

2016

ACHIEVEMENTS

List the top three achievements or strong points of the City Manager for the past twelve (12) months.

1. City Branding Initiative Bright and Beautiful Bay to the Beach
2. Achievement of Level six FEMA CRS Rating (10/30?2015)
3. Tampa Bay Veterans Memorial Plaza completion of phase one "on schedule" of May 29

Other significant accomplishments

1. Resolution of the spice drug problem in Crest Lake Park
2. Enforcement of short term rental ordinance
3. Positive resolution of rampant vacant lot dumping in the North Greenwood area

FUTURE DEVELOPMENT

List three goals for the City Manager that you feel are the most important targets for this year.

1. Assisting the Council in implementing shared objectives to focus priorities of project deliverables to community expectations
2. Using performance metrics systems to drive continuous improvements
3. Tracking of Quarterly completions schedules

OVERALL RATING

Weak

Strong

1 2 3 X 4 5

2015

ACHIEVEMENTS

List the top three achievements or strong points of the City Manager for the past twelve (12) months.

Fire ISO Level 1 rating
Chronic Nuisance Abatement Process
Initial steps to initiate Annual Strategic Goals

FUTURE DEVELOPMENT

List three goals for the City Manager that you feel are the most important targets for this year.

4. Institutionalize the strategic planning / objectives / best management practices within Clearwater to provide the best City services for the most effective investment.
5. Encourage more effective and timely Council discussions building on the concepts from the Council workshop last December.
6. I believe the Entire Council is solidly behind the development of the Bluff / Coachman Park as the key initiative for next year, I would ask your personal dedication to manage this project proceeding as the top priority.

OVERALL RATING

Weak

Strong

1 2 3 **X** 4 5

2014

ACHIEVEMENTS

List the top three achievements or strong points of the City Manager for the past twelve (12) months.

1. Budget Management within the existing millage
2. Moving forward on Pension liability qualification
3. Opening up more communication with the Church of Scientology

FUTURE DEVELOPMENT

List three goals for the City Manager that you feel are the most important targets for this year (note these were the some ones identified last year).

1. Visible basic benchmarking data
2. Code enforcement particularly chronic nuisance abatement
3. Deliberate and timely execution of Council priorities

Example the Clearwater Police Department has a 2013-2017 strategic plan with identified performance measures for each priority. Yes these measures are apparently not visible to the public. The Public Utilities Department produced a great document reviewing the Capital Improvement Status of Projects in October 2012.

An additional opportunity for the entire City is the deliberate and timely execution of our strategic plans in a way that addresses them holistically instead of in silos (Code Enforcement and Economic Development). At the same time we need to strive to be more nimble in response to a more rapidly changing world.

The Citizen survey showed us to be perceived as a pretty average city. I believe our citizens expect more than average as they have over our city's history. As the ULI Report identified, we have communication challenges with various stakeholders and I believe we have an opportunity for better strategy execution. This is a challenge that is shared with the Council.

| | <u>Weak</u> | | | <u>Strong</u> | |
|-----------------------|-------------|---|---|---------------|---|
| <u>OVERALL RATING</u> | 1 | 2 | 3 | <u>4</u> | 5 |

2013

ACHIEVEMENTS

List the top three achievements or strong points of the City Manager for the past twelve (12) months.

- Budget management within the existing millage
- Completion of the Visioning document
- Capitol Theater Renovation

Additional achievements

- Homeless initiatives
- Responding to the request of the Clearwater Marine Aquarium to lease waterfront
- Responding to the short advance notice of Scientology special events permits

FUTURE DEVELOPMENT

List three goals for the City Manager that you feel are the most important targets for this year.

- Visible basic benchmarking data
- Code Enforcement particularly chronic nuisance abatement
- Deliberate and timely execution of Council priorities

Additional development opportunities

- Transportation improvements on Gulf-to-Bay
- Sidewalk and street infrastructure maintenance and upgrades
- Integration across silos and major strategic plans
- US 19 Redevelopment
- Additional visits to existing businesses

| | <u>Weak</u> | | | <u>Strong</u> | |
|-----------------------|-------------|---|---|---------------|---|
| <u>OVERALL RATING</u> | 1 | 2 | 3 | <u>4</u> | 5 |

2012

ACHIEVEMENTS

List the top three achievements or strong points of the City Manager for the past twelve (12) months.

- Budget management within the existing millage
- Pension negotiation
- Innovative policing

Additional achievements

- Homeless initiatives
- Coast Guard City
- Support for the Transportation Subcommittee of the Council

FUTURE DEVELOPMENT

List three goals for the City Manager that you feel are the most important targets for this year.

- Completion of the visioning process
- Visible performance benchmarking
- More traditional project management particularly on projects like the main Firestation

Additional development opportunities

- Neighborhood strengthening especially of rundown areas
- Development of the legislative program in early summer instead of fall
- Additional visits to existing businesses
- Streetlight management

OVERALL RATING

| <u>Weak</u> | | | <u>Strong</u> | |
|--------------------|---|---|----------------------|---|
| 1 | 2 | 3 | <u>4</u> | 5 |

2011

ACHIEVEMENTS

List the top three achievements or strong points of the City Manager for the past twelve (12) months.

- Budget management within the existing millage
- Responding to the business task force recommendations in a balanced manner.
- Police community outreach and “park walk and talk” and TIPS911

FUTURE DEVELOPMENT

List three goals for the City Manager that you feel are the most important targets for this year.

- Pension Ordinance negotiation and update
- Visible Performance Benchmarking
- Street light management

Four more:

- Business visits to existing businesses
- Legislative program development in early summer instead of fall
- Maintenance of street and sidewalk infrastructure
- Continued consolidation opportunities with other regional governmental entities where cost effectiveness can be achieved consistent with needed performance

| | <u>Weak</u> | | | <u>Strong</u> | |
|-----------------------|-------------|---|---|---------------|---|
| <u>OVERALL RATING</u> | 1 | 2 | 3 | <u>4</u> | 5 |