

City Manager Goals 2022-2023 – DRAFT

- Fiscal Management - 30%

- Work with Council to enact balanced FY 2022/2023 budget following adopted Council Budget Policy.
- Scheduled progress of major capital projects on-budget, including specifically Fire Station 50, Veterans Community Park, and the continuing transition to the new City Hall Annex building.

- Water Quality – 30%

- Advance the consideration of strategies for water quality improvements as recommended in the consultants' reports. Present capital projects and other initiatives for Council approval in furtherance of that objective.
 - ✓ Develop aeration pilot project and projects removing contaminants from canal floors
 - ✓ Prioritize locations for pilot projects and identify opportunities for grant funding
 - ✓ Initiate a hydraulic study to identify optimum areas for interconnective culverts on dead end canals to increase water flow
 - ✓ Conduct additional water testing in Marco River and Gulf of Mexico
 - ✓ Initiate DEP "4e" process
- Work with Council to define measurable and practical objectives for the Water Quality Program as data is available.

- Leadership/HR – 15%

- Ensure the City of Marco Island is an attractive and competitive employer in the Southwest Florida market.
 - ✓ Expand Supervisory Training
- Ensure that each direct report has the appropriate skills, experience, and culture fit to contribute to continuous improvement in delivery of city services
 - ✓ Implement mentorship program as identified by Employee Focus Group
 - ✓ Identify plan to differentiate and increase pay for high performers

- Community Engagement – 25%

- Effectively implement transient rental registration program.
- Enhance MyMarco mobile app to improve utilization and communication with residents.
 - ✓ Develop metrics for monthly uses and individual users.