



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

#20-0123

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

FROM: Chris Lagerbloom, ICMA-CM, City Manager

DATE: February 4, 2020

TITLE: Resolution Providing for a Merit Salary Increase for Chris Lagerbloom, City
Manager, Effective January 1, 2020 - **(Commission Districts 1, 2, 3 and
4)**

Recommendation

It is recommended that the City Commission consider a resolution providing for a merit salary increase for Chris Lagerbloom, City Manager, effective January 1, 2020.

Background

In accordance with the Employment Agreement with the City Manager dated November 6, 2018, the City Commission may grant merit increases to the City Manager to such extent as the City may determine that it is desirable based on an annual performance review.

This is intended to be the annual performance review.

The FY 2020 Commission Annual Action Plan progress report is attached as Exhibit 1. It demonstrates the progress that staff has made towards addressing the highest priorities of the Mayor and City Commission.

I would like to highlight a few Citywide achievements that could not have occurred without City Commission leadership and support:

- Over the past year, I have had an opportunity to evaluate our organization and look at ways to improve our management and operations. I identified opportunities and secured a leadership team that will help us more effectively and efficiently support the priorities of the City Commission, while facilitating our ability to serve without increasing the size of our team or our budget.
- The City received increased credit ratings from Standard & Poor's and Moody's for budgetary performance and healthy growth. S&P increased the City's rating from AA+ to AAA and Moody's upgraded its outlook on general obligation bonds from stable to positive.
- Voters approved a public safety bond on March 12, 2019 that will allocate up to \$100 million to construct a new police headquarters.

- This bond will be issued in the full amount of \$100 million in FY 2020.
- Voters approved a parks bond on March 12, 2019 that will allocate up to \$200 million for citywide improvements for our parks and recreation facilities. The first \$80 million of this bond will be issued in FY 2020.
- The City executed a \$70.5 million line of credit in anticipation of funds from the issuance of stormwater revenue bonds supported by the current stormwater rates. The funding will be used for Edgewater, River Oaks, and Southeast Isles neighborhood stormwater improvement projects that are included in the Stormwater Master Plan.
- During the calendar year, we negotiated and executed a comprehensive agreement with Inter Miami, and in 8 short months, partnered in the construction of a new Major League Soccer stadium at the former Lockhart Stadium site.
- For the first time, the City achieved a perfect score on the Human Rights Equality Campaign scorecard.
- In partnership with the County, we formed the Unified Direct Procurement Authority to begin the process of developing a Joint Government Center Campus.

I would also like to share several specific achievements of the Divisions of the City Manager's Office:

Budget/CIP & Grants Division Accomplishments:

- Developed the Fiscal Year (FY) 2020 Budget. The FY 2020 adopted budget kept a low millage rate of 4.1193 per \$1,000 of taxable value for the thirteenth consecutive year.
- Ensured that the City met multiple City, County, and State budget process deadlines and was in compliance with the State's Truth Rate in Millage (TRIM) and non-ad valorem tax regulations.
- Awarded Government Finance Officers Association (GFOA) Distinguished Budget Award for the FY 2019 Budget for the 35th consecutive year.
- Worked with the Revenue Estimating Committee that consists of a representative from the Budget Advisory Board, Audit Advisory Board, Finance, and Budget/CIP and Grants Division to review historical trends for General Fund revenue and make recommendations for the FY 2020 budget.
- Developed and published the Balancing Act simulation on the City's website.
- Updated the citywide cost allocation plan, Information Technology Services cost allocation plan, and City Insurance/Self-Insurance, and Fleet allocation methodology review.
- Assisted with the issuance of \$200 million in Revenue Bonds to fund Water, Sewer, and Wastewater projects. Served on the staff team that prepared data and presented to analysts from various bond rating agencies and participated in compiling data necessary for bond documents.

- Analyzed and estimated the cost of the contracts with the labor organizations that represent the City's workforce as well as Management and Confidential proposed changes.

Structural Innovation Division Accomplishments:

- Completed *Press Play Fort Lauderdale 2024*, the City's second five-year strategic plan through cross-departmental facilitation, collaboration and neighbor input.
- Created a new format for identifying and reporting on the progress of the strategic plan by aligning strategic initiatives with departmental operations through the annual business plans.
- Managed the Citywide transition from the ISO 9001:2008 standard to the ISO 9001:2015 standard resulting in successfully being recertified with zero findings.
- Received the ICMA Certificate of Performance Management Award for our performance management program for the sixth consecutive year with an Excellence rating the past four years.
- Completed a pilot program to determine an appropriate open data platform to share data internally within the organization and externally with the public. Upon evaluation by the Open Data Governance Committee, Esri was selected. This is an essential first step in establishing an Open Data Program for the City.
- Launched an internal Neighbor Survey Dashboard to promote data driven decision making. This dashboard delivers the Neighbor Survey results, trends, cross tabulations, and correlations in an easily accessible and clear format.
- Hosted the first South Florida Regional Meeting with ClearPoint Strategy, our performance management software provider, to network and share best practices in local government performance management.

Housing and Community Development Division Accomplishments:

- **Community Development Block Grant (CDBG)**
In 2018 the City was placed on a corrective action spending plan with the U.S. Department of Housing and Urban Development (HUD). The City had failed to meet its timeliness ratios for FY 2017- FY 2018 and was in jeopardy of losing future CDBG funding. As a part of the correction action for FY 2018 -FY 2019, the Housing and Community Development staff worked to ensure the timeliness ratios were met. In doing so, the City successfully spent over \$2.2 million on eligible CDBG activities throughout the City thus meeting and exceeding the timeliness ratios and setting the stage for success in FY 2019 -FY 2020.
- **Housing Opportunities for Persons with HIV/AIDS (HOPWA)**
The HOPWA program made steady strides for FY 2018 - FY2019. Twenty-two households moved off the program to self-sufficiency with four households becoming homeowners. Six other HOPWA participants are currently participating in a HUD certified 'first time home buyers' program. It is important to note that HOPWA does not provide down payment assistance, but eligible persons are linked to other community resources that provide down payment assistance.

- **HOME Investment Partnerships Program (HOME)**

For FY 2018 -FY 2019, eleven families achieved the dream of homeownership through the City's Purchase Assistance program. The HOME program is the only federal grant that required the City to provide a match. For every dollar of HOME funding drawn down from HUD, there is a \$0.25 match obligation. The City's total match obligation for FY 2018 - FY2019 was \$36,380.82. The City met and exceeded its match obligation in the amount of \$633,100 for FY 2018-2019.

- **State Housing Initiatives Partnership (SHIP) program**

HCD received an audit from Florida Housing Coalition in July 2019. The City did not receive any finding of significance and staff worked to ensure that all concerns were addressed in a timely manner. All concerns were satisfactorily resolved, and the City remains in good standing with Florida Housing Coalition. The City's Local Housing Assistance Plan (LHAP) was also due to the Florida Housing Coalition for funding years 2019-2022. HCD completed and submitted the City's LHAP in a timely manner. The LHAP was accepted and approved by Florida Housing Coalition.

Nighttime Economy Division Accomplishments:

- Authored and implemented an ordinance allowing hotels on the beach expedited permitting for events on the public beach in front of their property. Historically, these hotels have not been able to compete to host beach events for conferences because the City's event permitting process takes too much time to accommodate those requests. This ordinance reduces that time by not requiring City Commission approval.
- Worked with a group of community leaders and activists to develop recommendations for the City Commission to streamline and improve the special event permitting process and the quality of special events.
- Conducted four holiday and spring break public safety and education workshops to teach hospitality businesses how to better protect visitors, employees and guests during what have traditionally been busy and sometimes chaotic times of year.

Office of Neighbor Support Accomplishments:

- Continued development and implementation of the Neighborhood and Business Community Investment Programs (NCIP/BCIP) Comprehensive Maintenance Initiative.
- Hired a Chief Education Officer position to enhance education within the City of Fort Lauderdale.
- Administered the Neighborhood Leadership Academy in which 10 classes were held with 38 attendees completing the program and becoming neighborhood leaders. Many of these graduates have gone on to further impact their community in positive ways including joining Citizen Advisory Boards.

- Implemented additional neighbor outreach and support programs, including the Neighborhood Block Parties, Adopt-A-Neighbor, Adopt-A-Street and the Adopt-a-Drain Programs.
- Continued partnership with the United Way of Broward County Inc. to end homelessness.
- Connected over 200 homeless individuals with service providers through Community Court.
- Facilitated the Community Court with:
 - 71 cases heard
 - 25 people successfully graduating the program
- Created the Full Circle Fort Lauderdale food recovery program supporting homeless neighbors, veterans, seniors and underserved children.
- In FY 2019, thousands of volunteers answered the call to service by the Neighbor Volunteer Office and collectively donated almost 18,000 volunteer hours at 222 individual Neighbor Volunteer Office events.
- Coordinated four major, citywide volunteer service days:
 - **Fort Lauderdale Makes a Difference Day, October 27, 2019:** Over 350 volunteers completed 38 projects including street, waterway, and beach cleanups.
 - **Fort Lauderdale United Day, January 21, 2019:** Over 400 volunteers from the YMCA teams, Adopt-A-Street groups, local church, non-profit groups and others walked the Dorsey Bend neighborhood removing 880 pounds of litter, painting ten Little Free Libraries, and preparing back to school packages for local students.
 - **Fort Lauderdale Cares Day, April 27, 2019:** Almost 375 volunteers donated over 750 hours to complete 38 projects including urban farming, entrance and park beautifications, street, waterway and beach cleanups, and landscaping projects.
 - **Fort Lauderdale Ready Day, June 29, 2019:** Over 180 volunteers from 15 homeowners' associations walked City neighborhoods and distributed over 150 hurricane preparedness starter kits.
- Coordinated 12 major, and 39 minor beach cleanups, 12 waterway cleanups, and over a dozen special group service events. Volunteers collected over 13,000 pounds of trash and 250,000 cigarette butts.
- Painted four homes of deserving, disadvantaged neighbors.
- Implemented the Broward Reads Initiative.
- Distributed over 10,000 children's books at 24 book giveaway events and stocked over 25,000 books in 88 Little Free Libraries that are installed in parks, at elementary schools, and private homes.
- Coordinated a dozen library decorating events.
- Built over 70 new Little Free Libraries that are available for adoption to caring stewards.

- Coordinated the annual Neighbor Support Night event which provides an opportunity for Fort Lauderdale's neighbors to join with their City to strengthen community ties, elevate public spirit, and build civic awareness in a fun, casual, exciting block party type of atmosphere.

Office of Professional Standards Accomplishments:

- Gathered demographic information on the City's workforce to compile the EEO (Equal Employment Opportunity) Plan and submitted it to the U.S. Department of Justice; analyzed how the City's workforce compares to the metropolitan statistical area.
- Prepared the City's EEO-4 report for submission to the U.S. Equal Employment Opportunity Commission. This report indicates the composition of the City's workforce by sex and race/ethnic category.
- Continued the receipt and resolution of employee complaints of discrimination and harassment; ensured compliance with all applicable laws.
- Continued the receipt of reasonable accommodation requests and worked with the employee, the employee's department, and his/her medical provider to identify accommodations which enable the employee to perform essential work functions.
- Provided training at the new employee orientation on the Florida Code of Ethics for Public Employees to 497 newly hired employees in FY 2019.

Real Estate Division Accomplishments:

- Established the City of Fort Lauderdale property acquisition process.
- Negotiated the lease agreement with InterMiami for the development of Lockhart Stadium.
- Negotiated the lease agreement with the Florida Panthers to rehabilitate and make substantial improvements to War Memorial Auditorium.

Strategic Communications Division Accomplishments:

- Managed and implemented an informational and educational campaign to gain voter support for the passage of a \$100 million public safety bond, a \$200 million parks bond, and amendments to the City's Charter. The public safety bond was approved by 63% of voters; the parks bond was approved by 60% of voters; and the charter amendments were approved by 66% of voters.
- Coordinated communications and outreach for the implementation of Fort Lauderdale's first citywide dockless mobility program. Worked extensively with the Transportation and Mobility Department, City Attorney, and Police Department to implement ongoing messaging through various tools to emphasize safety, rules and regulations, and procedures during high impact events.
- Produced, promoted, coordinated and supported numerous annual signature citywide events to support our core process of educating neighbors in an effort to build

community and enhance quality of life including: Neighbor Support Night, Light Up Sistrunk, Downtown Countdown, State of the City, St. Patrick's Parade and Festival, Great American Beach Party, Fort Lauderdale Cares Day, Light Up the Galt, Community Appearance Awards, and Citizens Committee of Recognition.

- Produced, promoted, and coordinated more than 50 citywide events, ribbon-cuttings and groundbreaking to educate neighbors, build community, and enhance quality of life including: Las Olas Beach Park Garage, Fire Rescue Station 54 and Fire Rescue Station 8, Fort Lauderdale Aquatic Complex, Lockhart Stadium, Edgewood Entryway Signs, Household Hazardous Waste Drop-off Events, Tree Giveaways, and Resiliency Open House.
- Developed and implemented public outreach campaigns for numerous capital investment, infrastructure, sustainability and quality of life initiatives to raise awareness and educate neighbors including: Las Olas Beach Park Project, King Tides, Sistrunk Boulevard 30" force main, More Flavor Less Plastic, Cordova Road Seawall, Undergrounding, BEAMS Business Academy, Vision Zero, Neighbor Leadership Academy, Conservation Pays, Vacant Lot Registration, Backflow Prevention, Inflow and Infiltration, repairs to our existing water, stormwater, and sewer systems.
- Developed and implemented outreach campaigns and training programs to foster engagement and encourage use of digital tools to raise awareness and keep neighbors informed of citywide events, initiatives, services and during emergencies including: LauderServ, LauderBuild, Everbridge, LauderStreet, Passport Parking, the City of Fort Lauderdale website, Nextdoor, Constant Contact, and social media platforms such as Twitter, Facebook, Instagram and YouTube.
- To support the core process of keeping neighbors educated and engaged, the division coordinated five citywide Telephone Town Hall Meetings, prepared background and informational materials for each meeting, and promoted the meetings through the City's website and monthly newsletter, social media, fliers, and other materials to garner participation from more than 15,000 neighbors.
- To support the core process of building a positive image and strong brand identity of Fort Lauderdale, the Division produced and/or supported drafting, design, layout and printing of more than 750 materials including numerous annual planning documents, policy documents, recruiting materials, awards, applications, brochures, and trade show displays including: The Strategic Plan *Press Play Fort Lauderdale 2024*, The Annual Operating Budget, Comprehensive Annual Financial Report, Community Redevelopment Agency (CRA) Annual and Financial Reports, Popular Annual Financial Report, Annual Water Quality Report, Annual Bondholder Report, Parks and Recreation programming booklets, Job Fair ads and fliers, as well as giveaway items, internal newsletters and digital signage, presentations and templates.
- Coordinated compliance with regulatory requirements by issuing news releases and announcements including Boil Water Notices, No Recreational Use of Waterway and Lift Notices when laboratory testing shows water meets regulatory requirements.
- Coordinated public outreach and awareness campaigns in conjunction with emergency operations, including informational materials and signage, through

incidents such as Hurricane Dorian and Red Tide; participated in daily conference calls and coordinated press conferences; disseminated information several times daily and responded to media inquiries to provide status and response updates and keep neighbors aware of City operations and the status of emergency response and City services.

- Developed, promoted and supported implementation of citywide initiatives including Classification and Compensation Study, employee values, Enterprise Resource Planning (ERP) or Formulating Innovative Responsive Solutions Together (FIRST), ISO 9001:2015 Certification, a new employee orientation program, and the monthly employee newsletter.
- Transitioned from launch to implementation and spearheaded ongoing adoption and training of a new citywide intranet, LauderShare, which replaced the existing internal City intranet, LauderLink, and allows for two-way communication and collaboration through shared files.
- Coordinated migration of City website from local servers to the cloud and began redesign of public-facing website.

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

Attachments

Exhibit 1 - FY 2020 Commission Annual Action Plan – Progress Report to Commission
Exhibit 2 - Resolution

Prepared by: Chris Lagerbloom, ICMA-CM, City Manager

Department Director: Chris Lagerbloom, ICMA-CM, City Manager