

## **Attachment D**

**Notice of Motion, Lord Mayoral Minutes and  
Councillor Amendments Cost**

## Notice of Motion, Lord Mayoral Minutes and Councillor Amendments Cost Summary

### City of Sydney | Q1 2025/26

TRIM No.	Meeting	Item	Title / Summary	Comments
<a href="#">CM2025/000265</a>	22.09.25	ROC 7.4	<p>Project Scope - Green Park Renewal</p> <p>(B) note the submissions received at the meeting of the Environment and Climate Change Committee on 15 September 2025, and note that during the detailed design phase:</p> <p>(i) a meeting will be arranged with members of the people sleeping rough community who use the park to seek feedback about the park design; and</p> <p>(ii) the project team will seek input from the local community of people sleeping rough in the park about the potential inclusion of a memorial plaque on seat/s to acknowledge those who had strong ties to the park community who have passed away</p>	Still under assessment
<a href="#">CM2025/000252</a>	22.09.25	LMM 3.2	<p>More Action to Support Sydney's Nightlife</p> <p>D) the Chief Executive Officer be requested to:</p> <p>(i) review the Report's recommendations and provide Council with advice on the implications for local government if the recommendations are adopted; and</p> <p>(ii) liaise with the NSW Productivity and Equality Commission, the Office of the 24 Hour Economy Commissioner and any other relevant NSW Government agencies requesting them to address any issues arising from this review.</p>	Completed. Currently no financial impact, expected to be business as usual, depending on whether or not the NSW government proceeds with the recommendations as outlined.
<a href="#">CM2025/000271</a>	22.09.25	NOM 13.6	<p>Reporting on Outcomes from the City of Sydney Affordable Housing Schemes</p> <p>(B) the Chief Executive Officer be requested to prepare a report on the outcomes from developer contributions, discounted land sales or transfers, grants and planning agreements, which includes:</p> <p>(i) where these homes have been delivered;</p> <p>(ii) which housing providers these homes have been delivered to;</p> <p>(iii) what level of rent is being charged in these homes;</p> <p>(iv) what types of housing has been delivered; and</p> <p>(v) clarity on which of these homes have been built using affordable housing grant schemes, including through cash grants, land transfers or discounted sales; and what homes have been delivered using contributions from the Affordable and Diverse Housing Fund.</p>	Still under assessment

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TRIM No.	Meeting	Item	Title / Summary	Comments
<a href="#">CM2025/000249</a>	25.08.25	ROC 6.17	<p>Write Off of Irrecoverable Debt - Former Tenant at 546-552 George Street, Sydney</p> <p>(D) Council note that the building is opposite Sydney Town Hall and due to be demolished in 2028 as part of the works to create the new Town Hall Square; and</p> <p>(E) the Chief Executive Officer be requested to provide further advice to Councillors about potential opportunities, restrictions and costs to make use the vacant floors for pop up or temporary uses until 2027. This could include artist work spaces, exhibitions, temporary offices, or storage use by local not for profits or creatives.</p>	Still under assessment
<a href="#">CM2025/000210</a>	25.08.25	NOM 13.10	<p>Fixing the Rubbish</p> <p>(B) the Chief Executive Officer be requested to compile a report that:</p> <p>(I) analyses trends and identifies potential improvements to Clean Up (booked residential clean-ups and illegal dumping) service delivery; and</p> <p>(ii) provides recommendations for how future services, tenders and budgets should be structured to reflect realistic service demand and ensure reliability</p>	Still under assessment
<a href="#">CM2025/000208</a>	25.08.25	NOM 13.9	<p>Automatic Toilets, Automatic Hours</p> <p>(B) the Chief Executive Officer be requested to:</p> <p>(i) investigate the implementation of a 24-hour opening time for all APTs; and</p> <p>(ii) report back to Council as soon as possible.</p>	Still under assessment
<a href="#">CM2025/000206</a>	25.08.25	NOM 13.7	<p>Curb the Chaos - Call for Better Demarcation of Designated Bike Parking Areas</p> <p>(C) the Chief Executive Officer be requested to investigate and report back to Council via the CEO Update on the resources and time needed to:</p> <p>(i) ensure all existing and planned designated bike parking areas (footpaths and on-street) are demarcated to help riders understand where to park; and</p> <p>(ii) in collaboration with share bike companies, develop a communications and education campaign to promote correct use of designated bike parking areas and responsible rider behaviour; and</p> <p>(D) the Lord Mayor be requested to write to the NSW Minister for Transport to request that as part of the e-mobility regulations currently being developed by the NSW Government, share e-mobility companies are required to contribute towards Councils' costs with managing designated bike parking areas including footpath and on- street demarcation and an ongoing communications campaign to educate people about responsible riding.</p>	Still under assessment

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TRIM No.	Meeting	Item	Title / Summary	Comments
<a href="#">CM2025/000204</a>	25.08.25	NOM 13.5	<p>Protecting the City's Powerful Owl Population</p> <p>(C) the Chief Executive Officer be requested to investigate ways and report back to Council as soon as practicable as to how the City can restrict or limit its use of SGARs to protect the Powerful Owl and other vulnerable species, including but not limited to:</p> <p>(i) improving communication between the City's waste management services and those employed by the City who are responsible for managing rodent populations;</p> <p>(ii) exploring Council's contractor arrangements and options, including contract agreement, policies, and tender language, to develop environmentally friendly rodent controls that restrict or limit the use of SGARs wherever possible; and</p> <p>(iii) trialling alternative rodenticides that pose less risks to the City's wildlife wherever possible.</p>	Still under assessment
<a href="#">CM2025/000202</a>	25.08.25	NOM 13.3	<p>Investigating A Pay Rise for Early Childhood Education Workers</p> <p>(A) Council note:</p> <p>(i) the Federal Government has introduced a grant program enabling employers of Early Childhood Education Workers, who are among the lowest-paid essential workers in our community, to deliver a 15% pay increase over 2 years, for which the City of Sydney is eligible but has not yet applied. The deadline for this grant is 30 September 2025;</p> <p>(ii) on 23 June 2025, Council requested the Chief Executive Officer urgently investigate applying for the Federal funding to increase the pay of City of Sydney early childhood educators by 15% over the next two years, and report back to Council on any financial and operational implications of doing so; and</p> <p>(iii) the Lord Mayor wrote to the Federal Minister for Early Childhood Education on 5 August 2025, in accordance with the resolution of Council, calling on the Federal Government to commit to permanent, government-funded wage increases and improved working conditions for early childhood educators, in line with sector-wide calls for targeted initiatives to attract and retain staff without increasing costs for families; and</p> <p>(B) the Chief Executive Officer be requested to provide Council with an update on the progress of (ii) above.</p> <p>Carried unanimously.</p> <p>X113760</p>	Councillors have been briefed and additional advice circulated - confirm resolved

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TRIM No.	Meeting	Item	Title / Summary	Comments
<a href="#">CM2025/000201</a>	25.08.25	NOM 13.2	Affordable Energy Generation and Storage to Support Low Cost Affordable Rental Housing (B) the Chief Executive Officer be requested to provide a report that outlines the methodology and resources required to deliver a site-specific community battery in the City of Sydney area using the Southern Enterprise Area including Ngamuru Avenue as a case study; and (C) when developing the concept design for the open space at 22 O’Riordan Street, Alexandria, the Chief Executive Officer allows for the potential installation of community battery infrastructure.	Still under assessment
<a href="#">CM2025/000198</a>	25.08.25	NOM 13.1	Hey, Get Out of Our Garden (D) the Chief Executive Officer be requested to investigate and report back via the CEO Update on the resources and time needed to: (i) install protective fencing around footpath gardens in high pedestrian traffic areas; (ii) rejuvenate damaged and neglected corners of footpath garden beds; and (iii) consider how the “desire line” can be integrated into the design of new and future footpath garden beds.	Still under assessment
<a href="#">CM2025/000190</a>	23/06/2025	NOM 16.14	NOM 16.14 - 23.06.25 - Chippendale Community Sustainability Precinct (C) the Chief Executive Officer be requested to: (i) provide advice to Council via the CEO Update on the measures proposed in the Friends of Chippendale’s Community Action Plan; and (ii) provide advice to Council via the CEO Update on the development of a Sustainability Precinct Plan for Chippendale or other suitable initiatives to develop and showcase Chippendale as a community sustainability hub.	Still under assessment
<a href="#">CM2025/000178</a>	23/06/2025	NOM 16.8	NOM 16.8 - 23.06.25 - Light Up Waterloo Park (C) the Chief Executive Officer be requested to: (i) investigate providing temporary evening lighting to support 17x16cdp to train safely this winter, in consultation with both the group and the local community; (ii) investigate including lighting of the fitness equipment and basketball half-court as part of the upcoming upgrade to the pathway lighting in Waterloo Park; and (iii) consider and provide advice to Council via the CEO Update on bringing forward or expediting the planned upgrade.	(I) The estimated cost for temporary lighting over a 4-month period is approximately \$50,000. (ii) Detailed scope will be outlined and provided in the scope report to council for approval. Order of cost \$50,000. (iii) No financial implications

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TRIM No.	Meeting	Item	Title / Summary	Comments
<a href="#">CM2025/000122</a>	12/05/2025	NOM 14.2	<p>NOM 14.2 - 12.05.25 - Modernising Australia Post On-Street Parking</p> <p>(B) The Chief Executive Officer be requested to:</p> <p>(i) investigate implementing timed mail zones to enable greater use of more of these parking spaces during non-collection days and times, and provide advice on the required process by way of a CEO Update</p>	CEO Update 3 October 2025. Sites will be assessed based on local conditions and operational needs to determine suitable parking restrictions, with financial implications considered during future evaluations.
<a href="#">CM2025/000118</a>	12/05/2025	NOM 14.5	<p>NOM 14.5 - 12.05.25 - Immunisation Action</p> <p>It is resolved:</p> <p>(C) The Chief Executive Officer be requested to consider opportunities to promote next year's 'National Immunisation Week', and report back to Council through the CEO Update.</p>	This action requires dedicated staffing time and use of the City of Sydney's extensive digital communications channels, including social media and promotion to employees through internal communications
<a href="#">CM2025/000098</a>	7/04/2025	NOM 12.10	<p>NOM 12.10 - 07.04.25 - Better Coverage at Our Public BBQs</p> <p>(B) The Chief Executive Officer is requested to:</p> <p>(i) explore options to improve shade or rain protection over BBQs with seating areas and playgrounds in our new park designs and renewals;</p> <p>(ii) review and recommend updates to park design processes and policies</p>	CEO update provided 3 October 2025. The City will investigate the provision of more shade or weather protection structures over barbeques, tables and seats and playground shade sails in major projects and as part of the ongoing parks and playground renewal program, with costs to be considered in future scoping reports where appropriate.
<a href="#">CM2025/000081</a>	17/03/2025	NOM 13.10	<p>NOM 13.10 - 17.03.25 - CBD and Oxford Street Footpath Safety Review -</p> <p>(B) the Chief Executive Officer is requested to:</p> <p>(i) investigate the safety and condition of CBD and Oxford Street footpaths, prioritising areas around major construction projects;</p> <p>(ii) investigate options for temporary solutions for replacing like-for-like paving adjacent to construction sites, and the potential to proactively remove permanent pavers prior to construction phases for reinstatement at completion; and</p> <p>(iii) report back via the CEO Update on outcomes.</p>	CEO update provided 12 September 2025. The City will continue to monitor these sites and work with contractors to ensure safe temporary treatments and quality permanent reinstatement upon completion of works, with no additional financial implications.
<a href="#">CM2025/000075</a>	17/03/2025	ROC 6.13	<p>ROC 7.3 - 17.03.25 - Planning For a Food Organics Recycling Service to All Households Resolution includes:</p> <p>(F) the Chief Executive Officer be requested to provide a further report to Council with opportunities to accelerate the rollout of the current food scraps collection service.</p>	Still under assessment

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TRIM No.	Meeting	Item	Title / Summary	Comments
<a href="#">CM2025/000065</a>	17/03/2025	NOM 13.7	<p>NOM 13.7 - 17.03.25 - Restroom Ready - 247 Public Toilet Expansion near Special Entertainment Precincts</p> <p>(B) the Chief Executive Officer be requested to:</p> <p>(I) provide an updated report on the current locations of 24/7 public toilets across the Local Government Area;</p> <p>(ii) identify Council-owned land within a 5-minute walk of the proposed Special Entertainment Precincts that may be suitable for additional public toilet facilities;</p> <p>(iii) assess potential sites for new 24/7 public toilets in areas of high demand, considering factors such as feasibility, community needs, and accessibility. This should include the route between the Entertainment Quarter and Central Station;</p> <p>(iv) investigate opportunities to enhance access to existing public toilets, including extending operating hours where appropriate;</p> <p>(v) provide an update on the status of the 9 new public toilets in key village centres as outlined in the 2014 Public Toilet Strategy;</p> <p>(vi) review and recommend potential updates to the Public Toilet Strategy to prioritise expanded 24/7 access, particularly in key locations such as Oxford Street, Darlinghurst, King Street, Newtown, Darling Harbour, and near late-night public transport hubs; and</p> <p>(vii) report back to Council on findings and proposed next steps via the CEO Update.</p>	Still under assessment
<a href="#">CM2025/000056</a>	17/03/2025	NOM 13.4	<p>NOM 13.4 - 17.03.25 - More Bubblers in the City's Parks and Outdoor Spaces -</p> <p>(C) the Chief Executive Officer be requested to:</p> <p>(I) ensure new City of Sydney park and other wayfinding signage in the Local Government Area includes the location of water bubblers and free drinking water in public places where possible;</p> <p>(ii) in time for next summer, investigate options to update existing signage to show the location of bubblers and water dispensers in council's parks and other public places, where possible;</p> <p>(I) keep Council updated on the progress to implement the updated signage in time for next summer; and</p> <p>(ii) if required, provide advice to Council on budget amendments to the 2025/26 budget and 4-year delivery plan, to fund an increase in the number of water bubblers in the Local Government Area.</p>	Still under assessment

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TRIM No.	Meeting	Item	Title / Summary	Comments
<a href="#">CM2025/000049</a>	17/03/2025	NOM 13.2	<p>NOM 13.2 - 17.03.25 - A Creative and Nightlife Team Within the City's Business Concierge</p> <p>(C) the Chief Executive Officer be requested to:</p> <p>(I) develop a plan to establish a creative and nightlife team within the business concierge, including scope, structure, and resourcing requirements;</p> <p>(ii) ensure this team is public-facing and streamlines interactions between businesses, creatives, event organisers, and Council, minimising red tape and improving communication;</p> <p>(iii) design the team to work collaboratively across Council departments, ensuring a seamless experience for users requiring planning approvals, permits, funding advice, or venue hire support;</p> <p>(iv) consult with the City's Nightlife and Creative Industries Advisory Panel at its first meeting to ensure the concierge meets the sector's needs; and</p> <p>(v) report back to Council within 3 months of consulting with the Advisory Panel on the proposed structure, funding implications, and implementation timeline for the creative and nightlife team within the City's business concierge.</p>	<p>Consultation with the City's Nightlife and Creative Industries Advisory Panel occurred on 15 July 2025. The City's concierge team will provide a specialised service to better support City businesses and the creative community. They will be the first point of contact to assess needs, provide tailored support, and connect people to the right information, advice, or applications. The enhanced service offering will commence late September and will include a dedicated phone number and email address for easy access.</p>
<a href="#">CM2025/000012</a>	17/02/2025	NOM 13.7	<p>NOM 13.7 - 17.02.25 - More Meanwhile Housing for a Modern Sydney</p> <p>(B) the Chief Executive Officer be requested to investigate how Council can work with existing organisations to encourage and facilitate the use of vacant properties for meanwhile housing, including opportunities for financial or in-kind support, and report back to Council via the CEO Update;</p>	<p>The City's investigations resulted in the report to Council in September 2025 and approval of a grant to the Property Industry Foundation for \$140k to support their meanwhile use housing project.</p>
<a href="#">CM2024/000237</a>	29/07/2024	LMM 3.4	<p>LMM 3.4 - 29.07.24 - Action on Secure Affordable Rental Housing</p> <p>(B) the Chief Executive Officer be requested to:</p> <p>(I) waive inspection and compliance fees for registered boarding houses where the operators can demonstrate hardship, subject to legislative requirements;</p> <p>(ii) consider potential fee waivers for compliance and fire safety inspections for all registered boarding houses in the City of Sydney to assist with owners' costs of maintaining and retaining their properties while ensuring the ongoing safety of residents; and</p> <p>(iii) investigate increasing the levy on development that will result in the loss of existing low-cost rental accommodation through demolition, alterations, change of use or subdivision and report back via the CEO Update;</p>	<p>B(I) On 20 August 2024, the CEO sent a letter to boarding house operators and owners registered with the City of Sydney to inform them of this decision. The letter advised that fire safety-related fees could be waived upon request, based on the City's current Revenue Policy.</p> <p>In 2024/25, the City received 9 requests for fee waivers - a total of \$1,184. The fee of \$350 only relates to the Boarding House Initial Compliance inspection which are uncommon. The Revenue Policy also refers to AFSS fees.</p> <p>B(ii) Adopted on 23 June 2025, the City's 2025/26 Revenue Policy now includes this waiver, enabling all eligible owners and operators to benefit automatically without needing to apply. This is expected to save boarding house operators up to \$18,000 in fees across the sector.</p> <p>C(iii) \$60,000 for consultant research</p>



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TRIM No.	Meeting	Item	Title / Summary	Comments
<a href="#">CM2023/000339</a>	23/10/2023	NOM 10.7	<p>NOM 10.7 - 23.10.23 - Truth-Telling in the Public Domain</p> <p>(B) the Chief Executive Officer be requested to:</p> <p>(I) report to both Council and the Aboriginal and Torres Strait Islander Advisory Panel on the progress of actions included in the Lord Mayor's August 2022 Minute - Progressing the Uluru Statement from the Heart; and</p> <p>(ii) undertake a review of public statues in the City of Sydney and – in consultation with local and state historical and cultural institutions, the City's Aboriginal and Torres Strait Islander and Public Art Advisory Panels and the Local Metropolitan Aboriginal Land Council introduce alternate plaques, signage or other additions to ensure that the representation of these figures is accurate and incorporates contemporary and First Nations perspectives.</p>	Still under assessment - Briefing for the Aboriginal Advisory Panel is being scheduled. Next steps will be informed by advice from the Panel after the briefing
<a href="#">CM2021/000222</a>	26/07/2021	QON 11.1	<p>QON 11.1 - 26.07.21 - Lighting in the City of Sydney</p> <p>1. Has the lighting review of on and off path areas at Waterloo Park been completed? If not, what is the timeline for its completion?</p> <p>2. Has more on and off path lighting been installed in Waterloo Park? If not, what is the timeline for its installation?</p> <p>3. Has the lighting review of on and off path areas at Joynton Park been completed? If not, what is the timeline for its completion?</p> <p>4. Has lighting been installed at Joynton Park? If not, what is the timeline for its installation?</p> <p>5. Has the review of the City's lighting policy been completed? If not, what is the timeline for its completion?</p>	<p>1. and 2. Waterloo Park - Mt Carmel - is in design for construction FY26.</p> <p>3. 19/05/25 - Joynton Park lighting is complete.</p> <p>5. City Design is in the process of updating Sydney Light Code.</p>
<a href="#">CM2024/000332</a>	25/11/2024	NOM 16.6	<p>NOM 16.6 - 25.11.24 - City of Sydney Insourcing Framework</p> <p>(N) the Chief Executive Officer be requested to:</p> <p>(I) develop a Sourcing Framework for the City of Sydney to be brought back to Council by 30 June 2025;</p> <p>(ii) consult with local stakeholders, relevant unions, community groups, and industry experts, in the development of the Framework for the City;</p> <p>(iii) develop an Oncosts Policy for Council outlining standard assumptions made by City staff about the cost and staff required for the delivery of a service in-house; and</p> <p>(iv) provide a report to Council outlining the City's major service contracts on the contracts register including the contract terms, cost and number of jobs supported.</p>	The cost of the Aquatic Centre and Park Cost benefit report was \$73,301 excluding GST. Noting, the report was undertaken before the Insourcing Framework was adopted.

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TRIM No.	Meeting	Item	Title / Summary	Comments
<a href="#">CM2025/000172</a>	23/06/2025	NOM 16.4	<p>NOM 16.4 - 23.06.25 - Protecting Public Space for Community Services and Rough Sleepers</p> <p>(B) the Chief Executive Officer be requested to:</p> <p>(i) review how the City plans events, manages public spaces, and handles related approvals and processes to ensure people sleeping rough and services that support them are carefully considered and informed about major events and other significant changes in public spaces in our area that may impact them, with as much notice as possible; and</p> <p>(ii) report the findings of the review back to Council, with any recommended improvements to ensure continued inclusive access to public space, where required</p>	CEO Update 29 August 2025. For any future events that may impact people experiencing homelessness and the services that support them, City of Sydney staff will endeavour to provide people sleeping rough and MVS with 2-weeks prior notice. Where this is not achievable, as much notice as possible will be provided. Staff will also suggest potential alternative locations for services to operate from for the period of the event where people can access services in a respectful and dignified manner. No further financial implications.
<a href="#">CM2025/000171</a>	23/06/2025	NOM 16.3	<p>NOM 16.3 - 23.06.25 - Securing A Pay Rise for Early Childhood Education Workers</p> <p>(B) the Chief Executive Officer be requested to urgently investigate applying for the Federal funding to increase the pay of City of Sydney early childhood educators by 15% over the next 2 years, and report back to Council on any financial and operational implications of doing so</p>	Councillors have been briefed and additional advice circulated.
<a href="#">CM2025/000169</a>	23/06/2025	LMM 3.2	<p>LMM 3.2 - 23.06.25 - Supporting More Affordable and Diverse Housing</p> <p>(C) the Chief Executive Officer be requested to review the criteria in the City's Grants and Sponsorship Policy and Guidelines relating to the Affordable and Diverse Housing Fund caps to encourage more applications for affordable and diverse housing, and report back to Council on the outcomes of the review;</p> <p>(D) as part of this review, the Chief Executive Officer be requested to consider the allocation of additional resources and other operational changes to enhance promotion of the Affordable and Diverse Housing Fund, encouraging more applications and accelerating the turnover of grant funding</p>	Still under assessment - Currently reviewing the City's Grants and Sponsorship Policy and Guidelines and an update will be provided for exhibition.
<a href="#">CM2025/000060</a>	17/03/2025	NOM 13.5	<p>NOM 13.5 - 17.03.25 - Darlinghurst Public School Pedestrian Crossing Liverpool Street</p> <p>(C) the Chief Executive Officer be requested to:</p> <p>(i) provide advice as required about updates needed to the Council budget and delivery program to support the safety measures; and</p> <p>(ii) keep the community updated, especially the school and parents concerned about the safety issues</p>	The City has been approved for grant funding for the pedestrian crossing in Liverpool Street, through the 2024/25-2025/26 Federal Government Road Safety Program which was recently extended to 31 December 2026. The design for the Liverpool Street pedestrian crossing will be brought forward and construction is anticipated to be completed by 31 December 2026, which is approximately one financial year earlier than the original capital works program.

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TRIM No.	Meeting	Item	Title / Summary	Comments
<a href="#">CM2025/000044</a>	17/03/2025	LMM 3.1	LMM 3.1 - 17.03.25 - Permanently Waiving Outdoor Dining Fees (B) the Chief Executive Officer be requested to: (i) investigate permanently waiving application and licence fees for outdoor dining for Council's consideration as part of the 2025/26 budget; (i) investigate initiatives that allow the outdoor space to be used by the public while the business is not operating, creating what are referred to as “parklets”; (ii) bring a report to Council on the outcome of the City's investigations into locations where the footpath can be permanently extended into road space for outdoor dining, including the possibility of creating parklets; and (iii) write to all businesses with an outdoor dining approval to advise them of the permanent fee waiver and the application process if they wish to continue their outdoor dining after 30 June 2025;	Draft guidelines and pathway to long-term on-road dining scheduled for Council consideration in December
<a href="#">CM2024/000329</a>	25/11/2024	NOM 16.3	NOM 16.3 - 25.11.24 - City of Sydney to Establish Guiding Principles for the Potential Public Land Divestment of Victoria Barracks	Requires the support of 1 full time equivalent (FTE) of existing staff resources over 12 months, along with \$5,000 for consultation costs.
<a href="#">CM2024/000380</a>	16/12/2024	NOM 11.3	NOM 11.3 - 16.12.24 - Public Exhibition - Planning Proposal - Modern Residential Flat Buildings, Powerhouse Museum and Oxford Street LGBTIQA+ Heritage Items - Sydney Local Environmental Plan 2012 Amendments (I) the Chief Executive Officer be requested to investigate the local heritage listing of 273 Crown Street, Surry Hills, 40-42 Flinders Street, Darlinghurst and 207 Oxford Street, Darlinghurst, and if supported, submit a draft planning proposal in 2025; and impact	\$23,000 consultant study