

Hurricane Ian, Debby, Helene, Milton Recovery – Manage the island-wide recovery from the effects of Hurricane Ian (2022) and Hurricanes Debby, Helene and Milton (2024) by considering appropriate revisions to the Land Development Code and policies, promoting greater community resilience, minimizing bureaucratic procedures and costs, actively pursuing external funding sources for lost revenue replacement and recovery and mitigation projects, and providing general support of resident and business recovery efforts.			
Department	Timeline	Objective	Goal
All City Departments	Ongoing	Complete projects, studies, plans, and City Code amendments as necessary to aid in and expedite Sanibel's recovery from the 2022 and 2024 hurricanes.	Hurricane Ian, Debby, Helene, Milton Recovery
All Departments	Ongoing	Continue implementation of Hurricane Recovery projects obligated by FEMA.	Hurricane Ian, Debby, Helene, Milton Recovery
City Council & City Manager	Ongoing	Promote the City Council's Legislative Priorities to ensure Hurricane Recovery initiatives are funded .	Hurricane Ian, Debby, Helene, Milton Recovery
Finance	August-26	Develop plan for debt reorganization, if needed, by August 2026.	Hurricane Ian, Debby, Helene, Milton Recovery
Public Works	September-26	Continue Lift Station Control Panel Replacement and Elevation project utilizing available grant funding and obligated FEMA funds.	Hurricane Ian, Debby, Helene, Milton Recovery
Public Works	September-26	Continue improvements to the wastewater collection system, Donax WRF, and force main improvements utilizing available grant funding.	Hurricane Ian, Debby, Helene, Milton Recovery
Public Works	September-26	Complete design and construction of Dune Walkover/Boardwalk Replacement utilizing grant funds.	Hurricane Ian, Debby, Helene, Milton Recovery
Public Works	August-26	Complete design and permanent repairs to the Sanibel Fishing Pier utilizing obligated FEMA funds, private funds, and City funds.	Hurricane Ian, Debby, Helene, Milton Recovery
Public Works	September-26	Continue implementation of stormwater improvement projects including general stormwater system repairs, the Clam Bayou Box Culvert Replacement project, and the Beach Rd. Weir Rehabilitation project utilizing grant funds.	Hurricane Ian, Debby, Helene, Milton Recovery

Infrastructure – Focus on infrastructure needs that sustain and protect the island’s quality of life, including maintaining and improving roads, pathways, historical structures, bridges, sewer, and stormwater systems, and implementing coastal resiliency initiatives.			
Department	Timeline	Objective	Goal
All Departments	September-26	Continue implementation of Hurricane Recovery projects obligated by FEMA.	Infrastructure
Planning & City Manager	April-26	Develop a conceptual plan for improvements to the Sanibel Lighthouse area by April 2026.	Infrastructure
Pubic Works	September-26	Complete Shared Use Path improvements funded by grant and City funds by September 30, 2026.	Infrastructure
Public Works	April-26	Collaborate with the Sanibel Historical Museum and Village to develop a 5-year plan for improvements to buildings and grounds by April 2026.	Infrastructure
Public Works	February-26	Complete assessment of sewer system infrastructure for I&I and develop schedule for repairs in conjunction with developing the FY27 5-year CIP plan by February 1, 2026.	Infrastructure
Public Works	April-26	Complete design to reconstruct roads utilizing the CDBG-DR grant funds by April 1, 2026 and solicit bids for construction.	Infrastructure
Public Works	September-26	Complete Feasibility Study for automated weir gates and pump system at the East and West Basin weirs.	Infrastructure
Public Works	September-26	Complete design of flap gates for the East and West Basin weirs.	Infrastructure
Public Works	Ongoing	Actively seek funding opportunities to implment recommendations from the 2025 Surface Water Management Master Plan.	Infrastructure
Public Works	September-26	Complete improvements to City Hall in accordance with the workplan developed in the 2025 City Hall Assessment, including renovations to City Hall's public restrooms.	Infrastructure
Public Works	September-26	Complete design of the East Periwinkle Way Bridge replacement project and solicit bids for construction.	Infrastructure
Public Works & City Manager	Ongoing	Actively seek funding opportunities to construct stormwater improvements in the Tradewinds subdevelopment (publicly owned roads).	Infrastructure

Community Resilience – Build Sanibel’s resilience to future threats from natural and manmade events by mitigating hazards, hardening infrastructure, encouraging the use of reliable, renewable energy sources, continually updating vulnerability, response, and recovery plans, and improving community education concerning building design, building codes, flood protection and the benefits of native vegetation.			
Department	Timeline	Objective	Goal
Building	September-26	Complete updated Floodplain Management Plan by September 30, 2026.	Community Resilience
City Manager	September-26	Complete Sanibel's Adaptation Plan - State funded grant.	Community Resilience
City Manager	September-26	Complete Strategic Energy Plan if Sanibel is selected to participate in the Energy Technology Innovation Partnership Project (ETIPP) through the US Department of Energy.	Community Resilience
Police	September-26	Continue to seek funding to construct the Sanibel Police Station as designed. If full funding is secured, develop project milestone schedule and solicit bids for construction.	Community Resilience
Police & City Manager	Fiscal Year 2026	Develop mass-casualty incident tabletop exercise to complete with City Council during FY26	Community Resilience
Police & City Manager	Fiscal Year 2026	Develop and conduct hurricane incident tabletop exercises during FY26	Community Resilience
Public Works	Fiscal Year 2026	Continually identify and apply for grant funding to implement recommendations	

Quality of Life – Sustain the safety and well-being of residents, businesses, and visitors by providing below market rate housing, ensuring that resources are provided for law enforcement and disaster preparedness, and design on-island educational, historic, cultural, social, and recreation activities for a diverse multi-generational citizenry.			
Department	Timeline	Objective	Goal
Information Technology	September-26	Substantially complete the development of the Broadband Feasibility Study by September 30, 2026 utilizing CDBG-DR grant funds.	Quality of Life
Planning	September-26	Substantially complete the Sanibel Plan Update (Comprehensive Land Use Plan) by September 30, 2026 utilizing CDBG-DR grant funds.	Quality of Life
Planning	September-26	Substantially complete the development of the Transportation Master Plan by September 30, 2026 utilizing CDBG-DR grant funds.	Quality of Life
Planning	September-26	Develop scope of services and issue a Request for Qualifications for a consultant to assist the Department with the Land Development Code Update, based on the elements of Sanibel Plan Update.	Quality of Life
Police and City Attorney	February-26	Review options for Sanibel to limit or restrict owners/operators of boats from anchoring boats just off Sanibel's beach and from beaching boats.	Quality of Life
Recreation	September-26	Complete all funded capital projects at the recreation center and ballfield complex.	Quality of Life
Recreation	Ongoing	Continue to provide high quality recreation services that meet the needs of the Sanibel community.	Quality of Life
Recreation	Ongoing	Provide the City Council with biannual updates concerning implementation of recommendations provided within the Comprehensive Recreation Assessment.	Quality of Life
Recreation & City Manager	Ongoing	Collaborate with the Lee County School District and the Sanibel School to maintain and increase student population at the Sanibel School.	Quality of Life

Environmental Stewardship – Lead by example in environmental stewardship to restore, preserve, and enhance our island sanctuary, lead on issues to positively impact local water quality, and support land conservation, waste minimization, renewable energy, and provide recurring education on the Sanibel Plan.			
Department	Timeline	Objective	Goal
Natural Resources	June-26	Complete the update to the Beach Management Plan by June 2026.	Environmental Stewardship
Natural Resources	July-26	Actively monitor State Legislation changes to Florida's Fertilizer use laws.	Environmental Stewardship
Natural Resources & City Manager	April-26	Engage Lee County and the Florida Department of Enviromental Protection to develop schedules for the design, permitting and implementation of the Blind Pass Inlet Management Plan implementation strategies.	Environmental Stewardship
Natural Resources & Public Works	September-26	Complete Sanibel Slough project by September 30, 2026.	Environmental Stewardship
Planning	April-26	Develop inventory of parcels that do not have any development rights by April 1, 2026.	Environmental Stewardship
Planning & Natural Resources	Ongoing	Encourage the use of living shorelines consistent with the Land Development Code.	Environmental Stewardship
Public Works	September-26	Complete energy audit on city facilities by September 1, 2026.	Environmental Stewardship

Fiscal Health – Maintain and promote fiscal health of the city by providing efficient and transparent service delivery and maintaining appropriate financial policies that ensure appropriate fund balances and diverse revenue streams and maximize grant opportunities to support the City’s Strategic Goals.			
Department	Timeline	Objective	Goal
All Departments	Ongoing	Actively seek grant funding opportunities and maximize the use of external funding sources to support the City’s Strategic Goals.	Fiscal Health
Finance	February-26	Review and update Reserve Policies for all funds by February 2026.	Fiscal Health
Finance	February-26	Evaluate stormwater utility fees established by other southwest Florida jurisdictions and provide City Council with options to consider for Sanibel.	Fiscal Health
Planning	December-26	Update Planning permit fee structure by December 2026.	Fiscal Health

Customer Service – Manage human capital to deliver responsive and high quality customer-oriented services by investing in technology, maintaining competitive pay and benefits for city employees, and adjusting organizational structures as needed.			
Department	Timeline	Objective	Goal
All Departments	Ongoing	Ensure website content is current and updated as needed for use by residents, property owners, and visitors. Oversight provided by the City Manager's office.	Customer Service
Building, Finance, Natural Resources, Planning, & Public Works	Ongoing	Promote integration of CityView software throughout departments to promote consistent customer service.	Customer Service
City Manager	January-26	Establish a quarterly newsletter to enhance communications with residents and property owners.	Customer Service
City Manager	January-26	Develop marketing campaign to promote Sanibel to potential new residents.	Customer Service
Human Resources	June-26	Develop a performance pay incentive program for City Council consideration by June 2026.	Customer Service
Information Technology	March-26	Identify AI programs to enhance external and internal customer service for implementation in FY26 and over the 5-year CIP by March 1, 2026.	Customer Service

Affordable Housing – Increase the number of on-island and near-island affordable housing units available to Sanibel’s workforce and general populations by collaborating with Lee County, the non-profit sector, the private sector, and the City’s housing foundation, in accordance with the Sanibel Plan.			
Department	Timeline	Objective	Goal
Planning	Ongoing	Continue to support Community Housing and Resources' (CHR) efforts to redevelop the Riverview site to increase Below Market Rate Housing (BMRH) housing units on Sanibel.	Affordable Housing
Planning & City Manager	Ongoing	Continue to support private development opportunities to develop BHRH units on Sanibel that can be managed by CHR.	Affordable Housing
Planning & City Manager	July-26	Evaluate opportunities to develop a mixed use project at 2401 Library Way to include BMRH units.	Affordable Housing