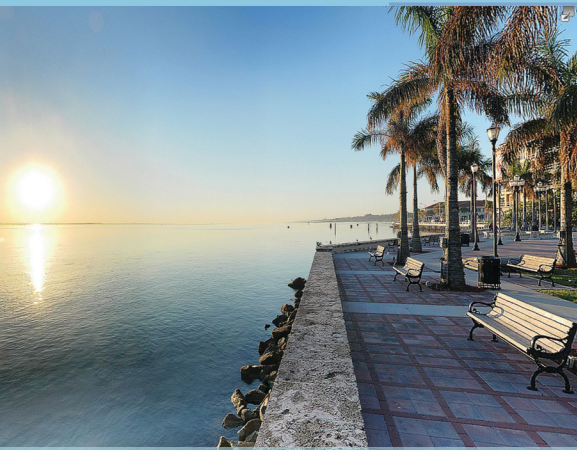
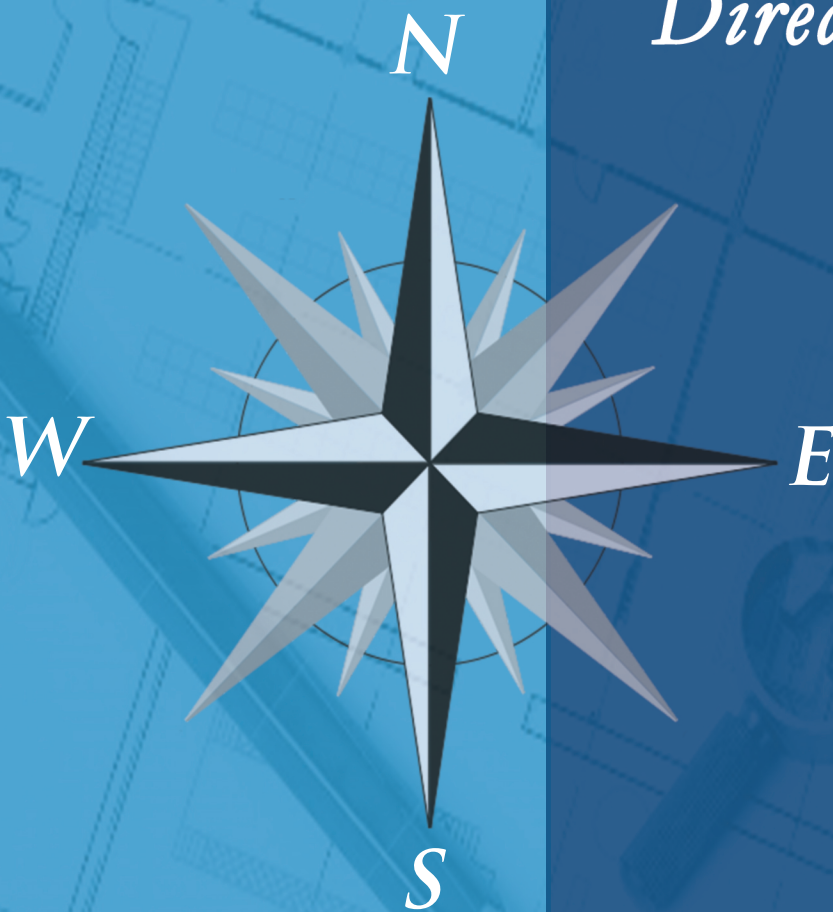




2014-2016 Fort Pierce Strategic Plan



Direction for the Future



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Mission Statement

To provide community leadership, quality public service, and a safe environment for all citizens by an empowered team of employees motivated by pride in themselves and in their work.

Strategic Goals

Goal 1 Financially Sound City Providing Excellent Services



Goal 2 Alive Waterfronts



Goal 3 Safer and More Beautiful City



Goal 4 Fort Pierce: Great Place to Live, Work and Play





Goal 5 Community Unity and Pride



Goal 6 Vibrant Historic Downtown and Neighborhoods


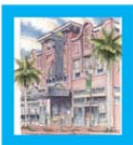
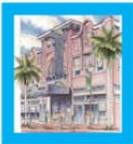


Administrative Services



Action/Activity	Implementation Date	Goal
<p>1. Rules & Regulations/Employee & Supervisors Manual</p> <p><u>Status as of November 1, 2014</u> City Rules & Regulations are moving forward at this time. We are looking for a tentative completion date of April 2015.</p> <p><u>Status as of August 1, 2014</u> Draft of Rules & Regulations was given to all department heads for review and input; responses are due to Human Resources by Monday, August 18, 2014. HR will evaluate responses and forward to Angelique Lyons of Affirmative Action Practice Group on Monday, September 8, 2014.</p>	1 st Qtr FY2015	
<p>2. Comprehensive Wellness Program/Design with Incentives</p> <p><u>Status as of November 1, 2014</u> The following Wellness activities are scheduled for this quarter: Stairwell & Hydration Challenge, Walk on Wednesdays, Coping with Stress Seminar and Healthy Holidays. We will be putting together a comprehensive Wellness program over the next 6 months that will include all facets of wellness with a tentative completion date of April 2015.</p> <p><u>Status as of August 1, 2014</u> In progress. Met with Florida Blue Wellness team regarding the plans for fall health activities, lunch & learn, ways to increase employee participating and a more robust incentive program. Will meet with City/Deputy City Manager concerning financial incentives and insurance premium discount incentives.</p>	3 rd Qtr FY2015	

2014 – 2016 FORT PIERCE STRATEGIC PLAN UPDATE

Building




Action/Activity	Implementation Date	Goal
<p>1. Employee Cross Training</p> <p><u>Status as of November 1, 2014</u></p> <p>1) Cross training will be an ongoing process. 2) Brought on 2 new temporary employees who are training as Administrative, Research, and Permit Specialists. 3) New employee has received approval to test for additional certificates. 4) Retained services of additional contract inspector.</p> <p><u>Status as of August 1, 2014</u></p> <p>Trained/Licensed personnel have recently become very difficult to procure in the post-recession economy. For this reason we have initiated a progressive program of cross training for Inspectors and Permit Specialists. This has allowed our department to function while being critically below adequate staffing levels.</p>	4 th Qtr 2014	
<p>2. Abandoned Property Ordinance/Completion & Implementation</p> <p><u>Status as of November 1, 2014</u></p> <p>Continuing to work with the City Attorney’s office to draft an ordinance to be presented to the City Commission.</p> <p><u>Status as of August 1, 2014</u></p> <p>Both Building and Legal are finishing the final draft of the ordinance and will be presenting it to City Commission within the next 90 days. The adoption of this ordinance will reduce blight in the community due to abandon properties.</p>	1 st Qtr FY2015	
<p>3. Rental Inspection Ordinance/Development & Implementation</p> <p><u>Status as of November 1, 2014</u></p> <p>Ordinance is still in development.</p> <p><u>Status as of August 1, 2014</u></p> <p>The Building Dept. received direction from management and City Commission to craft an ordinance that assures that all rental properties in the City of Ft. Pierce meet a standard of cleanliness and habitability.</p>	1 st Qtr FY2016	

2014 – 2016 FORT PIERCE STRATEGIC PLAN UPDATE




Action/Activity	Implementation Date	Goal
4. Permit Issuance/Time Continual Monitoring of Review Time for all Departments <u>Status as of November 1, 2014</u> Due to the hiring of the temporary employees, review time has stabilized. There is a slight increase in revision time due to an increased amount of revisions and changes to already submitted projects. <u>Status as of August 1, 2014</u> Review time has increased minimally over the last 7 months due to increased Building Permit Activity and personnel changes.	Ongoing	
5. Contractor/Forging Partnerships <u>Status as of November 1, 2014</u> Continuing our effort to forge positive relationships with Treasure Coast Builder’s Association and the contractor community. <u>Status as of August 1, 2014</u> Currently working to improve attendance at Treasure Coast Builders’ Association functions. Forging a positive relationship with the contractor community is invaluable toward the goal of promoting a business friendly culture in the City of Fort Pierce.	Ongoing	

2014 – 2016 FORT PIERCE STRATEGIC PLAN UPDATE

City Clerk


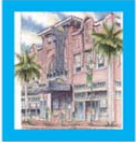

Action/Activity	Implementation Date	Goal
<p>1. Public Records Access/Public Records Retention Training</p> <p><u>Status as of November 1, 2014</u></p> <p>Will develop training as a component of comprehensive records management policy.</p> <p><u>Status as of August 1, 2014</u></p> <p>Staff attending initial training in August 2014.</p>	3 rd Qtr FY2015	
<p>2. Public Records Access/Evaluation of Records Retention Program Citywide.</p> <p><u>Status as of November 1, 2014</u></p> <p>Currently developing new Records Management Policy and Procedures. Should be ready for City Manager/City Commission review in December.</p> <p><u>Status as of August 1, 2014</u></p> <p>Additional training needed.</p>	3 rd Qtr FY2015	
<p>3. Public Records Access/Paperless Agenda System</p> <p><u>Status as of November 1, 2014</u></p> <p>Most departments using AgendaQuick for the complete agenda and minutes processes.</p> <p><u>Status as of August 1, 2014</u></p> <p>Departments now using AgendaQuick to create agendas for the following meetings: City Commission, Conference Agenda, FPRA Board, Planning Board, Retirement Board, Code Board and Communitywide Council.</p>	Ongoing	

2014 – 2016 FORT PIERCE STRATEGIC PLAN UPDATE


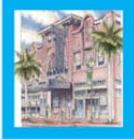
Action/Activity	Implementation Date	Goal
<p>4. Customer Service & Efficiency/Check List for Online Business Tax Receipt Application and Information</p> <p><u>Status as of November 1, 2014</u> Complete and posted.</p> <p><u>Status as of August 1, 2014</u> Assembling information.</p>	3 rd Qtr FY2015	
<p>5. Customer Service & Efficiency/Emailing Business Tax Receipt Renewal Invoices</p> <p><u>Status as of November 1, 2014</u> Email address collection ongoing.</p> <p><u>Status as of August 1, 2014</u> Currently collecting email addresses with BTR renewals and new applications.</p>	1 st Qtr FY2016	
<p>6. Customer Service & Efficiency/Cross-training of Employees</p> <p><u>Status as of November 1, 2014</u> Ongoing.</p> <p><u>Status as of August 1, 2014</u> Ongoing with great success.</p>	Ongoing	

2014 – 2016 FORT PIERCE STRATEGIC PLAN UPDATE

Code Enforcement



Action/Activity	Implementation Date	Goal
1. Update Animal Control Procedures/PetData Implementation <u>Status as of November 1, 2014</u> Very successful start. First 4 months generated over \$3500 gross revenue and our animal license database is greatly expanded. <u>Status as of August 1, 2014</u> Fully operational. All vets have new tags and paperwork and all licenses are now being processed through PetData.	4 th Qtr FY2014	
2. Update Animal Control Procedures/Shelter Pro Program <u>Status as of November 1, 2014</u> All staff utilizing database to input daily activities, however, it is still not available in the field. Staff must come into the office to update the computer or to research an animal or location. <u>Status as of August 1, 2014</u> Mid-transition. Program available to staff in house only and we are still learning how to use it. Database almost complete. Program not yet available in the field.	4 th Qtr FY2014	
3. Update Animal Control/License: Renegotiation of Contract <u>Status as of November 1, 2014</u> The Humane Society has changed course at the last second and has petitioned the City to purchase the facility on Savannah Road. A memo is being sent to the HS Board asking that the current contract be signed and allow the next 6 – 9 months for the City to fully investigate the sale offer and the benefit (if any) to the City. <u>Status as of August 1, 2014</u> Contract negotiations complete. Proposed changes approved by the Humane Society Board of Directors. Amended contract forwarded to Legal for review on 7/29/2014.	1 st Qtr FY2015	

2014 – 2016 FORT PIERCE STRATEGIC PLAN UPDATE


Action/Activity	Implementation Date	Goal
<p>4. Adopt Crime Prevention Through Environmental Designs (CPTED) Guidelines</p> <p><u>Status as of November 1, 2014</u> No change.</p> <p><u>Status as of August 1, 2014</u> Research completed. Need to draft the resolution and have approved by City Attorney.</p>	1 st Qtr FY2015	
<p>5. Amend Sign Ordinance</p> <p><u>Status as of November 1, 2014</u> Spoke briefly with Assistant City Attorney Walker to discuss the process for amending the sign ordinance as there have been many changes legally that must be incorporated into the ordinance. Will be scheduling a planning session with Mr. Walker in the near future to fully discuss how we will move forward with amending the ordinance.</p> <p><u>Status as of August 1, 2014</u> Most changes have been completed. Next step – send to all Departments for review and comments before sending to Legal for review.</p>	3 rd Qtr FY2015	

2014 – 2016 FORT PIERCE STRATEGIC PLAN UPDATE

Engineering





Action/Activity	Implementation Date	Goal
<p>1. Georgia Outfall Drainage Structure</p> <p><u>Status as of November 1, 2014</u></p> <p>Grant application was prepared and submitted to the St. Lucie River Issues Team, requesting \$263,350 for stormwater improvements. A presentation was made to the committee in October 2014 and the grant application was ranked number one out of seven applications. Funding will be available October 2015 if appropriations by the State Legislature are approved.</p> <p><u>Status as of August 1, 2014</u></p> <p>Preparation of grant application for the construction of an outfall control structure and water quality treatment elements to control nutrient discharges to the Indian River from an untreated drainage basin.</p>	4 th Qtr FY2014	
<p>2. Roadway Resurfacing & Reconstruction/Determine Direction and Funding/Explore Utilization of an “In-house” Paving Crew for Street Resurfacing</p> <p><u>Status as of November 1, 2014</u></p> <p>Plans have been completed and bidding will occur during November 2014 for 3,470 feet of roadway in the Lincoln Park neighborhood. Funding will be provided by CDBG funds and SMU funds.</p> <p>Engineering is currently working with St. Lucie County for additional funding from CDBG to improve roads damage by Tropical Storm Isaac. Funding would be for drainage improvements as well as roadway restoration.</p> <p><u>Status as of August 1, 2014</u></p> <p>Roadway condition and prioritization list constantly being updated. List also being revised to include roads within recently annexed areas. Engineering continues to search for grant opportunities for resurfacing. No funding has been proposed in the 2014-2015 budget for resurfacing or materials for in-house paving operations. Engineering has observed different alternatives for resurfacing and are currently monitoring performance.</p>	1 st Qtr FY2015	

2014 – 2016 FORT PIERCE STRATEGIC PLAN UPDATE


Action/Activity	Implementation Date	Goal
3. Docks Replacement at Manatee Center Boat Ramp/Possible FIND funding <u>Status as of November 1, 2014</u> FIND application is due by April 2015. Coordination between Engineering and grant writer will continue to prepare a complete grant application package for the dock replacement. <u>Status as of August 1, 2014</u> Work with grant writer to prepare grant application for FIND funding for dock replacement.	1 st Qtr FY2015	

2014 – 2016 FORT PIERCE STRATEGIC PLAN UPDATE

Finance

Action/Activity	Implementation Date	Goal
<p>1. Acceptance of Credit Card Payments/Implementation</p> <p><u>Status as of November 1, 2014</u> Complete and in use.</p> <p><u>Status as of August 1, 2014</u> Complete and ready for customer use.</p>	3 rd Qtr FY2014	
<p>2. Paperless Purchase Order Systems/Implementation</p> <p><u>Status as of November 1, 2014</u> Ready for implementation; continued testing to work out issues.</p> <p><u>Status as of August 1, 2014</u> Ready for implementation; using August and September for testing.</p>	1 st Qtr FY2015	
<p>3. Paperless Filing System/Implementation</p> <p><u>Status as of November 1, 2014</u> Ready for implementation; continued testing to work out issues.</p> <p><u>Status as of August 1, 2014</u> Ready for implementation; using August and September for testing.</p>	1 st Qtr FY2015	
<p>4. Employee Self Service System/Implementation</p> <p><u>Status as of November 1, 2014</u> Software application ready for purchase approval</p> <p><u>Status as of August 1, 2014</u> Research complete and software application ready for purchase approval.</p>	1 st Qtr FY2015	




2014 – 2016 FORT PIERCE STRATEGIC PLAN UPDATE

Action/Activity	Implementation Date	Goal
5. Vendor Self Service System/Implementation <u>Status as of November 1, 2014</u> Researching software options to make sure all desired components are included.	3 rd Qtr FY2015	
<u>Status as of August 1, 2014</u> Researching software options to make sure all desired components are included.		



2014 – 2016 FORT PIERCE STRATEGIC PLAN UPDATE

Golf Course

Indian Hills Golf Course





Action/Activity	Implementation Date	Goal
<p>1. Customer Service/Employee Training</p> <p><u>Status as of November 1, 2014</u> Training of all employees continues. Seasonal employees are returning and retraining will take place.</p> <p><u>Status as of August 1, 2014</u> Training of employees is ongoing. Customer service and accountability are stressed on a daily basis.</p>	1 st Qtr FY2015	
<p>2. Partnering to Provide More Youth Programs</p> <p><u>Status as of November 1, 2014</u> We will partner with PAL and the first tee program again when they resume.</p> <p><u>Status as of August 1, 2014</u> We have provided summer camps. We have partnered with PAL and the first tee program to provide the youth of our community with an introduction to golf.</p>	3 rd Qtr FY2015	
<p>3. Explore New Sources of Revenue</p> <p><u>Status as of November 1, 2014</u> Our television commercial on the Golf Channel has been filmed and will air December, January, February and March. We will continue working with Golf Now.com</p> <p><u>Status as of August 1, 2014</u> We have partnered with Golf Now.com to give people the opportunity to book tee times online. We are exploring the possibility of partnering with the Golf Channel to reach a larger audience of golfers.</p>	Ongoing	

2014 – 2016 FORT PIERCE STRATEGIC PLAN UPDATE





Action/Activity	Implementation Date	Goal
4. Beautifying Area Around Golf Course <u>Status as of November 1, 2014</u> We continue to monitor conditions on the golf course and around the golf shop for improvement. <u>Status as of August 1, 2014</u> We are constantly working to improve areas on the golf course by adding irrigation where needed. We have made it everyone's responsibility from cart attendants, maintenance staff and management staff to keep the area around the golf shop neat and clean.	Ongoing	
5. Sponsorship of Local High School Golf Team <u>Status as of November 1, 2014</u> We again sponsored Fort Pierce Central's boys' and girls' golf team. We also sponsored St. Andrew's School golf matches this year. <u>Status as of August 1, 2014</u> We have sponsored Fort Pierce Central's golf teams for many years.	Ongoing	

2014 – 2016 FORT PIERCE STRATEGIC PLAN UPDATE


Management Information Systems

Action/Activity	Implementation Date	Goal
<p>1. Sunrise Theatre/Upgrade Technology to Current Standards <u>Status as of November 1, 2014</u> In progress with installation of new servers and VOIP telephone services. Network has been configured and ready.</p> <p><u>Status as of August 1, 2014</u> In progress with installation of new servers and VOIP telephone services. Network has been configured and ready.</p>	4 th Qtr FY2014	
<p>2. Marina/Upgrade Technology to Complement Planned Expansion <u>Status as of November 1, 2014</u> Completed installation of new servers and VOIP telephone services. New Marina Program software and hardware installed.</p> <p><u>Status as of August 1, 2014</u> In progress with installation of new servers and VOIP telephone services. Network has been configured and ready. New Marina program software and hardware selected and ordered.</p>	4 th Qtr FY2014	
<p>3. GIS/Enterprise Rollout – Vantage Point/ESRI Land Management <u>Status as of November 1, 2014</u> Customizing the maps and data sets for departments.</p> <p><u>Status as of August 1, 2014</u> Implementation complete and customizing the maps and data sets for departments.</p>	4th Qtr FY2014	
<p>4. Website/Redesign <u>Status as of November 1, 2014</u> Working with CivicPlus on the Website redesign.</p> <p><u>Status as of August 1, 2014</u> Working with CivicPlus on the website redesign.</p>	1 st Qtr FY2015	

2014 – 2016 FORT PIERCE STRATEGIC PLAN UPDATE




Action/Activity	Implementation Date	Goal
<p>5. Offer More Services to Public & Employees</p> <p><u>Status as of November 1, 2014</u> Will present to Commission for approval to purchase on November 17, 2014.</p> <p><u>Status as of August 1, 2014</u> Secured pricing for software and will present to Commission for approval to purchase.</p>	1 st Qtr FY2015	
<p>6. Reduce Contractual Expenditures – Perform In-house</p> <p><u>Status as of November 1, 2014</u> Received quote for services and will present to Management.</p> <p><u>Status as of August 1, 2014</u> Still researching all aspects of projects.</p>	2 nd Qtr FY2015	
<p>7. River Walk Center/Implement Technology to Facilitate Client Oriented Functions</p> <p><u>Status as of November 1, 2014</u> Researching Web services that can facilitate Client Oriented functions.</p> <p><u>Status as of August 1, 2014</u> Secured pricing for software and will present to Commission for approval to purchase.</p>	2 nd Qtr FY2015	
<p>8. Intranet/Citywide Development</p> <p><u>Status as of November 1, 2014</u> Research ongoing.</p> <p><u>Status as of August 1, 2014</u> Research ongoing.</p>	3 rd Qtr FY2015	

2014 – 2016 FORT PIERCE STRATEGIC PLAN UPDATE


Action/Activity	Implementation Date	Goal
9. WiMax/Implementation for Downtown City Facilities	1st Qtr FY2016	
<u>Status as of November 1, 2014</u> Awaiting proposal from Comcast Engineering group.		
<u>Status as of August 1, 2014</u> Met with Comcast representative to discuss options of providing WiFi to entire City Hall. Awaiting proposal from Comcast engineering group.		

2014 – 2016 FORT PIERCE STRATEGIC PLAN UPDATE

Marina

Action/Activity	Implementation Date	Goal
<p>1. Intensify and Enforce Scientific Research/Oceanographic Education</p> <p><u>Status as of November 1, 2014</u></p> <p>Working with a local school to start up various science projects.</p> <p><u>Status as of August 1, 2014</u></p> <p>Working to achieve grant funding for students for the purpose of oceanographic and birding research utilizing the Storm Water Protection System.</p>	2 nd Qtr FY2015	
<p>2. Floating Dock/Rebuild</p> <p><u>Status as of November 1, 2014</u></p> <p>Bellingham Marine is on site for the installation of the new floating docks. The Northside dock wave attenuator system has been installed equating to 39 slips. Utilities will be installed month of November with the dock system being turned over to the City in December for Marina staff to lease out. November and December 137 will be constructed on the South side of the facility with an estimated completion month in May.</p> <p><u>Status as of August 1, 2014</u></p> <p>The Engineering Department is waiting for Bellingham Marine to submit the final plans to the Building Department for final approval. It is anticipated that the contractor should be on site to start work on all the entrance ways by the end of August. Casting of the docks is occurring at their warehouse in Jacksonville.</p>	3 rd Qtr FY2015	
<p>3. Proposed Dingy Docks/Grant Application</p> <p><u>Status as of November 1, 2014</u></p> <p>Applied for grant.</p> <p><u>Status as of August 1, 2014</u></p> <p>The Marina staff in conjunction with City staff will apply for a federal grant to be matched with a FIND grant for the purpose of creating a public day/dingy dockage facility in the area of the old power plant intake location along Indian River Drive .The Federal Boating Infrastructure Grant will be submitted August 22, 2014. The FIND grant will be submitted April 2, 2015. Estimated project cost is \$389,000.</p>	4 th Qtr FY2016	

2014 – 2016 FORT PIERCE STRATEGIC PLAN UPDATE

Action/Activity	Implementation Date	Goal
4. Regional Transportation for Marina Visitors & Patrons/Possible Grant Funding	4 th Qtr FY2016	

Status as of November 1, 2014

The research for possible grants is ongoing.


Waiting for the TCRPC's final report related to the waterfront and transportation needs.

Status as of August 1, 2014


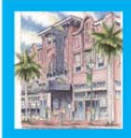
City Grant Administrator will perform research for possible grant avenues. Met with Kim Delaney, Treasure Coast Regional Planning Council to discuss the public's need for transportation along the City Marina, Community Center and South Beach waterfront and South Beach businesses.

2014 – 2016 FORT PIERCE STRATEGIC PLAN UPDATE



Planning

Action/Activity	Implementation Date	Goal
1. Annexation/Strategic Annexation of Commercial & Industrial Property <u>Status as of November 1, 2014</u> Strategy is in progress. Staff have reviewed FPUA records and updated our records accordingly. We have identified 21 properties with FPUA, and one more through a voluntary annexation. These are being brought to the Planning Board for recommendation in November, then to City Commission in December. Additionally, several new FPUA service agreements have been signed. Staff continues to work towards the long term goal of an ultimate city limits established through legislative process or the Interlocal Service Boundary Agreement. <u>Status as of August 1, 2014</u> Strategy is in progress. Work is progressing on reviewing the FPUA agreement records for properties that are contiguous and meet other statutory guidelines.	1 st Qtr FY2016	

Police

Action/Activity	Implementation Date	Goal
<p>1. Improve Diversity within the Management Ranks/Eliminate Ranked Order Listings & Rule of 3 Requirements</p> <p><u>Status as of November 1, 2014</u></p> <p>The police department will present the Commission with the revision to the City Personnel Rules and Regulation that eliminates ranked order listings and “rule of three” requirements for promotions at the November 17, 2014, City Commission Meeting.</p> <p><u>Status as of August 1, 2014</u></p> <p>The police department has met with local pastors and obtained support for this initiative. Adoption will require a revision to City Personnel Rules and Regulations. This revision is underway.</p>	1 st Qtr FY2015	
<p>2. Adopt & Implement OJJDP Comprehensive Gang Strategy</p> <p><u>Status as of November 1, 2014</u></p> <p>On September 17, 2014, the police department was awarded the Comprehensive Anti-Gang Strategies and Programs grant to implement the Restoring the Village Youth Initiative (Comprehensive Gang Model). The award was for \$203,000, which will fund the Projector Coordinator and one Community Outreach Worker. The Safe Neighborhoods Network and the police department’s grant writer have completed the Job Description for the Projector Coordinator, and should be posting the position next week. This individual will be a city employee who reports directly to Shaniek Maynard, Director of the Roundtable. The Outreach Worker will be a contracted position through the Health Department. Both positions are based on the two year funding provide by the Office of Justice.</p> <p><u>Status as of August 1, 2014</u></p> <p>The Roundtable of St. Lucie County has adopted the Comprehensive Gang Model as the primary strategy for addressing youth gang violence. The police department has applied for \$1.6 million in grant funding to support the initiative. A community training session is scheduled for September 30, 2014. Implementation is well underway and on schedule.</p>	1 st Qtr FY2015	

2014 – 2016 FORT PIERCE STRATEGIC PLAN UPDATE

Action/Activity	Implementation Date	Goal
<p>3. Improve Diversity within the Management Ranks/Stabilize Minority Officer Turnovers</p> <p><u>Status as of November 1, 2014</u></p> <p>The police department completed the local pay study in June 2014. The pay study needs to be updated through to include the last quarter. The police department will be presenting that study to the City Manager’s Office in November 2014 for comment and input by the City Commission and in preparation for Union Negotiations.</p> <p>The police department has scheduled two promotional examinations: one for the Rank of Lieutenant in January 2015 and the second one for the Rank of Sergeant in February 2015. The “rule of three” requirement will be replaced for the Sergeant’s Promotional Examination. The police department has also revamped its promotional examination process to an Assessment Center process.</p> <p><u>Status as of August 1, 2014</u></p> <p>Stabilizing turnover will require a competitive pay and benefits plan. The police department is completing a local pay study for police officers to identify gaps for officers, which will be completed Quarter 4 FY 2014.</p>	<p>3rd Qtr FY2015</p>	
<p>4. Provide Crime Prevention Through Environmental Design (CPTED) training to Planning Board members, Planning Dept., Police Dept., Code Enforcement and Building.</p> <p><u>Status as of November 1, 2014</u></p> <p>The police department, planning department, code enforcement and building departments are still seeking funding for the formal training for certification for Crime Prevention Through Environmental Design (CPTED). The police department will continue to search for grant opportunities to fund this initiative.</p> <p><u>Status as of August 1, 2014</u></p> <p>The police department has provided an orientation to Planning Board members. Providing formal training for certification will require approximately \$10,000 in funding. The police department is seeking grant and sponsorship funding for this initiative.</p>	<p>4th Qtr FY2015</p>	

2014 – 2016 FORT PIERCE STRATEGIC PLAN UPDATE

Action/Activity	Implementation Date	Goal
5. Top Quality City Workforce/Salary Adjustment Implementation	1 st Qtr FY2016	

Status as of November 1, 2014

The police department completed the local pay study in June 2014. The pay study needs to be updated through to include the last quarter. The police department will be presenting that study to the City Manager's Office in November 2014 for comment and input by the City Commission and in preparation for Union Negotiations.




The police department has also completed the pay study for civilian personnel as well. This pay study will be presented along with the sworn staff pay study in November.

Status as of August 1, 2014


The police department is completing a local pay study for officers, which will be completed Quarter 4 FY 2014. A pay study for civilian personnel is needed.

2014 – 2016 FORT PIERCE STRATEGIC PLAN UPDATE



Public Works

Action/Activity	Implementation Date	Goal
<p>1. Recreation/HDRC Percy Peek Gymnasium</p> <p><u>Status as of November 1, 2014</u></p> <p>In progress. Staff has ordered a second score board and shot clocks for the gym. Staff is also looking to provide new uniforms for the City of Fort Pierce Sunrise City Youth Basketball League.</p> <p><u>Status as of August 1, 2014</u></p> <p>Currently hosting a youth basketball league for youth and young adults from age 5 to 24. Staff is currently pursuing other sporting activities that we can add to our programming. We are also working with Kids at Hope to develop a mentoring/tutoring program to offer at this facility.</p>	3 rd Qtr FY2014	
<p>2. Branding of the Public Works Department/Capstone</p> <p><u>Status as of November 1, 2014</u></p> <p>In progress. Staff is working with a graphic designer to finalize some of the material from the Capstone students before implementing their material.</p> <p><u>Status as of August 1, 2014</u></p> <p>The IRSC Capstone students have completed their project and they did a fantastic job. PWD staff is currently working to implement some of the material received as early as October 2014. Look for some printed material as well as a mural on one of our sanitation trucks.</p>	1 st Qtr FY2015	
<p>3. In-house Commercial & Multi-Family Recycling Programs/ Feasibility</p> <p><u>Status as of November 1, 2014</u></p> <p>In progress. A proposal from Kessler Consulting is scheduled for the November 17, 2014 Consent Agenda.</p> <p><u>Status as of August 1, 2014</u></p> <p>PWD staff is gearing up to work with a consultant on a feasibility study to analyze the benefits of bringing Commercial and Multi-family recycling in house.</p>	1 st Qtr FY2015	



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Action/Activity	Implementation Date	Goal
4. Solid Waste Billing on Tax Roll/Feasibility <u>Status as of November 1, 2014</u> In progress. A proposal from Kessler Consulting is scheduled for the November 17, 2014 Consent Agenda.	1 st Qtr FY2015	
<u>Status as of August 1, 2014</u> PWD staff is gearing up to work with a consultant on a feasibility study to analyze the possible benefits of adding the Solid Waste collection bills to the tax roll.		

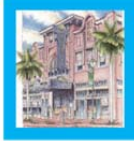
Sunrise Theatre

Action/Activity	Implementation Date	Goal
<p>1. Fundraising</p> <p><u>Status as of November 1, 2014</u></p> <p>Met with the City Manager and received his direction to lead the formulation of a plan for the operation of the Sunrise Theatre.</p> <p><u>Status as of August 1, 2014</u></p> <ul style="list-style-type: none"> • Waiting for fundraising productivity assistance to come from the Sunrise Theatre Foundation. • Sunrise Theatre staff has applied for grants totaling \$207,500. • Sent fundraising letter to all 824 Sunrise Theatre members along with personal notes from the Executive Director appealing for additional support. • Personally signed letters of support sent to the original Capital Campaign Donor • Follow-up phones call will be made to each recipient • Corporate sponsorship appeals will continue 	4 th Qtr FY2014	
<p>2. To Guide and Direct the Foundation Board, as an Ex-Officio Member</p> <p><u>Status as of November 1, 2014</u></p> <p>Nine new members were added to the board.</p> <p>On October 31, 2014, a five hour strategic planning meeting for the Foundation board was facilitated by a professional not-for-profit specialist.</p> <p><u>Status as of August 1, 2014</u></p> <p>The Sunrise Theatre Foundation is a separate non-profit, 501(c)3 body. As a non-profit, the Foundation has no legal responsibility to report to the City, and the City has no control in the Foundation’s decisions.</p> <p>Currently, the Foundation board is being restructured with the guidance of the Executive Director who sits on the board as an ex-officio member.</p>	4 th Qtr FY2014	

Urban Redevelopment

Action/Activity	Implementation Date	Goal
<p>1. Orange Avenue Corridor Plan/Develop plan</p> <p><u>Status as of November 1, 2014</u></p> <p>The ED Team has gathered occupancy data by physical inspection and will also coordinate economic development incentive efforts with the Fort Pierce Utilities Authority to stimulate the rehabilitation of the commercial district.</p> <p><u>Status as of August 1, 2014</u></p> <p>The Economic Development Team has identified a commercial district west of US 1, south of Avenue B, east of 7th Street, and north of Delaware Avenue which is entirely zoned general commercial that is experiencing a high ratio of building vacancy. The ED team is physically gathering occupancy data and interacting with property and business owners to develop innovative strategies to revive this commercial district.</p>	3 rd Qtr FY2015	
<p>2. Financial Solvency/Active Commercial Corridors</p> <p><u>Status as of November 1, 2014</u></p> <p>The Commercial Façade Grant opportunity has been advertised to the public beginning November 1, 2014. Qualified Census Tracts have been identified for this funding program to prompt business development in financially stressed areas. This program will continue until funding has been exhausted.</p> <p><u>Status as of August 1, 2014</u></p> <p>Community Development Block Grant Funding is being used to spur reinvestment in commercial corridors through the commercial façade program. Business and property owners are able to leverage their own business investment with the award of grant funding in an amount up to \$10,000.00. In the first year of the program \$50,000 of CDBG funding supplemented over \$350,000 in private investment.</p>	Ongoing	

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Action/Activity	Implementation Date	Goal
<p>3. Financial Solvency/Sustainable Neighborhoods</p> <p><u>Status as of November 1, 2014</u></p> <p>The FY 15 SHIP program year is underway and currently two (2) homes are being improved. An additional twelve (12) homeowners have been prequalified for external home improvements through the SHIP program with bids anticipated for this work to be advertised in late November 2014.</p> <p><u>Status as of August 1, 2014</u></p> <p>State Housing Initiative Program funding is currently being advertised and prepared for distribution for owner occupied home improvement. This program in conjunction with the efforts of other community improvement organizations (World Changers, Habitat for Humanity) will provide dozens of homeowners the opportunity to improve the structural and aesthetic aspects of their homes.</p>	1 st Qtr FY2015	
<p>4. Financial Solvency/Economic Development</p> <p><u>Status as of November 1, 2014</u></p> <p>RFQ 2014-010 concluded with the withdrawal of the proposal by Mosaic Development on September 25, 2014, however; economic development activities within the Urban Redevelopment Department continue, and are highlighted by the expanded marketing of the Fort Pierce Authentic Tours program. Aggressive utilization of the internet, national magazines, local publications, and gateway billboards has drawn extensive interest in the tourism related businesses operating in Fort Pierce.</p> <p><u>Status as of August 1, 2014</u></p> <p>The Fort Pierce Redevelopment Agency has embarked on the redevelopment of the HD King Plant property with the recent advertisement of RFQ 2014-010. This redevelopment prospect, if completed correctly, has the ability to create hundreds of employment opportunities, generate attractive destinations, and create positive economic impacts for the region.</p>	4 th Qtr FY2016	