

SECTION 4

PERFORMANCE REPORT 2016 FOR CITY OF FORT PIERCE

Importance of the Performance Report

BOTTOM-LINE: Leaders being accountable for their decisions and actions

1. LEADERSHIP WITH INTENTIONS

- Acting with a sense of purpose and direction
- Defining a vision, setting goals, using them to guide decisions
- Establishing criteria to judge success
- Demonstrating an institutionalized strategic planning process
- Instilling confidence in financial institutions, customers

2. CONNECTION WITH CUSTOMER'S LIVES

- Providing services that add MEANS to the customers' lives
- Linking decisions and actions to improved services
- Linking decisions and actions to lower cost of service delivery
- Demonstrating the personal relevance of decisions and actions

3. CAPTURE OTHERS' ATTENTION

- Telling a story with a message
- Painting a picture
- Getting others to see it, to feel it
- Distinctive separating from the barrage of information

4. CELEBRATE - CREATE A MEMORY

- Developing a celebration that is unique-a standout experience
- Giving others a memento representing the success
- Saying "Thank You" to contributors to the success
- Demonstrating the significance of the achievement

5. PERSONAL CONTACT WITH A TAILORED MESSAGE

- Developing a message based upon the audience
- Making a few relevant points
- Reaching out to a variety of groups
- Delivering the message personally by you as a leader

City of Fort Pierce Vision 2030

Fort Pierce 2030 is a Unique Coastal Florida City

OUR WATERFRONTS,

STRONG LOCAL ECONOMY,

HISTORY, ARTS AND CULTURE,

CHOICE OF DESIRABLE NEIGHBORHOODS,

OPPORTUNITIES FOR FUN,

COMMUNITY UNITY AND PRIDE

WHAT MAKES US UNIQUE

City of Fort Pierce Goals 2020

SAFER AND MORE BEAUTIFUL CITY

FINANCIALLY SOUND CITY PROVIDING EXCELLENT SERVICES

COMMUNITY UNITY AND PRIDE

ALIVE WATERFRONTS

GREAT PLACE TO LIVE, LEARN, WORK, AND PLAY

VIBRANT HISTORIC DOWNTOWN AND NEIGHBORHOODS

City of Fort Pierce Policy Agenda 2015 – 2016

TOP PRIORITY

Port Development Interlocal Agreement
Code Enforcement: Policy and Enforcement
Gangs Action Plan: Development, Funding
Proactive Legal Nuisance Abatement
Police Compensation: Direction and Funding
Beach Parking Plan
Downtown Parking Plan

HIGH PRIORITY

Youth Programs: Expansion
Annexations: Decisions
Capital Outlay Plan and Annual Funding
Fisherman's Wharf
Streamlining Permit Process and Regulations for Targeted Industries
Avenue "D" Corridor Revitalization Plan
Economic Development Policy, Plan and Tool Kit for Targeted Areas

MODERATE PRIORITY

Orange Avenue Corridor Revitalization Plan

Entrances/Gateways Beautification Plan

Fort Pierce Redevelopment Agency (FPRA)/City Surplus
Land Disposition

Rental Property Registration and Inspection Program

City of Fort Pierce Management Agenda 2015 – 2016

TOP PRIORITY

Business Retention and Expansion (BRE) Plan/Program
Community Policing Action Plan
Police Services and Staffing Report
Streamlining Permit Processes and Regulations
City Communications and Marketing Plan

HIGH PRIORITY

The Highwaymen Heritage Trail Arts and Cultural Festival
City Electronic Communications Policy
Stormwater Management and Projects Service Level:
Direction, Funding
Comprehensive Record Retention and Storage Program

City of Fort Pierce

Management in Progress 2015 – 2016

1. Youth Recreation Program for Summer 2015
2. "Community Gem" Program
3. Police Chief: Selection
4. License Investigation: Formation
5. IBM Power 7 Mainframe and Blade Center Server: Upgrade
6. Animal Control: Shelter Pro Implementation
7. Financial Plan with 2 Year Projections: Review, Revision
8. Single Stream Recycling Program Expansion
9. Union Contract Amendment: Compensation for Additional Licensing
10. Comprehensive Employee Wellness Policy and Program: Development
11. Sexual Harassment Policy
12. Drug Policy
13. LGBT Policy: Initial Report
14. Public Requests Policy: Development (Fees/Guidelines) City Attorney
15. Unlicensed Contractors Regulation: Enforcement/Ordinance Change
16. Energy Performance/Contract with ConEdison, Inc.
17. Police Labor Contracts
 - A. Teamsters
 - B. PBA
 - C. IUPA
18. Click – 2 – Gov: Employee Self-Serve and Applicant Tracking Project
19. Information and Data Base Management and Security Plan
20. Paperless Purchase Order System
21. Payroll Update

22. Click – 2 – Gov: Business Tax Receipts, Contractor Competency Cards
23. Pension Reform: Options, Direction
24. Enterprise GIS System
25. Fort Pierce “Branding”: Stationery, Badges, Business Cards
26. Citywide Payment Card Industry Policy (Online)
27. Police Promotional Examination: Lieutenant and Sergeant
28. Police Mentorship Program: Development
29. Police Management Career Track Program
30. Data Base/Index for All Site Plans and Conditional Use Applications
31. Police Employee Physical Fitness Program Development
32. IT Risk Management Audit
33. Wide Area Network (WAN)/Local Area Network (LAN) Infrastructure Maintenance and Upgrade
34. Paperless File System
35. “One Stop Shop” for Business Tax Receipts
36. Cyber Security and Information Assurance
37. Police Minority Recruitment Program/Advancement
38. Television Station: Programming, Advertisement
39. Dr. Martin Luther King Jr. Making a Difference Day
40. Zora Neale Hurston Trail Festival Day
41. Positive Promotion of Fort Pierce’s Successes and Achievements
42. Point of Sale (POS) System and Dockmaster Program: Installation
43. Public Day Dockage Area: Grant
44. Moore’s Creek Boat Ramp Area Repairs: Grant
45. Federal Department of Emergency Management (FDEM) Hazard Mitigation Program: Five Public Buildings, Emergency Power Generation System
46. Comprehensive Junior Golf Program: Development
47. Commercial Façade Grant (24)
48. FY2015 SHIP Program: 12 Homeowners
49. Sale of Hurricane Housing Recovery Funded Mortgage Loans to Financial Institutions

50. The Highwaymen Heritage Trail Project
51. Orange Avenue Commercial District (West of U.S. Highway 1): Economic Incentive Program
52. City Streets: Condition Assessment, Pavement Management Plan, Projects with Priorities, Funding
53. Sunrise Theatre Upgrade Projects: Direction, Funding
 - A. Sound System
 - B. Technical Equipment
 - C. Telephone System
 - D. Ticketing
54. Crime Prevention Through Environmental Designs (CPTED) Guidelines:
 - Adoption
 - Workshop
 - Resolution
55. River Walk Center Recreation Program Expansion
56. Percy Peek Gymnasium Recreation Program Expansion
57. Federal Emergency Management Association (FEMA) Regulations for Flood Insurance: Public Education
58. Downtown: Clean Up After Events

City of Fort Pierce

Major Projects 2015 – 2016

1. Old Fort Park: Kiosk, Landscaping
2. City Hall Annex Exterior Upgrade
3. Police Athletic League (PAL) Park Restroom
4. Marina Floating Docks: Installation
5. Wi-Fi System for Marina
6. Melody Lane Fishing Pier
7. Video Camera System
8. H.D. King Power Plant Site Clean Up
9. Moore's Creek Sea Wall Replacement
10. Indian River Memorial Park Stormwater Improvements
11. Jaycee Park Tennis Court Fencing
12. Lincoln Park: Regional Park Development, Monitoring, Advocacy
13. South 21st Street and Havana Avenue Sidewalks
14. Lincoln Park: Roadways, Sidewalks, Drainage
15. Indian Hills Recreation Area: Stormwater Phase 1
Stormwater Phase 2
16. Maravilla Park Playground Equipment
17. Percy Peek Gymnasium: Floor Resurfacing and Classroom Construction
18. Police Athletic League (PAL) Park Restroom
19. Veterans Park Renovation: Lake Construction, Plaza, Streetscape
20. North 2nd Street Road Improvements
21. Georgia Avenue/Peterson Road Drainage Basin Outfall Structure
22. Fenn Park Restrooms
23. Sunrise Theatre Entrance Upgrade Project

City of Fort Pierce City Successes for 2016 Mayor and City Commission Perspective

1. In-house City Attorney
2. City Management Leadership and Organizational Changes: Direction, Decision Making, Teamwork and Accountability, Sense of Urgency
3. Police Response to Critical Incidents: Officer Involved Shooting; Pulse Night Club Suspect
4. Veterans Memorial Park: Completion
5. Indian Hills Recreation and Restoration Area: Completion
6. Hurricane Matthews: Response and Recovery
7. Port of Fort Pierce: Collaboration with St. Lucie County
8. Community Oriented Policing Services Assessment – Department of Justice
9. Parking Response: Beach and Downtown
10. Business Development and Job Creation:
 - Rocla
 - Biofuel
 - Precast Concrete
11. Anti-Gang Strategies: Collaboration
12. Nuisance Abatement: Initiated

13. Anti-tethering Code Education
14. Capital Investments
 - Police Cars
 - Technology
15. First Annual Highwaymen Heritage Trail and Festival
16. FPRA Surplus Property Designation and Some Sales
17. FPUA Loan Payback
18. H. D. King Power Plan Clean Up: Completion
19. Economic Development Working with EDC
20. Downtown Movement
21. Beach Land Purchase
22. Retirement System: Best in Nation #9 of 300
23. Building Department: Re-do
24. Restaurants Expansion
25. Strategic Plan: Following Through and Delivery Results
26. Marina
27. Budget without a Tax Increase
28. Customer Service: Enhancements

GOAL 1 SAFER AND MORE BEAUTIFUL CITY

ACHIEVEMENTS 2016

MEANS TO RESIDENTS

1.

+

GOAL 2

FINANCIALLY SOUND CITY PROVIDING EXCELLENT SERVICES

ACHIEVEMENTS 2016

MEANS TO RESIDENTS

1.

+

GOAL 3 COMMUNITY UNITY AND PRIDE

ACHIEVEMENTS 2016

MEANS TO RESIDENTS

1.

+

GOAL 4 ALIVE WATERFRONTS

ACHIEVEMENTS 2016

MEANS TO RESIDENTS

1.

+

GOAL 5 GREAT PLACE TO LIVE, LEARN, WORK, AND PLAY

ACHIEVEMENTS 2016

MEANS TO RESIDENTS

1.

+

GOAL 6

VIBRANT HISTORIC DOWNTOWN AND NEIGHBORHOODS

ACHIEVEMENTS 2016

MEANS TO RESIDENTS

2.

+

City of Fort Pierce
Other City Successes 2016

Departmental Successes
City of Fort Pierce
2016

DEPARTMENTAL SUCCESSES FY 2016

Fort Pierce, Florida

January 2017

DEPARTMENT: Building Department

Please list your department's most important achievements that were completed during FY 2016 under "Success." Under "Impacts", please explain what the benefits to the city and to a resident were as a result of each achievement.

Success: 97% Approval rating

Impacts: Less frustration from the public and time spent with conflict resolution.

Success: 27% increase in permit processing

Impacts: Economic development, increased tax base

Success: Training

Impacts: Expanding skill set of existing staff members, assure excellent public service and professionalism.

Success: Program for promoting employee development

Impacts: Promotion of culture of self-development, and expansion of career opportunities.

Success: Community Rating System (CRS) Flood Information

Impacts: Maintained a Class 6, 20% disconnect for flood insurance policies.

Success: Same-day, next-day permit application processing.

Impacts: Further reduction in permit issuance time.

Success: Customer satisfaction survey

Impacts: 97% satisfaction

DEPARTMENTAL SUCCESSES FY 2016

Fort Pierce, Florida

January 2017

DEPARTMENT: City Clerk

Please list your department's most important achievements that were completed during FY 2016 under "Success." Under "Impacts", please explain what the benefits to the city and to a resident were as a result of each achievement.

Success: New BTR process and routing implementation.

Impacts: Allows for easier tracking and faster processing; eliminates customer confusion.

Success: Switched to plain paper BTRs and Competency Cards

Impacts: Cost savings because triplicate forms and specialized cards are no longer necessary.

Success: City Clerk and 1 Deputy City Clerk achieved their Certified Municipal Clerk designation.

Impacts: Brings added credibility to the office.

Success: Our electronic filing system has been expanded to include Leases, Easements, Contracts, inter-local agreements, correspondence, and contractor applications.

Impacts: Easier to search and quickly location information.

Success: All Boards and Committees are using the web-based agenda system and it also includes all members' names and terms.

Impacts: Allows the public to have full access to the records of all boards and committees in a central location.

Success: Implemented the a system for maintaining current state licensing information for BTRs.

Impacts: Insures that we are complying with state statutes and that all Fort Pierce business owners have the proper state licenses.

Success: Adopted Public Record Policy.

Impacts: Provides uniform processing and a clear understanding of how to handle public record requests and enables us to effectively track response time.

DEPARTMENTAL SUCCESSES FY 2016

Fort Pierce, Florida

January 2017

DEPARTMENT: Code Enforcement & Animal Control

Please list your department's most important achievements that were completed during FY 2016 under "Success." Under "Impacts", please explain what the benefits to the city and to a resident were as a result of each achievement.

Success: Amended ordinance relating to citation processing

Impacts: Fines are now collected in the Finance Department instead of Clerk of Court. Also, hearings are held before the Special Magistrate who has a better understanding of the needs of our City and the impact the citations make upon our neighborhoods and citizens.

Success: Amended ordinance to allow code officers to issue parking citations.

Impacts: Expands the pool of employees able to enforce the parking ordinances. Increased enforcement ensures that street side parking is more readily available for patrons of the downtown area.

Success: Amended the rules of procedure for reducing code enforcement and special assessment liens

Impacts: Created a "fast track" process for owners to mitigate liens on their property. Ex - when we receive excess tax sale proceeds, we can immediately process the Release of Lien instead of having the new owner go through a 2 hearing process to reduce the lien to the amount the City already received.

Success: Amended the animal control ordinance to include anti-tethering laws and regulations on outdoor animals to match SLC and Martin Co.

Impacts: Improved conditions for animals kept outdoors.

DEPARTMENTAL SUCCESSES FY 2016

Fort Pierce, Florida

January 2017

DEPARTMENT: Engineering

Please list your department's most important achievements that were completed during FY 2016 under "Success." Under "Impacts", please explain what the benefits to the city and to a resident were as a result of each achievement.

Success: Indian Hills Recreation Area – Phases I & II – Completed construction of the stormwater and recreational improvements for a 1,242 acre drainage basin providing flood protection and nutrient removal prior to discharge of runoff to the Indian River Lagoon.

Impacts: The completed project provides flood protection and increased nutrient removal for a previously untreated discharge to the protected Indian River Lagoon. Six best management practices (BMP's) were constructed to focus on the removal of Nitrogen and Phosphorus from the stormwater runoff. In addition to the stormwater improvements, recreational amenities such as pedestrian trails, exercise stations, picnic pavilions and a canoe/kayak launch were constructed.

Success: Veterans Park Improvements – Phases I & II – Completed construction of the stormwater and Veterans Memorial Park elements.

Impacts: The completed park provides a long overdue tribute to our St. Lucie County veterans. By combining funding for stormwater improvements along with state and local funds, the City was able to provide additional stormwater detention area and nutrient removal for two previously untreated direct outfalls to the Indian River Lagoon and at the same time provide a memorial and park to be utilized by our veterans.

Success: Melody Lane Fishing Pier Construction – Provided project management for design and construction of the 214' long fishing pier.

Impacts: Provided recreational amenity along City's waterfront.

Success: 2016 Street Resurfacing- Provided project management for the resurfacing of 1.25 miles of streets.

Impacts: Providing structural integrity and a safe, comfortable riding surface at an economical price was the successful impact of this project.

Success: Pavement Condition Survey – Engineering has embarked on a new pavement condition survey, rating all pavement, curb and sidewalk within the city limits. Photo documentation has been recorded and all information has been included into the GIS system. Seventy (70) percent of the streets have been completed.

Impacts: This survey serves as the basis for determining which streets will be resurfaced first when funds are made available.

Success: Lincoln Park Neighborhood improvements – Street reconstruction including pavement, drainage, and sidewalk construction

Impacts: This project reconstructed 0.7 miles of streets that were in poor condition, beyond resurfacing.

Success: Havana Avenue and 21st Street Sidewalks – Construction of sidewalks on both sides of the 0.75 mile project limits

Impacts: Engineering was the project manager for the project that constructed 5' wide sidewalk on both sides of the roadway. The sidewalk benefits the neighborhood by establishing a connection between the residential area and a newly created PAL Park.

DEPARTMENTAL SUCCESSES FY 2016

Fort Pierce, Florida

January 2017

DEPARTMENT: Finance Department

Please list your department's most important achievements that were completed during FY 2016 under "Success." Under "Impacts", please explain what the benefits to the city and to a resident were as a result of each achievement.

Success: Fiscal Transparency Portal

Impacts: Improved transparency and provided easy access to financial data and information

Success: Produced Revenue Manual

Impacts: Educated citizens on how revenue is generated, distributed and used as mandated by Florida State Statutes.

Success: Refunded Debt

Impacts: Decreased City's debt obligations without extending the maturity dates; saving the City money.

Success: Identified \$1.4 million to be used in current year for Capital Improvements and \$400,000 each year after for same purpose.

Impacts: Allowed City to address much needed infrastructure improvements.

Success: Received GFOA Award for Excellence in Financial Reporting for the 27th

Impacts: Pride and sense of accomplishment for the department, City staff and citizens.

DEPARTMENTAL SUCCESSES FY 2016

Fort Pierce, Florida

January 2017

DEPARTMENT: Indian Hills Golf Course

Please list your department's most important achievements that were completed during FY 2016 under "Success." Under "Impacts", please explain what the benefits to the city and to a resident were as a result of each achievement.

Success: Customer Service/Employee Training

Impacts: All employees are being trained on an on-going basis. We have received many compliments on our customer service from our patrons.

Success: Partnering to Provide More Youth Programs

Impacts: We have been very successful in this area. We have partnered with the 1st Tee Program, Boys and Girls Club, Pace School for Girls, Summer Camps. We have given these children core values and new interests which make a positive impact on their lives and the community.

Success: Explore New Sources of Revenue

Impacts: We have added new avenues of advertising which has resulted in a positive impact to add revenue to the city.

Success: Sponsorship of Local High School Golf Teams

Impacts: We continue to sponsor Fort Pierce Central's boys' and girls' golf teams, as well as St. Andrews School.

Success: Beautifying the Area Around the Golf Course and Clubhouse.

Impacts: We have completely remodeled the clubhouse and the surrounding area. The impact to the community has been a renewed interest in supporting the golf course as one of the assets of the city.

DEPARTMENTAL SUCCESSES FY 2016

Fort Pierce, Florida

January 2017

DEPARTMENT: Human Resources

Please list your department's most important achievements that were completed during FY 2016 under "Success." Under "Impacts", please explain what the benefits to the city and to a resident were as a result of each achievement.

Success: On boarding – Processed 64 new employees

Impacts: Turnovers were filled allowing work to continue

Success: Supervisor and Management Training Program - Implemented with Certificates

Impacts: Brought Supervisors up to date on latest and most problematic issues.

Success: Summer of Success Program for Students

Impacts: Gave students the opportunity to intern, see real work and make summer money.

Success: Applicant Tracking System - Close to moving from Paperless Applications to Electronic

Impacts: Will drastically cut the amount of paper required to do onboarding.

Success: City Rules and Regulations - Almost complete revising old rules

Impacts: This will bring rules and regs into compliance.

Success: Union Contracts – Helped to facilitate the finalization for three union contracts – Teamsters, Police Benevolent Association (PBA) and International Union of Police Association (IUPA)

Impacts: Unions were able to agree on identified items and receive their agreed upon pay in a timely manner.

Success: Orientation Program - Successful Orientation of over 50 employees

Impacts: Employees got to hear from all City Departments and hear about benefits.

Success: Employee Self Service Program - Implemented the HR / Payroll Program

Impacts: A useful tool for employees to see paycheck and deduction information.

DEPARTMENTAL SUCCESSES FY 2016

Fort Pierce, Florida

January 2017

DEPARTMENT: Information Technology

Please list your department's most important achievements that were completed during FY 2016 under "Success." Under "Impacts", please explain what the benefits to the city and to a resident were as a result of each achievement.

Success: Streamlined internal support processes.

Impacts: Support is processed in a more organized efficient manner resulting in our customer facing departments ability to facilitate the needs of our citizens more efficiently.

Success: Customized training paths and educational portal.

Impacts: Increase staff proficiency on current and future business applications and processes.

Success: Paperless enterprise initiative.

Impacts: Reduction in paper products and associated cost also increase in the accessibility of those data once provided in paper format via electronic means.

Success: Physical system reduction.

Impacts: Reduction in overall cost by migrating physical to virtual systems. Less downtime fund can be allocated to other areas in need of improvement.

Success: Relaunching of enterprise GIS initiative

Impacts: Facilitate enterprise wide GIS data availability.

Success: Creation of Public Records Catalog

Impacts: Allowed City Clerk staff to facilitate most popular request very quickly.

Success: FPTV 27 upgrade

Impacts: Initial steps to improving quality of service and content via our PEG channel

DEPARTMENTAL SUCCESSES FY 2016
Fort Pierce, Florida
January 2017

DEPARTMENT: City Marina

Please list your department's most important achievements that were completed during FY 2016 under "Success."
Under "Impacts", please explain what the benefits to the city and to a resident were as a result of each achievement.

Success: 2015/2016 Season. Increase in revenues and marina tenant visitation

Impacts: Positive cash flow

Success: 2015/2016 events hosted

Impacts: Positive exposure to Ft Pierce downtown area

DEPARTMENTAL SUCCESSES FY 2016

Fort Pierce, Florida

January 2017

DEPARTMENT: Planning Department and Urban Redevelopment

Please list your department's most important achievements that were completed during FY 2016 under "Success." Under "Impacts", please explain what the benefits to the city and to a resident were as a result of each achievement.

Success: Conducted the Orange Ave Corridor Meeting

Impacts: Met with stakeholders who outlined a clear vision for area

Success: Conducted a Public Outreach for HD King site

Impacts: Met with stakeholders who outlined a clear vision for area

Success: Acquired a site on South Hutchinson Island for future parking

Impacts: Relieves a long term parking shortage for commercial businesses on barrier island

Success: Successfully carried several development applications through the approval process

Impacts: Job creation and economic impact

Success: Partnered with SCORE to provide Quarterly Small Business Educational Workshops and 15 Small Business grant awards to date.

Impacts: Attended by over 50 business owners, strengthened business owners' knowledge on federal, state and local taxes, accounting, record keeping, social media, advertising/marketing, inventory; Increased small business capacity and sustainability with grants for equipment, signage, advertising, grease traps, etc.

Success: Created City of Fort Pierce 2016-2020 Consolidated Plan and 2016 Action Plan

Provides 5-Year objectives and strategies using Community Development Block Grant. (CDBG) funds.

DEPARTMENTAL SUCCESSES FY 2016

Fort Pierce, Florida

January 2017

DEPARTMENT: Fort Pierce Police Department

Please list your department's most important achievements that were completed during FY 2016 under "Success." Under "Impacts", please explain what the benefits to the city and to a resident were as a result of each achievement.

Success: Front Porch Roll Calls

Impacts: The Front Porch Roll Calls brings the police department's Roll Call out into the community. Roll Calls is where the officers receive their daily mission.

A Front Porch Roll Call can be requested from a citizen, business owner or be conducted in a location that may have some problematic concerns. It also allows our officers to interact with our community on a different level by providing them with a unique perspective of how the officer's daily mission and the concerns that need to be addressed are given.

Success: First Step Program

Impacts: The First Step Program takes place every Tuesday at 4:30 PM at what is now called the First Step Park located in Lincoln Park at 33rd Avenue and Avenue G. The Park was donated and renamed by the Fort Pierce Housing Authority in support of the program.

This is where a group of community leaders and dignitaries donate an hour of their time each week to neighborhood youths. The first 20 minutes is spent mentoring the youth, the second 20 minutes is spent engaging the youth in a fun activity e.g., playing football, basketball, reading, or hula hooping, and the final 20 minutes is spent sharing a slice of pizza and drink with the youth.

Success: Courageous Kids Program

Impacts: Police Officers and Supervisors of our Day Shifts spend at least one hour of their workweek in one of the Elementary Schools in the Lincoln Park Community mentoring the students. The Officers assist them with a number items to include helping with their reading, math, and/or school projects. This program is helping to develop a positive relationship between our police officers and our Elementary School age children. The goal is to build long term relationships through their formative years.

Success: Officer of the Month: St. Lucie County Chamber of Commerce.

Impacts: The police department partnered with the St. Lucie County Chamber of Commerce to recognize our Employees of the Month at the Chamber of Commerce's monthly membership Breakfast. The police department recognizes the Officer of the Month from District 1 and District 2 along with the Support Staff Employee of the Month. This allows the police department to share the hard work and dedication our personnel perform on a daily basis with members of our business community that may not otherwise ever have any interaction with the police department.

Success: Rebranding of the Police Department; new motto, "In Honor We Serve".

Impacts: The new motto serves two purposes; first it serves as a reminder to our officers that it is truly an honor to serve our community as a police officer/peace officer. It also defines what honor means: the distinction, the privilege, the commitment and the respect it takes to carry out this mission in the service of our community. Secondly, it serves as a reminder to our community of the pride and commitment we have in the service that we provide to them.

Success: Rebranding of the Police Department; new painting and striping package on our Patrol Cars.

Impacts: The police department had a Black and White paint and striping scheme on its patrol cars that, for some, was a harsh reminder of years ago. It also tied us to agencies that have police cars under that theme. The new painting and striping scheme is unique to our Department. It is lighter, fresher, and exciting, which has garnered rave reviews from our community.

Success: Refurbishing of the Grover C. Cooper III, James A. Wouters Main Police Station.

Impacts: The main police station had an institutional look and feel about it as you approached the building and once you entered into the front lobby. The main station was given a facelift, new plants and landscaping to the front entrance facing S. US Highway 1. The lobby was transformed as well, new paint, furniture, décor, and a kids play area. This gave the police department a much warmer and inviting feel upon approach and entering the building.

Success: Refurbishing of the Willie B. Ellis Substation.

Impacts: While the police substation is a much newer building, it still had an institutional look and feel about it as you entered into the front lobby. The substation lobby was transformed with a new paint and the reception area redesigned, which gave the substation a much warmer and inviting atmosphere upon entering the building.

Success: The Reduction of Crime (UCR Report) for the first half of 2016.

Impacts: The Fort Pierce Police Department had a 25.1 percent reduction in crime the first half of 2016. The newspaper TCPalm reported: big drop in Fort Pierce crime contributing to lower crime rate for St. Lucie County <http://bit.ly/2gWs5JG> @TCPalmEJones

Success: Critical Intervention Team (CIT) Officer of the Year Detective Michael Dini

Impacts: On December 7, 2015, The Treasure Coast Crisis Intervention Team (CIT) named Detective Michael Dini their Officer of the Year. Detective Dini responded to 705 Ave B, regarding a suicidal male armed with a knife. Upon arrival, Detective Dini met with the complainant who stated the adult male was in a bedroom with a knife to his throat threatening to kill himself. While communicating with the male, Detective Dini learned the male was a Veteran and was suffering from Post-Traumatic Stress Syndrome (PTSD). After ten minutes of speaking with the male, the male dropped the knife and surrendered to Detective Dini without injury to himself or the officers on scene.

Success: Officer of the Year, Detective Jesse Streeter

Impacts: For the accomplishment, 16 year veteran Detective Jesse Streeter is one of the most experienced officers on the Fort Pierce Police Department and selected as Officer of the year. This is an acknowledgement of his dedication to our citizens and allows the citizens to become aware of accomplishments for him to receive this honor.

Success: Completed the negotiation of the International Union of Police Associations (IUPA), Police Officer Unit contract and the Coastal Florida Police Benevolent Associations (PBA), Sergeants and Lieutenants Unit

Impacts: In an effort to increase officer moral and address one of their three main concerns in order of importance: 1. Low Pay 2. Cost of Insurance, and 3. Need for new or updated Equipment, the police department took \$352,000 from their existing budget to match the City's 4 percent raise for the officers. This unique combination of the City's budget and the Police Department's budget caused all officers of both IUPA and PBA to receive an 8% raise.

Success: The police department purchased a total of 10 new patrol cars and 8 new unmarked cars.

Impacts: This is the first time since 2012 the police department was able to purchase patrol cars. While this does not completely resolve the problems with our aging fleet, it is a step in the right direction by allowing the officers to answer calls in a timely fashion.

Success: Cultural Understanding

Impacts: The police department is collaborating with different cultural groups to have a better understanding of cultural variety and differences that exist in the community we serve. At present, as a part of their in-service training, the officers attend a seminar to have a better understanding of the Muslim culture and community. The training causes the officers to become more informed and empathetic of the customs and needs of local Muslims and mosques. This allows us to build relations that will help Fort Pierce continue as a successful example of a diverse community

Success: Fort Pierce Police Department Highlights

Impacts: It is an internal publication that highlights the accomplishments of the officers and staff of the department. It is distributed to all the FPPD Staff and the City's Mayor Manager, and Commissioners.

Success: Intelligence Meetings

Impacts: This brings the Detectives, Patrol, Crime Suppression Unit, Crime Prevention, Crime Analyst, and the Command Staff together to discuss all major crimes that has occurred during the past week. This information sharing has caused better solvability to many cases.

Success: Collaborative Reform Policing Initiative

Impacts: U.S. Department of Justice announcing new Collaborative Reform Policing Initiative to work with FPPD. Program offers expertise to local police departments to find new resources, build greater relations with community, and improve police operations.

DEPARTMENTAL SUCCESSES FY 2016
Fort Pierce, Florida
January 2017

DEPARTMENT: Public Works

Please list your department's most important achievements that were completed during FY 2016 under "Success." Under "Impacts", please explain what the benefits to the city and to a resident were as a result of each achievement.

Success: Playset replacement at Maravilla Park.

Impacts: Safer and More Beautiful City

Success: Hurricane Matthew debris recovery efforts.

Impacts: Financially Sound City Providing Excellent Services

Success: Holiday lights and decorations.

Impacts: Community Unity and Pride

Success: 40% increase in Single Stream Recycling tonnage collected.

Impacts: Financially Sound City Providing Excellent Services

DEPARTMENTAL SUCCESSES FY 2016
Fort Pierce, Florida
January 2017

DEPARTMENT: Purchasing

Please list your department's most important achievements that were completed during FY 2016 under "Success." Under "Impacts", please explain what the benefits to the city and to a resident were as a result of each achievement.

Success: Developed a proposed policy for the disposition of City/FPRA owned Property and/or Buildings and Leases greater than one year.

Impacts: Allow the City/FPRA to receive additional revenue and add property to the tax rolls.

Success: For the sixth year in a row keeping group health insurance increases to 5% or less.

Impacts: We are able to balance the budget, which allows the City not to have a reduction in force of employees. Keep insurance cost at an affordable level for employees and a healthier workforce.

DEPARTMENTAL SUCCESSES FY 2016

Fort Pierce, Florida

January 2017

DEPARTMENT: Sunrise Theatre for the Performing Arts

Please list your department's most important achievements that were completed during FY 2016 under "Success." Under "Impacts", please explain what the benefits to the city and to a resident were as a result of each achievement.

Success: The Sunrise Theatre continued to expand its broad appeal and expanded market presence to serve the communities in the region in tandem with our mission. Our mission, as conceived by the City in 2006, is: "The City of Fort Pierce, The Sunrise Theatre and its Advisory Board seeks to preserve the heritage of the Sunrise Theatre and thereby provide St. Lucie County and the balance of the Treasure Coast with a wide variety and quality performing arts in an exceptional venue. The theatre serves to inspire the community to enhance its involvement in the arts as well as the heritage of Fort Pierce, and to stimulate active involvement in the revitalization of Downtown Fort Pierce.

Impacts: Membership and ticket sales continued to grow beyond the market that we traditionally had served in previous in part by the programs and events offered and an expanded marketing reach which, in part, was assisted by a grant from the Florida Department of Cultural Affairs in the amount of \$68K. This additional funding, limited to marketing expense only, allowed us to reach other markets that we historically did not invest nearly as much in previous years; areas included Palm Beach, Brevard and Broward counties.

Success: The Sunrise Theatre had a successful year financially in terms of meeting the budget for the department as set out by the Fort Pierce City Commission*. *While the department's budget technically had a negative variance of approximately \$127K due to unforeseen and unplanned expenses for legal fees, those were absorbed by the general fund based on the nature of a legal settlement beyond the theatre's management.

Impacts: With meeting the fiscal confines of the Sunrise Theatre's approved budget, this meant that there was no negative impact on the overall City's budget relative to our department.

Success: The level of artists gains notoriety and recognition for the Sunrise Theatre and the City of Fort Pierce.

Impacts: With increasing new additions to our programming and percentage of returning artists, attractions and annual rental events, comes a greater interest in the theatre and Historic Downtown with many first-time visitors to stimulate the economic impact of the City of Fort Pierce and, for that matter, St. Lucie County.

Success: Working with both new and repeat individuals and organizations, both private and public not-for profit partners, it is evident that the Sunrise Theatre is truly becoming more and more of the community venue for staging their activities, programs and events.

Impacts: There is a greater awareness and presence of the Sunrise Theatre in part due to those new clients hearing about the success other individuals and organizations have experience here at the Sunrise Theatre over this and past years.

Success: Success continued in the presentation of the Missoula/Sunrise Theatre's Summer Theatre Camp programs over the months of June, July and August with sold-out sessions for all.

Impacts: The positive impacts on this program are many. The involvement by children (ages 6-18) during these weeks give many children the opportunity to walk into the theatre, learn how to act, stage management and other tasks in producing a show and equally as important to "interact" with other peers in a different environment that they might only enjoy in a normal school/academic setting.

Success: Continued to work with the Sunrise Theatre Foundation and its members in assisting the restructured board of last year and complement their operations by staff and volunteer resources. This would include attending their monthly meetings and actively contributing to the initiation of their fundraising programs.

Impacts: In this regard, new initiatives began in terms of programming fundraising events and campaigns to stimulate donations in various operations that were non-programming related.

Success: Somehow, we managed to get through the 2015-16 Season without major capital dollars allotted but very much needed.

Impacts: While there were some stressful moment's throughout this period, we did try to impress upon the City and its Commissioners the need to invest in this huge asset that we own and to promote providing for said capital support in the upcoming budget.

Success: Increased participation with and a base of new partners in working with the area School Boards, public and private as well as home schooled students in the four county areas.

Impacts: A greater awareness and improved communication said entities above and individual teachers and parents which in turn lead to increased participation with our arts, education and outreach programs, along with heightened appreciation for the opportunities that are offered them by the Sunrise Theatre/City of Fort Pierce