



City Commission Workshop

City Manager Performance Review

June 12, 2025

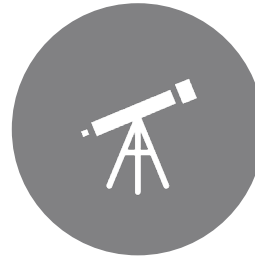
Agenda



Completed
Strategic
Initiatives



Community
Engagement



2026 Strategic
Priorities



Leadership and Engagement

- ICMA Credentialed Manager
- Member ICMA, FCCMA, BCCMA
- Member of the Surtax Study Committee
- Board Member for the Greater Fort Lauderdale Alliance. Ensure representation on Entrepreneurship Council, Leadership Council, Governance Council, Partner Council, and Permitting Action Team.
- Trustee Member of Coral Springs Coconut Creek Regional Chamber of Commerce including speaker at Trustee Luncheon and hosting Wake-Up Breakfast
- Vice Chair of the Broward Parks Foundation
- Chair of the MPO Housing and Infrastructure Board
- Member of the Broward County Resilience Steering Committee

COMPLETED STRATEGIC INITIATIVES

Organizational Culture



- Leadership Restructuring
- Leadership Development
- Succession Planning
- Employee Training
- Employee Events/Activities
- Enhanced Employee Benefits
- Vision 2030 Focus
- 2nd Employee Survey

Expanding Grants and Funding

- Created a dedicated Grants Manager position and cross-departmental team to identify and apply for funding opportunities
- Secured MAP Broward funding for South Creek Neighborhood Improvements
- Pursued Federal and State appropriations for Advanced Metering Infrastructure (AMI), redundant fiber optic ring, and fleet building rehabilitation
- Engaged legislative resources to finalize FDEP Oak Trails Park acquisition of grant funds with everyone's help!

Funding Received: \$2.5 Million

- Property Acquisition of **Oak Trails Park**, FDEP, \$1,134,755.60
- **Body Cameras**, Federal Appropriation, DOJ, \$965,000
- **Wastewater Infrastructure Improvement** Appropriation, FDEP, \$75,000
- **Work Zone Safety Enforcement**, FDOT, \$120,000 (FY24/25)
- **Occupant Protection and Child Passenger Safety**, FDOT, \$60,000
- **Impaired Driver**, FDOT, \$35,000
- **Soft Body Armor** for Law Enforcement, FDLE, \$31,352.16
- **Climate Action Plan**, Community Foundation of Broward, \$25,000
- **School Security Assessment Program**, FDLE, \$20,000

Public Safety and Emergency Preparedness

- Police – 2nd Accreditation
- Fire - Commission on Accreditation of Ambulance Services
- Implemented Body Worn Camera Program
- Updated CEMP
- Reorganized CERT
- Implementing RedSpeed
- New EMS Billing Vendor
- Developed construction and funding strategy for Fire Station 113 and Police Station rehabilitation

Enhanced Disaster Recovery and Online Security

- Developed short-term and long-term plans with IT staff
- Implemented 3rd Party Security Assessment
- Installed server at U&E location – developed long-term plan for future
- Compliance with Ray Baum's Act & 911 testing
- Upgrading to Microsoft Office 365
- Conference Room Standardization
- Desktop to Laptop Migration

High Performance Government

- Deployed Laserfiche
- Charter Review Board
- Streamlined e-permit system
- ICC certification for 50% of permitting staff
- City website redevelopment
- Citywide capital asset inventory
- General Rules of Conduct and Procedures for City Commission Meetings
- Replaced work order system
- Developed comprehensive First Amendment Auditing procedure for employees
- Began audit to evaluate effectiveness and efficiency of parks and recreation activities, programs, and special events
- Updated Parks and Recreation fees with supporting cost analysis

Community Engagement

- Ambassador Program – Bus tour, Safety Night, landfill engagement
- Never Forget Series and Sustainability Series
- Citizens Academy, Class XXI
- Topic specific meetings
- Staff attending HOA Meetings
- Community barbeques
- Creek Cares – Acts of Service and Love, a Citywide employee volunteer program in remembrance of MSD
- Voter Engagement
- Butterfly Festival, Arbor Day, Jazz Under the Stars, Groove n Grub...

Community Engagement - Businesses

- Engaged and participate in the Greater Fort Lauderdale Alliance and Chamber of Commerce activities
- GFLA Leadership Delegation to explore business growth strategies including methods for providing access to capital
- Reevaluated the City's sponsorship packet for increased business engagement
- Grew Business Expo to include local crafters
- Expanded Pass Up Plastics to the business community
- Realigned staff position as "Permit Concierge"
- Host Chamber Wake-Up Breakfast with procurement table
- "Creek Cuisine"

Community Engagement - Schools

- Ongoing relationship-building with Coconut Creek school administrators and BCPS staff
- Redefining Our Schools Initiative
- Lyons Creek Middle School Traffic Flip
- Hosted Superintendent's Luncheon, Lunch Bunches
- Internships, Student Awards, 'Do The Right Thing' , City Government Week, Teen Political Forum, job fairs, Mini TPF sessions with Mock Commission Meetings for schools, ...
- Seminole Coconut Creek Education Foundation

Infrastructure and CIPs

- Hillsboro Redevelopment Project Design and Permitting
- Lakeside Park expansion Phase I Design and community outreach
- All-Inclusive Playground at the Recreation Complex (90%)
- Oak Trails Park Expansion Design
- Lyons Road landscaping, Veterans Park, Lakewood Park, and Cypress Park
- Design complete and construction contract awarded for Donaldson Park, Sunshine Drive Park, exterior lighting at the Recreation Complex, Fire Station 94, and the Community Center.
- Design awarded for Fleet Building Renovation, Courtyard and parking lot Renovation, new police kennel
- Gerber Park Playground construction awarded
- Design completed for Recreation Complex rehabilitation
- Veteran's Park banner poles and memorial plaques installed
- Replaced four (4) baseball scoreboard at Sabal Pines Park; Completed sport lighting for Sabal Pines Park baseball field #4; Replaced baseball field #2 fencing at Sabal Pines Park and Sabal Pines shade canopy
- Awarded construction contract for Cypress Pavilion at Sabal Pines Park
- Wiles Road Streetlight Replacements
- Installed ballistic glass and exterior doors replaced at City Hall
- Completed remaining 40% of Lead & Copper Rule service line inventory and began replacements

COMMUNITY OUTREACH

- Community Paramedic Program
- Holiday Vehicle Caravan
- Creek Cares
- Creek Vets
- Creek Eats
- Creek Hikes
- Social Media, banners, emails, CocoGram
- Year In Review
- Sign Beautification program
- Mock Commission Meetings for students and Citizen's Academy
- YouTube streaming of Commission Meetings
- Extensive Voter Education
- Engagement with FIL
- Career Days at Coconut Creek schools

- Community safety trainings
- Safety Programs – Drug Take Back, Shred event, etc.
- Install smoke alarms at Country Lakes
- High School Internship Program with Junior Achievement
- Outreach to the seniors, veterans, youth, and special needs communities
- Events and Festivals
- Classes, programs, special events
- Arts and Culture Outreach
- Recycling outreach – drop off locations
- Recycling education to schools
- Pilot composting program
- Earth Day 2025 Poster Contest
- Heads Up Page – community outreach

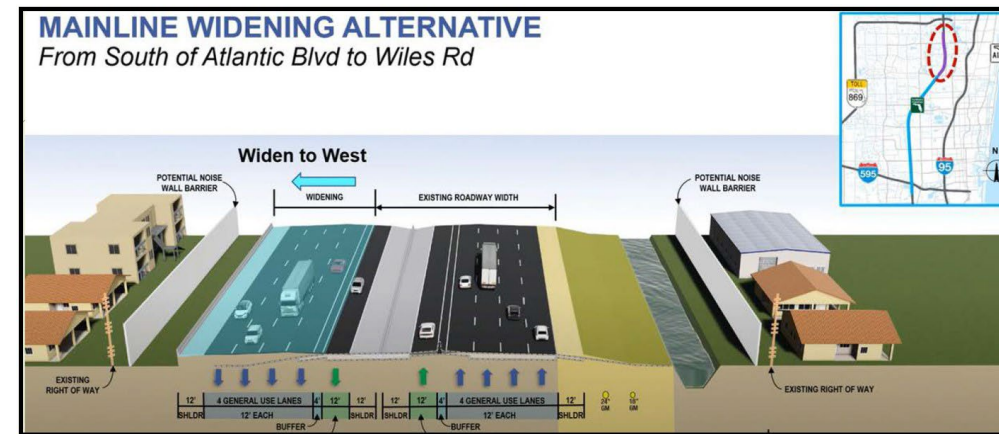
FUTURE STRATEGIC PRIORITIES

4 Key Priorities

1. MainStreet and Overall Economic Development
2. Fire Station #113
3. Police Station Remodel
4. *Maintain Culture of the Organization*

Regional Issues

1. Landfill Expansion
2. Turnpike Expansion
3. Surtax Funding

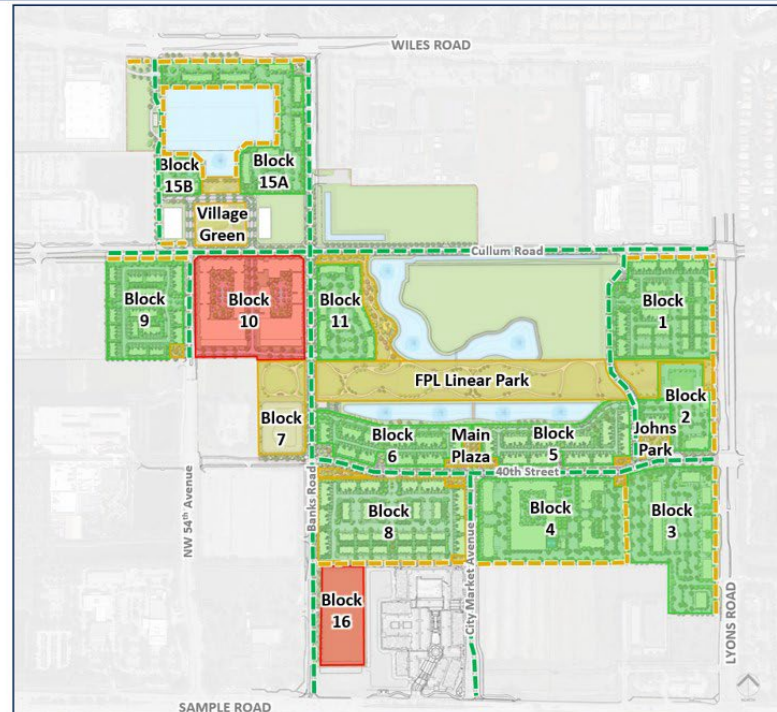


MainStreet Project

Status of Site Plan Approvals Required



- ✓ Block 1 – Townhomes and Villas
- ✓ Block 2 – Commercial
- ✓ Block 3 – Commercial
- ✓ Block 4 – Multifamily Apartments
- ✓ Block 5 – Townhomes
- ✓ Block 6 – Townhomes
- Block 8 – Townhomes and Villas
- ✓ Block 9 – Townhomes
- Block 10 – Multifamily Apartments
- ✓ Block 11 – Multifamily Condominiums
- Block 15A – Multifamily Condominiums
- Block 15B – Private Recreation
- Block 16 – Future Development
- Master Roadway Site Plan
- Master Greenspace Site Plan



- RFP for Economic Development and Long Term Financial Plan



Master Planning For the Future

- Parks and Recreation Master Plan
- Canal and Lake Bank Restoration Master Plan
- EV Master Plan and interactive GIS mapping of charging stations
- Energy audit for City facilities
- Climate Action Plan (CAP) Implementation
- City Hall Public Art Master Plan Implementation

Continued Focus

1. Enhanced Disaster Recovery and Online Security
2. AI For Processes (Team Effort)
3. Update Policies in Parks and Recreation
4. Succession Planning

Thank You



