



**CITY OF FORT LAUDERDALE
City Commission Agenda Memo
CONFERENCE MEETING**

#14-0743

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

FROM: Lee R. Feldman, ICMA-CM, City Manager

DATE: June 3, 2014

TITLE: City Manager Annual Performance Review and Merit Adjustment

In accordance with the Employment Agreement with the City Manager dated June 14, 2011, the City Commission may grant merit increases to the City Manager to such extent as the City may determine that it is desirable to do so on the basis of an annual performance review.

Attached for the City Commission's information to assist in the conduct of the annual performance review is a copy of the latest quarterly update of the Commission's Annual Action Plan and the one-year Vision Progress Report.

Additionally, I would like to bring the following specific achievements to the Commission's attention:

- Developed a 10-year financial forecasting model which led to the adoption of a structurally balanced FY 14 Annual Budget.
- Negotiated a three-year labor contract with the FOP achieving significant short savings as well as long term pension savings.
- Developed a Strategic Management System to implement Fast Forward Fort Lauderdale, the community's 2035 Vision Plan through Press Play Fort Lauderdale, the five-year strategic plan, the Commission Annual Action plan, and an annual Neighbor Survey.
- Significant progress made in addressing infrastructure improvements- shifting to a comprehensive and proactive planning approach for Street Pavement Resurfacing, Stormwater, Bridges, and Sidewalks.
- Advances in being in a more walkable and bikeable city that is based upon a new Complete Streets Policy being ranked #1 in Florida and #3 Nationally" by Smart Growth America.

- Sustainability advances include becoming certified as a Florida Green Local Government by the Florida Green Building Coalition, reducing city fuel and operations electricity use by approximately 2% annually since 2011 and installing the first wind City government turbines.

Strategic Connections:

This item is a Press Play Fort Lauderdale, Strategic Plan 2018 initiative, included within the Internal Support Cylinder of Excellence, specifically advancing:

- Goal 11: Be a well-trained, innovative, and neighbor-centric workforce that builds community.
- Objective 1: Foster professional and rewarding careers.

In addition, this item also advances the *Fast Forward Fort Lauderdale 2035 Vision Plan: We Are United*

- Exhibits:
1. FY 2014 Commission Annual Action Plan – Progress Report to Commission: Quarter 2
 2. *Fast Forward Fort Lauderdale: Year in Review*
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Prepared by: Lee R. Feldman

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