

City Manager Goals 2024-2025

DRAFT

- Fiscal Management – 25%
 - ✓ Work with Council to enact a balanced FY 2025/2026 budget
 - ✓ Scheduled progress of major capital projects including:
 - N. Collier/N. Barfield Intersection Improvements
 - Winterberry Bridge Rehabilitation
 - City Hall Annex Roof Replacement
 - Completion of Pickleball Phase I and installation of sound barriers
 - Beach Access beautification projects
 - ✓ Successfully complete Fire & Rescue collective bargaining negotiations
- Water Quality – 20%
 - ✓ Continue monthly water quality testing and add quarterly Cyanobacteria (blue green algae) testing
 - ✓ Report results of aeration pilot study in 2025 and develop appropriate next steps
- Leadership/HR – 25%
 - ✓ Ensure the City of Marco Island is an attractive and competitive employer in the Southwest Florida market
 - Conduct a salary survey and develop a proposal for adjusting wages to ensure Marco Island wages are market competitive
- Immediate and Long-Term Planning -15%
 - ✓ Continue to execute a plan for overall facilities uses, including permanent workspaces for Utilities administration and Public Works field operations
 - ✓ Continue to make improvements in customer service and permitting processes related to the 2024 permitting audit
- Community Engagement – 15%
 - ✓ Develop effective mechanisms to measure community satisfaction with key city services that identify opportunities for improvement, working with City Council to strategize objectives and methodologies.