

City Manager Goals 2024-2025

- Fiscal Management – 25%

- ✓ Work with Council to enact a balanced FY 2025/2026 budget, while achieving roll-back Millage rates
- ✓ 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 efforts to have Marco Island removed from the Florida Department of Environmental Protection (FDEP) water quality impaired list
 - 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
 - Initiate a post-4e plan “next steps” planning process

- Leadership/HR – 25%

- ✓ Ensure the City of Marco Island is an attractive and competitive employer in the Southwest Florida market
 - Conduct an in-house salary survey and develop a proposal for adjusting wages to ensure Marco Island wages are market competitive
- ✓ Engage in and document appropriate Professional Development activities.

- 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
- ✓ Develop a recommendation for managing the structural repair and identify funding sources for the City’s bridges
- ✓ Expand utilization of Veterans Community Park and the Unity bandshell
 - Continue to broaden bandshell programming
 - Research and present options to provide shade within the park
- ✓ Council Adoption of Old Marco Master Plan
- ✓ Council Adoption of Parks Master Plan

- 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
- ✓ Increased and more effective information distribution to the citizens