



CITY OF FORT LAUDERDALE
City Commission Agenda Memo
REGULAR MEETING

#24-0063

TO: Honorable Mayor & Members of the
Fort Lauderdale City Commission

FROM: Greg Chavarria, City Manager

DATE: January 9, 2024

TITLE: City Manager Annual Performance Review - **(Commission Districts 1, 2,
3 and 4)**

Recommendation

It is recommended that the Mayor and City Commission review the performance of City Manager Greg Chavarria in accordance with his employment agreement.

Background

I am privileged to serve as the City of Fort Lauderdale's City Manager since my formal appointment effective July 23, 2022, pursuant to Resolution No. 33-132. In accordance with the Employment Agreement dated June 30, 2022, this is intended to be my annual performance review as City Manager.

The past year has been one of great challenges and great successes. We overcame unexpected adversities, while the accomplishments we've made will help ensure Fort Lauderdale is a resilient community for decades to come and a City known internationally as an amazing place to live, work, invest or visit.

Despite the challenges of the past year related to the historic flooding in April 2023, the City continued to serve its neighbors effectively and achieved several significant accomplishments that propel the City toward its vision of becoming "*the City you never want to leave.*" The City's sound fiscal management, progressive economic development initiatives, and long-term investment strategies continue providing dividends for our neighbors, businesses, and visitors.

I would like to highlight several Citywide achievements that could not have occurred without the City Commission's leadership and support.

Strategic Organizational Management

In my first year of managing the City, my emphasis was first placed on developing a robust management team, enhancing collaboration within the organization, promoting greater engagement with the public, and enhancing the customer service experience. Our leadership team recognizes that the most important resource of the City of Fort

Lauderdale, or any government organization, is its human resources. As such, significant investments of time and resources, highlighted below, were made:

- Selected and hired several members of our executive leadership team to maintain organizational excellence and continuity despite turnover related to promotions, retirements, and attrition:
 - Two Assistant City Managers
 - Finance Director
 - Human Resources Director
 - Development Services Director
 - Information Technology Services Director
 - Fire Chief
 - Police Chief
 - Parks and Recreation Director
- Implemented the financial and procurement modules of the City's new Enterprise Resource Planning (ERP) system.
- Created an improved and streamlined Customer Service Center that will enhance how neighbors interact with the City when they submit inquiries and service requests.
- Transitioned to a new, higher-tech, Community Survey methodology whereby neighbors receive an invitation to participate in the City's survey via the web resulting in enhanced participation from a larger sample of neighbors.
- Launched a [website page](#) to inform neighbors of current and upcoming major projects and Public Private Partnerships; information includes project timelines, scopes, and associated costs.
- Published *FTL Connect*, the first ever omni-channel City magazine that communicates relevant information, project updates, and upcoming events to City neighbors; the publication is mailed to every neighbor and is also available [online](#).
- Launched a series of internal Virtual Town Halls to engage real-time with staff, communicate information and celebrate accomplishments of City staff.
- Hosted the City's first Employee Appreciation lunch during International Employee Appreciation day to promote unity, collaboration and team spirit.
- Created the tagline *#WeAreFTL* to brand the City and create a sense of belonging for both neighbors and staff.

Successfully negotiated multi-year collective bargaining agreements with several employee bargaining groups including:

- The Teamster Local 769 (Teamsters)
- Federation of Public Employees (Federation)
- International Association of Firefighters Local 765 (IAFF)
- Fraternal Order of Police Lodge 31 (FOP)

Salaries and benefits account for approximately 64.9% of General Fund expenditures, excluding transfers to the Community Investment Plan (CIP). Of 1,844 General Fund positions funded in FY 2024, 1,018 or 55.2% are represented by IAFF or FOP collective bargaining agreements so these agreements will have significant impact on the City's budget.

Strong Financial Management

The City continues to maintain and enhance its financial health through strategic and financially sound management practices. Through consistent performance, Standard & Poor's (S&P) assigned a 'AAA' rating to both the City's special obligation refunding bonds and general obligation (GO) bonds. S&P attributed the City's ratings to a very strong economy, budgetary flexibility, management, and liquidity. The ratings and opinions of Wall Street's leading credit rating institutions signal strong confidence in the financial management of the City of Fort Lauderdale. High bond ratings enable the City to borrow and repay money at much lower interest rates which translates into millions of dollars in savings for taxpayers and ratepayers. Our fiscal discipline and vigilance have been instrumental in building a strong financial foundation and positioning Fort Lauderdale for a bright future.

- Produced a structurally balanced budget for FY 2024 which was adopted unanimously by the City Commission maintaining the same low millage rate of 4.1193 for the 17th consecutive year.
- Secured over \$31 million in grant funds in FY 2023, including \$24 million to enhance stormwater capital projects. Grant funding was used for necessary purchases, which allowed City funds to be redirected to other high priority needs such as facilities maintenance, infrastructure improvements, and transportation enhancements.

Flood Recovery

In April 2023, the City faced an inundation of stormwater from a historic 1,000-year storm. Nevertheless, our staff promptly acted and managed its response to the community and in addressing stormwater infrastructure. In addition to the impacts faced by neighbors, City Hall was also severely damaged and required immediate closure. Listed below are key accomplishments that supported the community and City organization in its flood response and recovery.

- Provided debris removal and stormwater management such as deploying vacator/pumping trucks to remove water from roadways.
- Established comfort stations throughout the City to provide food, water, restrooms, showers, and charging stations.
- Rescued and transported individuals from flooded homes to reunification centers.
- Successfully lobbied for federal assistance and aid for impacted neighbors.
- Relocated staff from City Hall to alternative, temporary locations to include the 101 Building, 1 East Broward, and work-from-home/hybrid operations.
- Vacated City Hall for a move to a future location including the removal of employee's personal items and the review and storage of records according to record retention laws.
 - Secured additional office space at 1 East Broward.

Over the course of the last year, the City has aligned its operations and areas of focus with the goals established in the five-year strategic plan, *Press Play 2024*, and the direction set by the Commission through the annual Commission Priorities. Key successes and

performance-based accomplishments completed under this direction are included in Exhibit 1.

In my first year as your City Manager, I would like to thank you for trusting me to lead the organization in delivering the Commission's highest priorities. I look forward to working with you, our neighbors, and our dedicated team of public servants, as we continue to move the City forward. "WeAreFTL".

Attachments

Exhibit 1 - City Commission Priorities and Accomplishments

Exhibit 2 - Resolution

Prepared by: Greg Chavarria, City Manager

Charter Officer: Greg Chavarria, City Manager