



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

#16-0688

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

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

DATE: June 7, 2016

TITLE: City Manager Annual Performance Review

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 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 Annual Action Plan and Press Play Strategic Plan Progress Reports.

Additionally, I would like to bring several specific achievements of the Divisions in the City Manager's Office to the Commission's attention. Credit is unequivocally shared by the entire Community Building Leadership Team (which includes my office's Assistant City Managers, Division Managers and Administrative Assistants, Department Directors and Deputy/Assistant Department Directors) and all dedicated Community Builders (employees) that are all part of the City of Fort Lauderdale organization.

Budget/CIP/Grants Division Accomplishments:

- Developed the FY 2016 Budget, which was adopted with a unanimous a 5-0 vote for the second consecutive year (last time was time prior to FY 2005). The adopted budget kept a low millage rate of 4.1193 per \$1,000 of taxable value for the ninth consecutive year. Increased Unrestricted General Fund Balance from \$53.4 million to \$69.2 million.
- Completed the second year of implementing a centralized grants pre-approval, tracking and monthly reporting process, ensuring that all grants are aligned with the City's Mission of "We Build Community" and Fast Forward Fort Lauderdale. In FY 2015, 42 grants were awarded in the amount of \$12.9 million with required matching dollars of \$2.6 million.
- Developed Policies to support the Financial Integrity Principles that were adopted by the City Commission to ensure fiscal integrity and long term financial sustainability of the City.

Neighbor Support Division Accomplishments:

- Coordinated over 1,700 volunteers working at 57 event locations on community service projects including: painting, landscaping, beach, street, and neighborhood cleaning as part of Fort Lauderdale Makes A Difference Day, Fort Lauderdale United Day, Fort Lauderdale Cares Day and Fort Lauderdale Ready Day.
- Created and implemented the *Show Up Step Up Stand Out Inter-Generational Youth Leadership* program with fifteen student/mentor teams who completed ten high impact community service projects in the City of Fort Lauderdale. This program was just named the 1026 Best Neighborhood Program (Social Revitalization) by Neighborhoods, USA.
- Created a monthly Fort Lauderdale Beach Sweep.
- Housed 22 chronically homeless individuals and families and provided intensive support services to ensure housing stability.

Public Affairs Division Accomplishments:

- Coordinated design, content development, implementation, training and launch of new City website, Green Your Routine portal and LauderServ, the citywide Customer Service web and smartphone application.
- Conducted five Telephone Town Hall Meetings with elected officials, reaching 53,801 neighbors.

Structural Innovation Division Accomplishments:

- Researched, procured, and managed the citywide effort to certify the City's strategic management system, FL2STAT, to the ISO 9001:2008 standard. ISO 9001 is an international set of quality standards developed by the International Organization for Standardization. Achieving the certification demonstrates that the City can consistently meet our neighbors' requirements and that quality is consistently improved. All departments are part of this effort, which includes the creation and implementation of the Citywide Quality Policy, Manual, and Procedures. Fort Lauderdale is the second city in the nation to achieve this certification.
- Trained 26 employees as Lean Yellow Belts and 21 Lean Green Belts, bringing the number of employees that have received process improvement training to 117.
- Launched the Juvenile Justice initiative with the Department of Justice - Office of Justice Programs Diagnostic Center and local member agencies.
- Selected by the National League of Cities as one of the ten top cities for our innovative approach to performance management in the Center for City Solutions and Applied Research publication, including a presentation at the National Conference.
- Awarded the ICMA's Certificate of Distinction for Performance Management for the second year in a row.

Attachments:

Exhibit 1 - FY 2015 Commission Annual Action Plan – Progress Report to
Commission: Quarter 2

Exhibit 2 - *Press Play Fort Lauderdale: Our City, Our Strategic Plan 2018 Infrastructure
Goals Progress Report*

Exhibit 3 - *Press Play Fort Lauderdale: Our City, Our Strategic Plan 2018 Public Places
Progress Report*

Prepared by: Lee R. Feldman

Department Director: Lee R. Feldman