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:
 - o N. Collier/N. Barfield Intersection Improvements
 - Winterberry Bridge Rehabilitation
 - City Hall Annex Roof Replacement
 - o 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
 - o Continue to broaden bandshell programming
 - o 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