	Strategic Growth Council (Transformative Climate Communities Round 5 Planning Grant), Department of Transportation (Safe Streets and Roads for All Funding Opportunity Grant)	Medium Term	Medium Term
EJ6.D.2	Seek opportunities to improve pedestrian safety, at all Willow Road intersections.	Action Item	In 2025, the City worked on completing the preliminary design phase of the Willow Road Pedestrian and Bicycle Safety Project, which includes Willow Road enhanced pedestrian crossings, a new pedestrian crossing at O'Brien Street, and separated (Class IV) bikeways on both sides of the street between Bayfront Expressway and U.S. Highway 101. Design is anticipated to be completed in 2027, with construction in 2028.	Public Works	Caltrans, Community-Based Active Transportation Organizations (e.g., Silicon Valley Bicycle Coalition)	Federal Transit Administration (Metropolitan & Statewide Planning and Non-Metropolitan Transportation Planning), Department of Transportation (Safe Streets and Roads for All Funding Opportunity Grant)	In Progress	Short Term
EJ6.D.3	Consider strategies to reduce excessive speed and cut-through traffic in underserved communities.	Action Item	In 2025, staff presented the Slow Streets Program to the Complete Streets Commission. The program establishing a data-driven and equitable approach for assessing neighborhood street safety concerns, prioritizing projects, and implementing appropriate traffic calming measures. The Complete Streets Commission recommended the Slow Streets Program for City Council adoption.	Public Works	Caltrans, Community-Based Active Transportation Organizations (e.g., Silicon Valley Bicycle Coalition)	Strategic Growth Council (Transformative Climate Communities Round 5 Planning Grant), Department of Transportation (Safe Streets and Roads for All Funding Opportunity Grant)	In Progress	Long Term

DESCRIPTION				IMPLEMENTATION			TIME FRAME	
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ID	Policy / Program / Action Item Text	Classification	Activity	Lead Role	Supporting Role	Funding Source(s)	Initiation	Completion
EJ6.D.4	Install traffic calming measures to reduce speeds, as well as flashing stop signs in underserved communities, particularly around schools during pick-up and drop-off periods.	Action Item	In 2025, staff began the design for the resurfacing of Pierce Rd. The project will includes additional speed humps and enhanced crosswalks. The project will be constructed in 2026.	Public Works	Caltrans, Menlo Park Fire Protection District, Ravenswood City School District, Community-Based Active Transportation Organizations (e.g., Silicon Valley Bicycle Coalition)	Federal Transit Administration (Metropolitan & Statewide Planning and NonMetropolitan Transportation Planning), Department of Transportation (Safe Streets and Roads for All Funding Opportunity Grant)	In Progress	Short Term
EJ6.D.5	Install bikeways on Ivy Drive, ideally Class I or Class IV.	Action Item	This item was explored in 2019 during the outreach for the Belle Haven Traffic Calming Plan. At that time, staff heard bicycle lanes were not desirable, because they required parking removal. Since adoption of the EJ Element, reevaluating this proposal has not started but would be planned for the future. The development of options and evaluation of parking removal for bicycle lanes will be planned in the future. Comprehensive community outreach and engagement efforts would be undertaken to invite discussion to confirm local interests.	Public Works	Caltrans, Community-Based Active Transportation Organizations (e.g., Silicon Valley Bicycle Coalition), San Francisco Public Utilities Commission	Federal Transit Administration (Metropolitan & Statewide Planning and NonMetropolitan Transportation Planning), Department of Transportation (Safe Streets and Roads for All Funding Opportunity Grant), San Francisco Public Utilities Commission	In Progress (Long Term)	Long Term
EJ6.D.6	Expand the network of safe, accessible, and appealing pedestrian and bicycle facilities, including pedestrian connections within and in between neighborhoods. Poles, signs, or other impediments in the center of sidewalks should be modified to improve accessibility and sidewalk safety. Pursue improvements for public transit users and pedestrians where feasible, including, but not limited to, bus shelters, benches, shade structures, and lighting to support alternative transportation.	Action Item	Engineering/Land Development reviewed qualifying development projects for required frontage improvements to support pedestrian connectivity and accessibility; where feasible, conditions included street trees/landscaping/planters and, when applicable, green infrastructure elements within the public right-of-way, consistent with City standards. As part of the City's annual street resurfacing project, traffic calming, pedestrian crossings and bicycle improvements are incorporated.	Public Works	Caltrans, Community-Based Active Transportation Organizations (e.g., Silicon Valley Bicycle Coalition)	Strategic Growth Council (Transformative Climate Communities Round 5 Planning Grant), Department of Transportation (Safe Streets and Roads for All Funding Opportunity Grant)	In Progress (Medium Term)	Medium Term
EJ6.D.7	Install and regularly maintain adequate lighting to encourage walking and safe travel at night. This may begin with installation on Ivy Drive, Hamilton Avenue, Chilco Street, Newbridge Street, and at public buildings at parks. It should continue after subsequent community outreach that identifies other streets and locations with inadequate lighting, prioritizing underserved communities.	Action Item	This item has not yet begun and evaluation for implementation continues.	Public Works	Community Development	Strategic Growth Council (Transformative Climate Communities Round 5 Planning Grant), Department of Transportation (Safe Streets and Roads for All Funding Opportunity Grant)	Short Term	Long Term
Goal EJ7. Create equitable civic and community engagement								
EJ7.1	Prioritize civic and community engagement programs that enhance the participation and inclusion of underserved communities.	Policy	-	-	-	-	-	-
EJ7.2	Keep residents informed about governmental meetings and actions by ensuring transparency and accessibility in government and decision making.	Policy	-	-	-	-	-	-

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ID	Policy / Program / Action Item Text	Classification	Activity	Lead Role	Supporting Role	Funding Source(s)	Initiation	Completion
EJ7.3	Treat all members of the community fairly and promote equity and capacity building toward creating a healthy environment and just community.	Policy	-	-	-	-	-	-
EJ7.A	Engaging Underserved Communities. Promote and evaluate capacity-building efforts to educate and involve traditionally underrepresented populations, including underserved communities, in the public decision-making process.	Program	In 2025, Menlo Park advanced equitable disaster preparedness outreach by engaging traditionally underserved communities through targeted, neighborhood-based events. Efforts included the April 1 Main Library presentation on City readiness initiatives, the May 21 and October 18 Belle Haven preparedness events with trusted community partners, the July 19 bilingual Listos workshop with Menlo Park Fire Protection District, and the October 16 Belle Haven Community Campus evacuation drill. A January 15 joint meeting with MPCReady, REACT, and ADAPT further strengthened collaboration with community-based organizations. Together, these efforts expand access to preparedness resources, build local capacity, and increase inclusive participation in emergency planning. Additionally, in 2025, The Belle Haven Pool hybrid model task force (Task Force) met on Oct. 14, 2025, Oct. 28, 2025, and Dec. 8, 2025. In November 2025, staff had individual conversations with Task Force members to confirm and refine desired pool programming that could be offered under the hybrid model. The purpose of the Task Force is to gather neighborhood-oriented feedback to help develop a potential hybrid operating model at the Belle Haven Pool. The table below shows the programs desired by Task Force members as developed during the three Task Force meetings. Additional suggestions for programming gathered during individual meetings with Task Force members are marked with an *. All programming suggestions were reviewed and confirmed by Task Force members at the Dec. 8, 2025, meeting. Additional comments from the Belle Haven Task Force meetings are listed on the aquatics webpage at: https://menlopark.gov/aquatics . The Police department worked with community based organizations to host National Night Out block parties. There were 8 block parties held on Tuesday, August 5, 2025. One was held in Belle Haven by the Belle Haven Haven Community Development Fund had an estimated attendance of 200. Though there was only one held in Belle Haven, It was one of the largest gatherings of the night.	City Manager's Office	Belle Haven Action	General Fund	In Progress (Short Term)	Ongoing From Initiation
EJ7.A.1	Partner with community-based organizations that have relationships, trust and cultural competency with target communities to outreach on local initiatives and issues and allow them the use of space in the Belle Haven Community Campus at no cost.	Action Item	The City has formalized a partnership with Belle Haven Community Development Fund to engage Belle Haven residents on the communitywide electrification program. City staff also supported in blocking parking spaces on Ivy Drive for Belle Haven Action's community clean up and farmers' market. The Belle Haven Neighborhood Association and Belle Haven Empowered meet regularly at no-cost at BHCC per the City hosted groups policy.	City Manager's Office	Belle Haven Action	General Fund	Short Term	Ongoing From Initiation
EJ7.A.2	Use culturally appropriate approaches to public participation and involvement in a partnership with community based organization.	Action Item	The City partnered with Climate Resilient Communities and community-based organizations to develop Menlo Park's first Environmental Justice Element which was adopted in September 2024. Throught the Element's development, outreach and engagement used culturally appropriate approaches to public participation and involvement, meeting community members where they already were and providing tools, incentives, and assistance to enhance civic participation.	City Manager's Office	Belle Haven Action	General Fund	Short Term	Ongoing From Initiation
EJ7.A.3	Deploy educational workshops for City staff to enhance understanding of social injustice and housing needs pertaining to diversity, equity, and inclusion.	Action Item	In 2025, City staff from different departments and divisions participate in the Quarterly San Mateo County Equity in Government Community of Practice meetings. The quarterly meetings are ongoing in 2026.	City Manager's Office	Belle Haven Action	General Fund	In Progress (Short Term)	Ongoing From Initiation
EJ7.A.4	Provide training for decision makers, City staff, applicants, and public on social justice issues that affect community members.	Action Item	This item has not yet begun and evaluation for implementation continues.	City Manager's Office	-	General Fund	Short Term	Ongoing From Initiation
EJ7.B	Meeting People Where They Are. All meetings with an agendized item located in an underserved community should take place in a location easily accessible to the underserved community and/or by means that facilitate such access, such as satellite meeting centers, simulcasting, and/or remote participation. Consider hardcopy materials for outreach, particularly door-to-door outreach.	Program	There were two City Council meetings at BHCC and several commissions met at BHCC in 2025. In the Fall, the City Clerk's office hosted an open house at BHCC with interpretation with the purpose of educating the community on how to engage with government. This open house provided an opportunity for community members to learn about applying for commissions, participating in city council meetings, understanding elections and public records act requests, shuttle schedules and how to make interpretation requests. Additionally, public meetings are typically simulcast online to increase access and participation. The City has provided transportation to City Council meetings from the Belle Haven neighborhood for the budget public hearing. City Council provided direction in Dec. 2025 for staff to develop a public meetings transportation, location, interpretation and translation services accessibility policy.	City Manager's Office	Library and Community Services	General Fund	In Progress (Short Term)	Ongoing From Initiation
EJ7.C	Encouraging Community Outreach. Consider and provide, as feasible, compensation (such as food and refreshments, stipends, on-site child care) at community outreach events in underserved communities.	Program	In May 2025, the City provided food for participants attending the Building a Cleaner Tomorrow building code feedback workshop at the Belle Haven Community Campus (BHCC). In June 2025, the City provided food for participants who attended the Home Upgrade Services progam electrification workshop at BHCC and Climate Resilient Communities (CRC) provided stipends. In addition, all community events at BHCC hosted by the City include food for community members. Stipends, and on-site child care, are provided when feasible.	City Manager's Office	-	General Fund	In Progress (Short Term)	Ongoing From Initiation
EJ7.D	Equitable Engagement. Pursue equitable civic and community engagement.	Program	In 2025, Spanish translation was included in nearly all print materials to reach more community members. Digital materials such as emails and the website have offered accessibility in multiple languages since 2021.	City Manager's Office	-	General Fund	In Progress (Short Term)	Ongoing From Initiation
EJ7.D.1	Initiate outreach efforts as early as possible in the decision-making process before significant resources have been invested.	Action Item	In fiscal year 2025-26, outreach for citywide initiatives included the downtown parking management study and SAFER Bay (design phase). Also, the Home Upgrade program started within the Belle Haven neighborhood and then expanded to the entire City. Outreach materials were developed in English and Spanish to be more accessible for all community members.	City Manager's Office	All City Departments	General Fund	In Progress (Short Term)	Ongoing From Initiation
EJ7.D.2	Conduct open meetings on issues affecting land use and the environment.	Action Item	City Council adopted a resolution accepting the 2024 General Plan Annual Progress Report, including the Housing Element and Environmental Justice Element, and annual housing successor report in March 2025.	City Manager's Office	Community Development, Public Works	General Fund	Short Term	Ongoing From Initiation
EJ7.D.3	At least twice per year, beginning immediately following Environmental Justice Element Adoption, conduct City Council meetings in underserved communities.	Action Item	The City Council conducted meetings at the Belle Haven Commmunity Campus (BHCC) on March 25 and December 16, 2025. Other City commissions that conducted meetings at BHCC in 2025 include: Complete Streets Commission (April 9), Environmental Quality Commission (August 20), and Housing Commission (December 3). Staff will explore opportunities to hold Planning Commission meetings at BHCC, especially when there is an agenda item of particular interest to underserved communities.	Community Development	City Manager's Office	General Fund	In Progress	Ongoing From Initiation
EJ7.D.4	Encourage representation from all districts on City boards and commissions.	Action Item	In 2025, approximately 12 percent of individuals serving on City boards and commissions resided in District 1. The City Clerk provides opportunities for commissioners to receive Advisory Body training convenient to a typical and atypical working schedules in Spring. The oath of office is now provided digitally, so new commissioners can complete on their own schedule without needing to come to City Hall. The City continues to seek opportunities to encourage greater representation from all districts on City boards and commissions and has started noting applicants' district in application materials so the City Council can help encourage diversity amongst districts. In 2025, the City Council continued advertising opportunities to join advisory boards in Spanish to attract more diversity and these efforts continue in 2025.	City Manager's Office	-	General Fund	In Progress (Short Term)	Ongoing From Initiation

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ID	Policy / Program / Action Item Text	Classification	Activity	Lead Role	Supporting Role	Funding Source(s)	Initiation	Completion
EJ7.D.5	Evaluate scheduling of public meetings in order to allow for a wide range of participation options around typical and atypical working hours.	Action Item	In September, the City Clerk hosted an open house at 11 am to provide a time outside of the typical City Council meeting times for community members to learn about attending and participating in City Council meetings, contacting your City Council representative, working with City Commissions among other topics to support participation.	City Manager's Office	-	General Fund	Short Term	Ongoing From Initiation
EJ7.D.6	Coordinate outreach efforts between City departments to avoid duplication and encourage that all Menlo Park community stakeholders receive notification and information.	Action Item	The City's weekly newsletter, the Weekly Digest, provides information on City initiatives for community members as well as staff. In addition, the City's Public Engagement team ensures that information shared with community members is accessible (provided in multiple languages and formats such as digital, mailers, banners, etc.) and works across departments to implement and continually improve outreach opportunities.	City Manager's Office	All City Departments	General Fund	In Progress (Short Term)	Ongoing From Initiation
EJ7.D.7	Inform the public on decisions – and seek feedback on decisions – using multiple communication methods, including traditional and online forms of communication.	Action Item	The City shares regular information and opportunities for feedback through subscription-based digital communications such as the weekly City newsletter (Weekly Digest), mailed notices, TV monitors with informational 'ads' throughout the city, street banners, message boards, A-Frame signs, social media channels, and partner community-based organizations communications. In addition, the City hosts workshops and/or partners with organizations for community meetings or open houses to provide more details about projects, resources and initiatives.	City Manager's Office	All City Departments	General Fund	In Progress (Short Term)	Ongoing From Initiation
EJ7.D.8	Incorporate multilingual outreach, announcements and noticing into City procedures for public meetings and hearings and offer interpretation services at all meetings and workshops on environmental issues.	Action Item	Upon request, using the Spanish interpretation request form, meeting materials were provided in both English and Spanish languages and live interpretation was provided. Nine City Council meetings had Spanish interpretation and the Police Department quarterly updates were provided to City Council with both English and Spanish staff reports. Monolingual Spanish meetings were provided as well. During outreach for building electrification programs and policies, bilingual outreach with workshops were hosted at BHCC. Additionally, every event hosted by LCS staff at BHCC is offered bilingual with interpretation.	City Manager's Office	All City Departments	General Fund	In Progress (Short Term)	Ongoing From Initiation
EJ7.D.9	Consider offering childcare at key meetings and workshops on environmental issues affecting entire neighborhoods and the city as a whole.	Action Item	For the building electrification programs and policy workshops, activities for children were provided. For LCS events that pertain to families and children, childcare is provided. For other events, childcare can be requested and arranged if needed to encourage participation.	City Manager's Office	All City Departments	General Fund	In Progress (Short Term)	Ongoing From Initiation
EJ7.D.10	Distribute contact information (such as phone numbers to call) for various departments, programs and other functions in the City organization in underserved communities and in appropriate languages.	Action Item	The City produces hardcopy outreach materials in English and Spanish when feasible and needed (e.g., Home Upgrade Services program flyer). Phone numbers and emails for bilingual support are provided whenever possible. Information on how to engage with the City Council is printed and available at all public counters including at BHCC. There is also printed information about making public records act requests and contacting the City Clerks office.	City Manager's Office	All City Departments	General Fund	In Progress (Short Term)	Ongoing From Initiation
EJ7.E	Community Resource Hub. Encourage resources for in-person outreach, enhancing the BHCC as a community hub for learning and engagement opportunities strengthened with partner organizations. These will connect residents in underserved communities with pre-existing city and state resources as well as encourage resident participation in public meetings, events, and decision making.	Program	The BHCC now has a public notice board installed outside of the main entrance for posting of public meetings. At the main reception, there are displays with brochures containing information about city and state resources that residents can take.	City Manager's Office	All City Departments	General Fund	Short Term	Ongoing From Initiation
EJ7.E.1	Provide resources at BHCC about environmental safety, including flooding, extreme heat, and other issues identified in the Safety Element. Consider having a concierge or dedicated staff/resources to provide outreach on local mitigation efforts in underserved communities.	Action Item	In 2025, a sustainability information booth was available at the Belle Haven Library. All information is provided in Spanish and English and focuses on available resources related to water conservation, electrification, waste reduction, and advertising upcoming events.	Community Development	Library and Community Services, Public Works, Sustainability Division	General Fund	In Progress (Short Term)	Ongoing From Initiation
EJ7.F	Increasing Accessibility and Representation. Review Planning Commission stipend pilot and consider compensating City Councilmembers and appointed commissioners for the time they spend in their positions to make the positions more accessible to residents of underserved communities.	Program	A Planning Commission stipend pilot program was added in the 2023-2024 budget and continues to be a part of the City budget. The City Council compensation was adjusted in March 2024.	City Manager's Office	-	General Fund	In Progress	Short Term
EJ7.G	Paratransit Services. Expand outreach on SamTrans' paratransit services to support increased attendance at public functions.	Program	SamTrans provides paratransit through Redi-Wheels. Coordination between the City and SamTrans for service is ongoing. In 2024, SamTrans launched a new service called SamTrans Ride Plus. SamTrans Ride Plus is an on-demand service offering easy, affordable transportation for riders in the Belle Haven neighborhood of Menlo Park, East Palo Alto, Half Moon Bay and El Granada. SamTrans' has attended community events hosted by LCS to get the word out about their new services.	Library and Community Services	SamTrans, Public Works	Strategic Growth Council (Transformative Climate Communities Round 5 Planning Grant)	In Progress	Medium Term

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EJ7.H	Multilingual and Multimodal Disaster Preparedness. Ensure that disaster preparedness planning as described in the Safety Element includes multilingual and multimodal outreach in Menlo Park's underserved communities. Upon adoption of the Environmental Justice Element, conduct regular disaster preparedness outreach that may include participation and information dissemination at public event and/or fairs in underserved communities with proactive encouragement and opportunity for the residents to sign up for emergency alert systems.	Program	On May 21, 2025, the Emergency Services Coordinator spoke about disaster preparedness at a community event hosted by community-based organization, Belle Haven Action – The hour and a half bilingual (English/Spanish) session focused on household disaster preparedness. The session was attended by over 30 residents. On July 15, 2025 the Emergency Services Coordinated a two hour bilingual (English/Spanish) as well as American Sign Language planning meeting with the San Mateo County Department of Emergency Management, other local jurisdictions and members from Community Based Organizations severing those with Access and Functional Needs. To focus was to identify actionable solutions that enhance coordination between AFN-serving organizations and CBOs during emergencies, ensuring that the Emergency Operations Plans includes practical strategies to meet the needs of the entire community. In September 2025, the City promoted National Preparedness Month by writing a weekly article focused on different activities to be better prepared as a community. Some of those activities that the City continues to promote are registering for emergency alerts through SMC Alert and joining the Fire District Community Emergency Response Team. A bilingual post card (English/Spanish) was mailed to every household in in the 94025 zip code encouraging residents to sign up for SMC Alert. This resulted in 300 new registrations. On October 18 2025, the City Manager's Office, Emergency Services Division participated in "Let's Get Ready Belle Haven" a collaborative three hour event with multiple Community Based Organizations. The bilingual (English/Spanish) event focused on health impacts of natural disasters, what to do in case of a natural disaster, how to do basic CPR and how to get involved in your community. More than 75 attendees went home with a solar battery phone recharger and an emergency gas valve shut off tool, compliments of the City. Ongoing activities include continued partnership with community-based organizations and the Fire District to provide bilingual (English/Spanish) disaster preparedness training and partnering with the American Red Cross to install smoke/carbon dioxide detectors free to Belle Haven residents. Additional work is in progress to develop bilingual literature on how to prepare for and respond to disasters. The City provides preparedness information throughout the year in various channels such as newsletters, email, social media, and TV ad monitors located within the city to help community members be ready for storms and other disasters. The City also coordinates with other agencies and/or offers programs to inform community members on ways to prepare for disasters. In addition, the City regularly communicates on storm impacts and provides resources to the community to recover.	City Manager's Office	Menlo Park Fire Protection District	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program)	In Progress (Short Term)	Ongoing From Initiation
EJ7.I	Long Term Adaptation Planning. Encourage the sustained engagement and involvement of underserved communities in long term adaptation planning projects related to sea-level rise and coastal flooding. Maintain membership and partnership with the San Francisquito Creek Joint Powers Authority during their oversight of levee installations and expansions protecting underserved communities.	Program	Belle Haven is vulnerable to flooding from a 100-year tide event / sea level rise. Protecting the community is a priority of the SAFER Bay project. The SAFER Bay Project is a multi-benefit, multi-jurisdictional, public-private collaboration that will protect critical infrastructure, protect and restore critical habitat, provide community resilience to current tidal flooding and projected sea level rise, and improve recreational access, using both engineered structures and nature-based flood protection.The City received a FEMA grant for the Menlo Park SAFER Bay Project which focuses on the development of a levee system from the Dumbarton Bridge to Bedwell Bayfront Park for storm and sea level rise protection. The design is currently underway and will becompleted in 2027.	Public Works	City Manager's Office, San Francisquito Creek Joint Powers Authority	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program)	In Progress	Long Term
EJ7.J	EJ Element Action Guide Maintenance. Continually maintain the Environmental Justice Element Action Guide in response to changing community needs, funding opportunities, and ongoing community outreach. Annual reporting, at a minimum, should be provided to the City Council and made available on the City website.	Program	On March 22, 2025, the City conducted the annual City Council priority setting workshop, including discussion of priorities for EJ implementation. The EJ Element webpage (menlopark.gov/ejelement), including EJ Element Action Guide, was continuously monitored and maintained in 2025. In February 2026, the Environmental Justice Element Action Guide was comprehensively updated to reflect 2025 activities.	Community Development	All City Departments	General Fund	In Progress (Short Term)	Ongoing From Initiation
EJ7.J.1	Monitoring programming at community centers for usage, popularity, and equitable access, including an annual report on community center programming to Council. The report shall include community outreach and will recommend any updates to programming and outreach methods to address inequitable access.	Action Item	The City collects usage data and statistics and provides monthly usage reports to Library Commission and Parks and Recreation Commission. An annual report to the City Council is provided.	Library and Community Services	-	General Fund	In Progress	Ongoing From Initiation

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EJ7.J.2	Publish an annual report on the progress of the Transportation Master Plan, beginning a year after adoption of the updated Transportation Master Plan.	Action Item	This item is under development.	Public Works	Community Development Department, Caltrans, Community-Based Active Transportation Organizations (e.g., Silicon Valley Bicycle Coalition)	Strategic Growth Council (Transformative Climate Communities Round 5 Planning Grant), Department of Transportation (Safe Streets and Roads for All Funding Opportunity Grant)	In Progress	Ongoing From Initiation
EJ7.J.3	Diligently implement all state laws and mandated bias and sensitivity training requirements for law enforcement officers, current and new upon hire, who may interact with historically discriminated groups. The Police Department shall maintain records as required by state law to show vigilant compliance with all state laws and California Commission on Peace Officer Standards and Training (POST) requirements. The Police Department includes documentation of records generated in compliance with the department's "Bias-Based Policing" policy as well as California's Racial and Identity Profiling Act in its quarterly reporting to the community through City Council.	Action Item	The Police Department continues its diligent adherence to bias and sensitivity factors, including policy changes, mandated training, mandated pre-employment screening, and policy transparency to the community. The Police Department continues to strictly adhere to the reporting requirements of the Racial and Identity Profiling Act and provides related data to the public quarterly through an informational bilingual (English/Spanish) report to the City Council.	Police	City Manager's Office	General Fund	In Progress (Short Term)	Ongoing From Initiation
EJ7.J.4	Prepare and publicize an annual report describing the City's progress on promoting and evaluating capacity-building efforts per Program EJ7.D. This report shall also evaluate outreach methods and recommend adjusting outreach strategies to reflect best practices and results.	Action Item	This item has not yet begun and evaluation for implementation continues.	City Manager's Office	All City Departments	General Fund	Short Term	Ongoing From Initiation
EJ7.K	EJ Element Action Guide Updating. The City will update the Environmental Justice Element Action Guide annually to indicate progress, especially in meeting community-identified priorities. Revisions to existing action items and/or community-identified priorities will include outreach, particularly in underserved communities, and include a public process with City Council consideration. Outreach to further environmental justice will be ongoing. The Action Guide does not require a General Plan amendment to be updated.	Program	In February 2025, the Environmental Justice Element Action Guide was comprehensively updated to reflect 2024 activities. On March 22, 2025, the City conducted the annual City Council priority setting workshop, including discussion of priorities for EJ implementation. The EJ Element webpage (menlopark.gov/ejelement), including EJ Element Action Guide, was continuously monitored and maintained in 2025.	Community Development	All City Departments	General Fund	In Progress (Short Term)	Ongoing From Initiation
EJ7.L	City Council Consideration. The City Council shall consider the community-identified environmental justice priorities during its annual priority and goal setting workshop.	Program	The City Council will consider the community-identified environmental justice priorities at its March 2026 priority setting workshop. Identifying top priorities helps the City Manager create a work plan of projects for the year. Many of the projects take multiple years to plan, fund and complete.	City Manager's Office	All City Departments	General Fund	In Progress (Short Term)	Ongoing From Initiation



City of Menlo Park as Housing Successor for the
Former City of Menlo Park Redevelopment Agency
701 Laurel Street, Menlo Park, CA 94025
Telephone (650) 330-6640 www.menlopark.gov

**SENATE BILL 341 ANNUAL HOUSING SUCCESSOR REPORT
For the Fiscal Year Ending June 30, 2025**

- 1) During the fiscal year, the Low and Moderate Income Housing Asset Fund received \$212,991 in amounts deposited. It received \$5,076 from housing loans and \$207,915 for interest earned on cash in the fund. There are no amounts deposited for items listed on the Recognized Obligation Payment Schedule.
- 2) At June 30, 2025, the Low and Moderate Income Housing Asset Fund had a cash balance of \$5,021,870 and a fund balance of \$7,219,969. There are no amounts held for items listed on the Recognized Obligation Payment Schedule.
- 3) During the fiscal year, the fund spent \$650 in combined expenditures to administer housing loans for preserving the long-term affordability of housing units.
- 4) Values as of June 30, 2025:

Real property -	\$0
Loans receivable -	<u>\$2,320,810</u>
Total -	\$2,320,810
- 5) There were no funds transferred during the fiscal year. The Low and Moderate Income Housing Asset Fund does not have any projects on the Recognized Obligation Payment Schedule and will not have any transfers into or out of the fund in the foreseeable future.
- 6) The Low and Moderate Income Housing Asset Fund does not have any projects for which the housing successor holds or receives property tax revenue pursuant to the Recognized Obligation Payment Schedule.
- 7) As of June 30, 2025, the Housing Successor does not have interests in real property acquired by the former redevelopment agency. The last remaining real property acquired by the former redevelopment agency was sold in August 2013 and the proceeds were remitted to the County of San Mateo.
- 8) As of June 30, 2025, the Housing Successor does not have any remaining obligations.

Senate Bill 341 Annual Housing Report, continued

- 9) With the limited funds, the Housing Successor is only providing maintenance on low and moderate income housing loans.
- 10) As of June 30, 2025, the Low and Moderate Income Housing Fund does not foresee any loan repayments.
- 11) The former redevelopment agency area does not contain any deed-restricted senior rental housing.
- 12) As of June 30, 2025, the Low and Moderate Income Housing Fund does not have any excess surplus.
- 13) As of June 30, 2025, the Low and Moderate Income Housing Fund has no inventory of homeownership units.