




FY 2020-2025-2035 Strategic Plan Strategies - FY 2021 Q4 Progress Report

FY20-21 Strategic Plan




Strategies	Adopted Strategy Title	Priority	Initial Due Date	Adjustment Due Date	Strategy Progress Update	Percent Complete
SP GOALS						
■ Goal 1: Preferred Place to Live						
 (ARCHIVE) Homeless City Strategy and Actions		Policy - Top	10/31/20	10/31/20	The homeless initiatives associated with the task force were discontinued for now when COVID first hit.	0 %
 Entrance Beautification and Lighting Enhancements		Policy - Top	10/31/20	10/31/20	We are developing conceptual renderings of sign theme through Denis McDonald (artist). Also securing location of initial entry sign location site. Once design is finalized, team will secure contractor to commence manufacturing of signs (6 smaller signs throughout city), and 1 large "grand" entrance sign.	15 %
 (ARCHIVE) Charter School Development		Policy - Top	8/31/22	8/31/22	In June 2021, the City Commission authorized staff to close on the purchase contract for a school site. The purchase contract has been amended to close by December 29, 2021.	50 %
 Neighborhood Blight Reduction Action Plan		Policy - High	11/30/20	11/30/20	This program goes hand in hand with the Clean Streets initiative. Cameras and signage continue to be placed and relocated in areas that would benefit. Adopt-A-Street program continues to be promoted to the residents.	75 %
 G.O. Bond Projects: Implementation		Mgmt - Top	9/30/21	12/31/24	There have recently been some very minor delays due to heavy rain and weather conditions, but project deadlines are still expected to be met. The GO Bond Projects are proceeding on schedule in spite of some delays due to COVID-19, changes in scopes, and new requirements. The individual strategies herein contain specific information for each project.	22 %
 The Backyard Old Town Pompano Beach		Mgmt - Top	4/30/21	9/1/21	Construction permit approved and pending payment.	70 %
 Crime Reduction Action Plan: Next Steps		Mgmt - High	9/30/21	9/30/21	We have and will continue to monitor crime within the City of Pompano Beach and direct deputies to our "hot spot" areas. This is done with the assistance of our crime analyst who completes weekly reports. The reports are distributed to deputies via roll calls and emails. We are down 20% in part 1 crimes. We will continue to monitor. If an increase is found an action plan will be initiated.	100 %

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✓ Ride Share Provider		Mgmt in Progress	3/1/21	2/28/21	Circuit Micro-Transit Program is operational as of May 1, 2021	100 %
↓ (ARCHIVE) Bounce House Policy		Mgmt in Progress	10/31/20	10/31/20	Bounce Policy created and approved. Waiting on Chapter 98 ordinance changes to be approved by Commission and then will begin implementation. (In subsequent quarters, reporting will be provided under the "1.2.54 Bounce House Policy" in the Strategic Plan 2021-2036 and Action Agenda 2021-2022).	90 %
↓ Trolley Plan for Intra-City Service: Micro Mobility		Policy - High	12/31/20	4/30/21	The City Commission approved the ranking of RFP P-29-20, Micro Transit Transportation Services on December 8, 2020. The contract with the highest ranked firm will be presented for City Commission approval during the second quarter of FY 2021. Service began in April. Circuit reports that Pompano Beach has been the most successful launch for this service among the regional cities. Ridership is high and marketing/sponsorship is growing. Full report to come in the fourth quarter.	95 %
✓ Surtax Funding for Pompano Beach Projects		Mgmt - High	7/31/20	4/30/21	Broward County approved funding for all 4 projects ranked in 2020 (Bay Drive, Kendall Lakes, Riverside Drive and Dixie Highway. The latter received Oversight Board approval to transfer design funds (\$2.9 million) to construction. The City Attorney received "draft" copies of all Interlocal Agreements and the only remaining step is execution of said agreements.	100 %
↓ Grisham Properties: RFP		Mgmt - High	12/31/20	10/31/21	Request For Proposal Issued. Due November 2, 2021.	25 %
✓ 2nd Crime Analysis Position		Mgmt in Progress	10/31/20	10/31/20	Crime Analysis was hired, trained and working in the district.	100 %
✓ Immobilization Program: Implementation		Mgmt in Progress	10/31/20	10/31/20	City Commission Approved Resolution 2021-186 in May 2021 and Operational Deployment began in September 2021	100 %
↓ Golf Master Plan: Development		Mgmt in Progress	12/31/20	12/31/20	The master planning has recently been restarted. We hope to finalize the plan by mid summer 2022.	65 %





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✓ Green Market: Transfer to City		Mgmt in Progress	10/31/20	10/31/20	Green Market Pompano Beach was transferred from the Community Redevelopment Agency to the Cultural Affairs Department in October 2019. The reopening of Green Market Pompano Beach occurred on November 28, 2020. Web link: https://www.pompanobeacharts.org/programs/green-market-pompano-beach	100 %
↓ First Time Homebuyer Program (15)		Mgmt in Progress	9/30/21	9/30/21	A total of 23 properties are under construction and 8 clients have been approved to received assistance through the FT HB program.	50 %
↓ (ARCHIVE) Alcohol Policy		Mgmt in Progress	10/31/20	10/31/20	Alcohol policy created and approved. Waiting on Chapter 98 Ordinance changes to be approved by Commission. Implementation will begin after the approval takes place. (In subsequent quarters, reporting will be provided under the "1.2.53 Alcohol Policy" in the Strategic Plan 2021-2036 and Action Agenda 2021-2022).	90 %
● (ARCHIVE) Volunteer Program: Usher Upgrade		Mgmt in Progress	2/1/21	1/31/21	On hold - no in person ushers needed due to building closure. (In subsequent quarters, reporting will be provided under the under the "Volunteer Program for Cultural Arts: Development" strategy in the Strategic Plan 2019-2020 and Action Agenda 2019-2020).	0 %
✓ Panhandling Ordinance		Policy - High	6/30/20	6/30/20	1st and 2nd reading were passed on 5/26/20 and 6/23/20, respectively, for Ordinance No. 2020-60 and Ordinance No. 2020-59. The latter amends Chapter 100 "Streets and Sidewalk" section 100.35 "Building or obstruction of public streets, sidewalks, and R-O-W swale areas" to address street and sidewalk safety, obstructions, and restrictions. Ordinance No. 2020-60 amends Chapter 100 "Streets and Sidewalks" section 100.41 "Street Solicitations" to redefine and modify requirements for pedestrians solicitation activity on City streets and sidewalks to ensure the safety of pedestrian and motorists.	100 %



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✓ Strategic Property Acquisition: Direction and Funding		Mgmt - High	9/30/21	9/30/21	<p><u>CRA ACQUISITIONS:</u></p> <p>ECRA – Closed on Chamber of Commerce building at 2200 E Atlantic Blvd. April 7, 2021. Structure has been demolished. In negotiations with two (2) other property owners for purchase of property in ECRA.</p> <p>NWCRA – Under contract to purchase 337 NW 4th Street. Negotiating with two (2) other property owners for purchase of properties in DPOD.</p> <p><u>CITY ACQUISITIONS:</u></p> <p>Closed on Cypress Nook property at 201-203 E McNab Road June 7, 2021. Under contract for purchase of 142 SE 14th Street. Both properties are for McNab Road G.O. Bond project.</p> <p>Under contract to purchase Christ Church United Methodist properties for municipal Charter School. Approved by City Commission June 1, 2021.</p>	100 %
✓ 11 NE 1st Street: Renovation and Tenant Attraction: Direction		Mgmt - High	1/31/21	9/30/21	Architectural design presented and budget approved at the June 20, 2021 CRA Board meeting. Construction bid issuance by end of FY2021.	100 %
↓ Local Affordable Housing Revolving Loan Program		Mgmt in Progress	9/30/21	9/30/21	A total of 23 Properties are under construction. Ongoing project that will remain revolving the funds to rebuilt in different surplus lots throughout the City.	70 %
✓ Real Time Crime Center		Mgmt in Progress	10/31/20	10/31/20	<p>A Pilot program started on February 16th, 2021 with 2 Detectives. Detectives are learning the system and calling out real time information to the road deputies thus assisting in the apprehension of individuals committing crimes. We will also be starting up the ShotSpotter program at the end of February and or the beginning of March. More to follow.</p> <p>As of May 24th, 2021 the Real Time Crime Center added their third detective. (Currently the RTCC is staffed with 3 Detectives and 1 Crime Analyst). The ShotSpotter System became fully operational in March 2021. The Center has been responsible for assisting with 45 incidents, such as migrants coming ashore, car jackings, shootings, stolen vehicles, stolen tags, weapons violations, located homicide subject, criminal mischief, narcotics violations, trespassing etc., as of this writing.</p>	100 %



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✓ Old Town Untapped Event: Transfer to City of Pompano Beach		Mgmt in Progress	12/31/20	12/31/20	Old Town Untapped was transferred from the Community Redevelopment Agency to the Cultural Affairs Department in October 2019. Reopening of Old Town Untapped is on hold currently due to COVID-19 conditions and restrictions.	100 %
↓ Teen Population Programming: Additional		Mgmt in Progress	12/31/20	12/31/20	Constant in progress. Additional events added for teens. Working on a teen technical center located at the Annex building at Mitchell Moore park.	70 %
↓ Golf Audubon Certification		Mgmt in Progress	12/31/21	12/31/21	This project is on hold. We will incorporate some type of an Audubon Program when the golf course maintenance contract is put out for bid in 2023.	10 %
⊘ (ARCHIVE) Pier Development P-3 Event Spaces		Mgmt - Top	9/30/20	9/30/20	This strategy has been cancelled, as the event space will no longer be located in the Pier Development (Fishing Village) site. It will be located within the planned Oceanside site development.	0 %
✓ CDBG Revolving Loan Program (10)		Mgmt in Progress	9/30/21	9/30/21	Due to the pandemic a total of \$500k were transferred to a new program and assisted over 80 Small Businesses throughout the City. The Emergency Small Business grant provided a grant up to \$25k each to the business owners impacted by the pandemic. Funds were leverage using the Broward County CRF funds.	100 %
● Cultural Arts Center Policies and Procedures		Mgmt in Progress	1/31/21	9/30/21	Item postponed, yet to be started.	0 %
✓ Cultural Center Program Expansion: Program a Month		Mgmt in Progress	9/30/21	9/30/21	Two (2) new exhibitions and several programs were added during this reporting period.	100 %
↓ Protect Safe Neighborhoods (Gun Safety Grant)		Mgmt in Progress	9/1/21	9/30/21	The hold has been lifted and the plan has been implemented as of November 10th, 2021. We foresee it running into at least the first quarter of 2022.	10 %
↓ Park Restroom Improvements		Major Projects	12/31/20	12/31/20	Golf Course and Community Park restrooms completed. Kester park bathroom to be completed by December 31, 2021.	78 %
↓ Annie Gillis Park Improvements: Groundbreaking, Construction		Major Projects	5/31/21	5/31/21	Permits have been issued and contractor is preparing for the mandatory pre-construction meeting and to start mobilization. Construction is planned to start by mid-October.	10 %




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 All Inclusive Playground/Outdoor Fitness Equipment		Major Projects	11/30/20	11/30/20	Installation of playground equipment at Alsdorf Park and Cresthaven Park was completed. Currently reviewing current condition of playgrounds to determine which park will be addressed next. This is an on-going project with no end date as playground equipment must be replaced according to expected life-cycle to ensure parks are safe.	35 %
 Beach Festival Development: Next Steps		Mgmt - High	12/31/25	12/31/25	Staff continues to review/monitor regional and national festivals and discuss options with promoters of large-scale festivals and events. DEP permit application is on hold, public safety costs are being analyzed; community park festival layout is also being considered as an alternate site.	18 %
 Curb Appeal Annual Report		Mgmt in Progress	8/31/20	4/30/21	Gathering preliminary data for report. Target date for presentation to commission April 2021, but may have to be postponed due to Covid.	15 %
 Palms Course Putting Green: Re-Grass		Major Projects	7/31/20	7/31/20	Completed. This program turned out absolutely incredible.	100 %
 State-of-the-Art Digital Arts and Media Center		Major Projects	1/31/23	1/31/23	No change. Project on hold due to COVID-19 conditions and restrictions, funding and staffing.	5 %
 McNab House: Relocation		Mgmt in Progress	9/30/20	9/30/20	The House and garage were relocated on March 1, 2020.	100 %
 Litter Control Initiative		Mgmt in Progress	8/30/20	9/30/21	This is an ongoing program. Various tasks are implemented to determine effectiveness at combating litter and blight throughout the city.	90 %
 Fisher Family Pier: Opening		Major Projects	7/31/20	7/31/20	Event postponed due to COVID-19. Tentatively planned for February, 2022.	0 %
 (ARCHIVE) Municipal Cemetery Improvements: Fencing		Major Projects	7/31/20	7/31/20	Installation of steel picket fencing is 80% complete. The fencing along northside of north lawn and chain link fencing along south side of south lawn must be installed. Awaiting Contractor Bauer Fencing) to execute contract with Broward County to complete job. Expect to start when Broward County awards contract. Expect to start November 1st and complete Not later November 30, 2021.	80 %
 Palm Aire Community Main Entryway Beautification Sign		Major Projects	12/31/20	12/31/21	Once again, I contacted the property management and they are still debating on the items like landscaping and lighting. Next board meeting is going to take place in December 2021, I will follow up with the PM at that time.	25 %


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 (ARCHIVE) Community Cameras Policy and Program		Policy - High	11/1/21	10/31/21	This strategy is funded annual in the IT budget. Funds are used to install cameras at City parks according to predetermined high crime areas. Hence, this strategy is being cancelled.	10 %
 Asbestos Abatement and Demolition (3) (CRA Owned Properties)		Mgmt in Progress	12/31/20	1/30/21	Asbestos removal completed February 6, 2020. The properties have been demolished which was completed mid January 2021.	100 %
 Habitat for Humanity Homes - Infill Housing (9) (Collier City)		Mgmt in Progress	12/31/22	12/31/22	Footers installed on some of the lots getting ready for foundation pouring.	25 %
 Minor Renovations: 731 MLK		Major Projects	12/31/20	12/31/20	Minor renovations completed including interior/exterior painting, brick paver cleaning and sealing.	100 %
 Code Compliance: Repeat Offenders		Mgmt in Progress	1/31/21	9/30/21	Code Compliance staff is preparing "Prioritize Enforcement Property" report to provide to the City Commission. The report consist of the 50 repeat offender properties. The process consist of 50 worst property, for which we have already exhausted municipal remedies (special magistrate process) and are now being processed either through foreclosure or through County court via way of notice to appear (NTA) to the violators.	25 %
 (ARCHIVE) Ride Share Ordinance: Adoption		Mgmt in Progress	10/31/20	10/31/20	The City Attorney's Office determined that an Ordinance was not necessary.	0 %
 Integrated Ticketing System: Completion		Mgmt in Progress	12/31/20	12/31/20	Staff has met with Ticketmaster and other platforms to analyze a comprehensive ticketing system for the City including the cultural venues, the beach (great lawn) and Community Park. Since multiple platforms have expressed an interest in providing this service a RFI will be issued during the first quarter of FY22.	70 %
 McNab Park: Upgrade Design		Major Projects	12/31/23	12/31/23	Conceptual design complete. Proposal submitted by architect and is under review by staff.	24 %
 19356 Dr Martin Luther King Jr Blvd Reconstruction	MLK Boulevard Streetscape (G.O. Bond): Groundbreaking, Construction	Major Projects	8/1/21	10/29/21	Whiting Turner superintendent on site inspecting final punch list work along both sides of MLK	98 %
 CIP Projects (Non G.O. Bond): Projects and Funding		Mgmt - High	3/31/21	3/31/21	Actively working on all CIP projects and establishing funding sources. Adopted and complete.	100 %



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 19363 Amphitheatre Seating Coverage	Amphitheater Project (B.O. Bond): Design, Construction	Major Projects	3/1/21	10/31/21	<ul style="list-style-type: none"> • Crew started the installation of the 7th sections of canopy fabrics, completed the 1st to the 6th sections, installing cables, brackets and tie-downs, removing kinks and seams off the fabrics • Crew continued installations of the lateral support beams horizontally connected to the radial trusses • Subcontractor pressure cleaning the east staircase and sidewalks • The painting contractor continued prepping and priming the walls around the amphitheater and bleachers to be painted • Crew prep and poured the sidewalks slabs, east staircase ramp and landing on both east and west sides of the entryway to the Amphitheater • The east parking lot have been opened to the public - the contractor is no longer staging materials or equipment on the east side 	97 %
 19364 Centennial Park Improvements (McDougal House)	Centennial Park Open Pavilion: Design, Construction	Major Projects	12/31/21	12/31/21	<ul style="list-style-type: none"> • The building foundation work was briefly paused for a week in August to review structural design details • The plumbing contractor is installing the sewer connections • The shell contractor has completed the building foundation work of constructing the footings, installing steel reinforcement forms, prep and poured the footers, backfilled the footings, constructed the stem walls filled the block cells with concrete • The subcontractor has completed the building plumbing work, passed inspection and backfilled 	67 %
 19366 Kester Park Improvements Modernization	Kester Park Baseball Fields Renovation Design	Major Projects	9/30/21	9/30/23	Project is in final design this summer and CMAR is developing GMP pricing. This project remains on schedule.	46 %
 Pool/Aquatic Center - Pump House, Classroom/Rental Space: Construction		Major Projects	5/31/20	5/31/20	The pool building is currently under construction. The building is dried in, roof complete, windows and doors installed. Pool equipment is being installed in the pump room over the next couple weeks. The pool building is complete and TCO issued. Final documents to be submitted for issuance of CO. This project is now complete.	100 %

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 19369 Senior Activity Center	Senior Center: Design	Major Projects	9/30/21	3/14/22	<ul style="list-style-type: none"> • The security camera system is onsite, and gravel pad at both north and south entrances has been maintained by the general contractor. • Shell contractor continued poured concrete on the upper tie- beams on the 2nd floor on the east end of the building • Crew completed filling the concrete block cells on the south/ west side of the building, removing forms from the upper tie-beams on the north side, and installing steel reinforcements/rebars into the block cell tying at the bottom of the beams • Contractor continued installing concrete blocks constructing the vertical walls on the 2nd level north side of the building • Crew prep and poured the upper tie-beams on the 1st level and all 11 vertical columns and wall support beam on the east side the building • Crew continued working on the east side of the building, setup scaffolds and floor support jacks, constructing the horizontal floor beam, vertical walls and upper tie beams on the 2nd floor of the building to the upper tie beams, installing rebars, tying steel reinforcement and installing formwork • The welding and fabricating contractor started installing roofing metal trusses, support beams and roof panels • The upper tie-beams concrete has passed inspections and crew have removed the support jacks • The drainage crew completed excavating and installing catch basins structures, pipes, backfilling and compacting the sub base from the N.W corner of the lot to the S.W corner of the lot 	68 %
 19377 Beach Lifeguard Stations Ocean Rescue HQ Renovations	Ocean Rescue Building (G.O. Bond)	Major Projects	9/30/21	3/31/23	<ul style="list-style-type: none"> • No significant changes for the month of September • The project plans remained in permitting • The delays due to deliberation over the flood area designation have been resolved and the project plans resumed • The team has coordinated with City building officials to utilize an innovative alternate helical pile technology to raise the building as required for compliance • The existing building will be gutted down to stem walls and a second floor added 	55 %











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 19354 Light Conversion Project	Street Lights Policy and Expansion Plan: Implementation	Mgmt - Top	9/1/21	12/30/22	Cresthaven will have 845 new lights installed. Agreement and related project documents expected to be delivered to the City in February 2021. Highlands will have 801 new lights. Preliminary plans are complete and submitted for engineering review in January 2021. (In subsequent quarters, reporting will be provided under the "Lighting Conversion Project" in the Strategic Plan 2020-2035 and Action Agenda 2020-2021).	10 %
 (Archive) Lifeguard Stations (G.O. Bond)		Major Projects	5/31/20	12/31/21	This strategy is being cancelled as a duplicate. (In subsequent quarters, reporting will be provided under the "19377 Beach Lifeguard Stations Ocean Rescue HQ Renovations" in the Strategic Plan 2020-2035 and Action Agenda 2020-2021).	0 %
SP GOALS						
 Goal 2: Preferred Place to Do Business						
 Business Attraction and Development: Report		Mgmt in Progress	2/28/20	2/28/20	Just finished compiling/writing report and it was sent to Finance.	100 %
 Parcel 'Y' Air Park Development		Mgmt in Progress	5/31/20	5/31/20	Negotiations for a lease agreement with Pompano Aviation for Parcel "Y" has been delayed due to pending status of FDOT grant funds to construct access road and site utilities which are a condition of the lease. The \$450K FDOT Grant to apply towards the construction of the Parcel "Y" Service Road and Utilities installation is now expected to be executed December 2021. To be determined if lease will be signed prior to completion of the associated site support, but construction on parcel by Pompano Aviation is not expected prior to June 2022.	15 %
 Marine Industry Summit for NE Broward: Development		Mgmt in Progress	7/31/20	7/31/20	Nothing new to report for the period.	20 %
 Innovation District: Developer and Agreement		Policy - Top	4/30/21	12/31/21	Nothing to update this quarter.	10 %
 Airport Master Plan: Update (Commission Adoption)		Mgmt in Progress	7/31/20	7/31/20	The airpark Master Plan Update (MPU) is completed and has been reviewed by the FAA and comments returned to us and our consultant to address. The MPU is on the October 12, 2021 Commission Meeting Agenda for their consideration to adopt and approve.	98 %

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 Neighborhood Business Attraction in Northwest		Policy	10/31/20	3/30/21	Papamigos has addressed comments packaging permit application for resubmittal for renovation at 44 NE 1st Street. Wood/Wire received permit but resubmitted some minor changes to interior buildout.	40 %
 Local Business Community Video		Mgmt in Progress	12/31/20	12/31/20	Videos were shot. Editing in progress.	74 %
 (ARCHIVE) Economic Development Council: Participation and Initiatives		Mgmt in Progress	9/30/21	9/30/21	This strategy consist of daily task, which is not appropriate for inclusion in the Strategic Plan.	0 %

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 <p data-bbox="149 191 365 282">MLK Boulevard Reconstruction Project: Phase 3 (I-95 to Powerline)</p>		Major Projects	9/30/21	9/30/21	<p data-bbox="1203 191 1816 305">Landscaping plans pending for full RFC submission. FDOT to update Tree Disposition Chart to reflect the existing Montgomery Palms that were removed from the median islands.</p> <p data-bbox="1203 326 1816 708">Existing excessive ADA slopes along MLK Corridor. CEI provided cross slope measurements of the existing sidewalk along the entire corridor (eastbound and westbound). David will send station locations to Alejandro so he can reflect them in the plans. TIGER Project will proceed with the work in areas where ADA compliance is met. Once the work is completed, the team will evaluate the final quantity and let the City know how much was installed. Once the project is closed out, the team will de-encumber the remaining money that was programmed by the City for this scope of work and reimburse accordingly. City would most likely create a future Capital Improvements Project to complete the sidewalk improvements where ADA is excessive.</p> <p data-bbox="1203 729 1816 911">Light Pole Bases are out of compliance with FDOT Standard Plans 715-001. Email was sent to Weekley and Arc Electric. The Bottom of chamfer is not flush with the sidewalk grade; they are below which is not acceptable. These need to be adjusted. Email sent to Weekley and Arc Electric. Pending response. Elliot will follow up with Omar (Arc Electric).</p> <p data-bbox="1203 932 1816 1045">Damaged sidewalk flags poured during rain with no protection. Surface is full of rain divets and imperfections. Several locations were identified. These flags will need to be replaced.</p> <p data-bbox="1203 1073 1816 1281">Weekley will be providing a tree evaluation report by a Certified Arborist on the trees within the first 2 median islands east of Powerline Road (approx. Sta. 132+00 to Sta. 144+00) whose roots were improperly pruned during the clearing/grubbing activities. FDOT indicated Arazoza will be conducting and providing the tree evaluation report.</p>	15 %









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 Commuter Rail Station: Downtown and Live!		Policy - Top	9/30/21	9/30/21	<p>The South Florida Regional Transportation Authority (SFRTA) which operates Tri-Rail on the CSX RR tracks announce that their Coastal Link plan is at least 10 years away from being implemented. The Isle area station is continuing as proposed, as it is funded completely by the private sector.</p> <p>Brightline is a high speed rail line between south Florida and Orlando. Historically, the company plans to only have 1 station per each south Florida county (Broward, MD & PB). The line to Orlando is significantly completed. A few cities SOUTH of the New River in Ft Lauderdale have proposed constructing local stations at their own expense (\$10-15M) to accommodate Brightline. The proposed commuter line concept will not extended north of the New River until a solution is chosen and constructed at the New River. SFRTA will ultimately manage the commuter line.</p> <p>All communications with Broward County Transit have indicated that Pompano Beach is a location of a future commuter line station; however, their maps had it positioned in the incorrect place. Pompano Beach has assembled a team to ensure the County has the proper location and information regarding the proper location going forward.</p> <p>Nothing new to report for the period.</p>	30 %
 (ARCHIVE) Talent Pipeline Management: Development		Mgmt in Progress	9/30/21	9/30/22	<p>Aviation:</p> <p>Continue to work on Aviation Talent Pipeline, but had to cancel the Pompano Beach Kids Aviation Day due to a spike in Covid-19 cases.</p> <p>Construction: Continue to work on an industry-led collaboration with education and community stakeholders to strategically expand this talent pipeline and attract talent to high-demand careers in the construction industry.</p> <p>(In subsequent quarters, reporting will be provided under the "2.2.7 Talent Pipeline Management: Development" in the Strategic Plan 2021-2036 and Action Agenda 2021-2022).</p>	30 %

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✓ Citywide Job Fair		Mgmt in Progress	2/28/21	2/28/21	<p>The Job Placement Center held a successful Virtual Hiring Event for general laborer positions performing custodial and sanitation duties for those who have been laid off due to COVID-19 and other chronically unemployed individuals.</p> <p>Virtual Hiring Event for COVID-19 Layoffs</p> <p>Wednesday, April 7th 12:00 p.m. - 2:00 p.m. Currently planning next Job Fair for early November 2021.</p> <p>This strategy is an ongoing strategy. However, as it pertains to the FY 20-21 Strategic Plan it is 100% completed.</p>	100 %
✓ State Qualified Targeted Industry Tracking		Mgmt in Progress	9/30/21	9/30/21	<p>Incentive program sunset June 30, 2020. Closed-out discussions with the Greater Fort Lauderdale Alliance, Enterprise Florida and City's Economic Development Department.</p>	100 %
↓ (ARCHIVE) Aviation Education and Workforce: Grants		Mgmt in Progress	9/30/21	9/30/21	<p>This is a part of the Talent Pipeline Management strategy.</p> <p>Awaiting FAA Workforce Development grants program result and applying for other grants to help fund aviation program.</p>	50 %
✓ Prosperity Broward/Broward Up		Mgmt in Progress	9/30/21	9/30/21	<p>Partnering with Broward UP on free courses to help eligible residents find a good job, make more money, and get the skills needed to thrive in the workplace.</p> <p>These short programs are designed to quickly upskill and retool eligible residents for the workforce.</p> <p>Lean Six Sigma Yellow Belt</p> <p>Microsoft Excel</p> <p>Microsoft Excel with Data Analysis</p> <p>Social Media Marketing</p> <p>QuickBooks with Accounting Principles</p> <p>Amazon Web Services Technical Essentials</p> <p>Cybersecurity</p> <p>Data Analysis Certificate</p> <p>Essential Employability Soft Skills</p> <p>Introduction to Project Management</p>	100 %

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 Air Park Entrance Gate (Link to NE 10th Street) Projects		Major Projects	10/31/20	10/31/20	<p>Project provides additional entry to the Air Park on northside of NE 10th Street across from the former north entry to the Elks Club Lodge. This project is 100% designed and advertised for bid. Bidding period closes October 13, 2021. Construction expected to start December 1, 2021. Construction period expected to be 120 days.</p> <p>Expect construction to be complete March 31, 2022.</p> <p>Note: Future percentage will be reported based on percent construction complete.</p>	75 %
SP GOALS						
 Goal 3: Preferred Place to Visit						
 Live! Pompano Beach Development		Policy - Top	1/31/21	1/31/21	All applications have been approved and there are no pending actions for this property.	100 %
 Cultural Arts Master Plan and Adoption		Mgmt	9/30/20	6/30/21	The City Commission approved the 2021-2026 Cultural Arts Master Plan Update on September 28, 2021.	100 %
 Tourism Video		Mgmt in Progress	8/31/20	8/31/20	The Tourism video was completed in 2020 and is now on the City's Youtub page as well as playing in the tourism webpage.	100 %
 Lucky Fish Tiki Bar		Major Projects	12/31/20	12/31/20	Restaurant is open for business. Project is complete.	100 %
 Alvin Retail		Major Projects	12/31/20	12/31/20	The store is open for business. This project is complete.	100 %
 Tourism Development Strategy		Policy	5/31/21	5/31/21	<p>The Tourism Committee and consultant began the survey distribution throughout the region and are completing an asset analysis for the City. Monthly meetings continue with the Tourism Committee, consultant, and staff. The consultant continues one-on-one meetings /call with key community figures and stakeholders and will continue to do so over the next quarter. Final recommendations are being reviewed by the Committee and staff.</p> <p>Presentation to the Commission is tentatively scheduled for November 2022.</p>	80 %
 Burger Fi		Major Projects	12/31/20	12/31/20	Project is complete.	100 %
 Kilwins		Major Projects	12/31/20	12/31/20	Project is complete.	100 %






Strategies	Adopted Strategy Title	Priority	Initial Due Date	Adjustment Due Date	Strategy Progress Update	Percent Complete
↓ Cannoli Kitchen		Major Projects	12/31/20	12/31/20	Awaiting TCO. Cannoli Kitchen still has not passed all its fire inspections. The owners have been having trouble getting the fire alarm contractor to show up and there were a few other minor issues. The owners claim everything will be resolved by early October 2021.	99 %
✓ Hilton Hotel: Opening		Major Projects	4/30/21	4/30/21	Project is complete.	100 %
↓ R 3 Site Development		Major Projects	3/31/22	3/31/22	The Developer processed plans for DRC approval. Baresco (owner) has applied for a building permit. The hope is to obtain the permit in 1Q22 and start construction right away. Construction should take 12-14 months. Financing issues have been resolved.	5 %
✓ Temporary Shared Parking Agreements with Private Sector: Development		Mgmt in Progress	11/30/20	11/30/20	The City Commission has approved a parking license agreement with Wells Fargo on A1A and for the Pure Residence lot located just behind the Bank of America on A1A.	100 %
SP GOALS						
■ Goal 4: Superior Capacity for Growth through Quality, Sustainable Development						
↓ Marquis Apartments: Groundbreaking		Mgmt - High	2/28/21	2/28/21	The project is 90% completed, working on all final inspection to open. Pending landscaping and final punch list items on all of the buildings. Project should be finalize and open by the beginning of May 2021.	90 %
↓ Water Reuse System: Public Outreach (Previously Adopted as: "Implement Ordinance for Mandatory Hook Up")		Policy - High	3/31/21	9/30/21	We procure marketing services of a PR Firm to develop reuse education campaign materials. A kick-off meeting was held in September 2021 and the PR firm provided a creative brief. The design concepts were finalized for the following deliverables: <ol style="list-style-type: none"> 1. Public Education Video about the Pompano Beach Reuse Program (up to 60 seconds, combination b-roll, images and animation, voiceover by professional) 2. Three (3) social media posts, optimized for Facebook 3. One Fact sheet, including connection roadmap infographic 4. Consumer Confidence Report 	25 %



Strategies	Adopted Strategy Title	Priority	Initial Due Date	Adjustment Due Date	Strategy Progress Update	Percent Complete
↓ Cut-Through Traffic Analysis and Direction Plan: Cresthaven		Policy - High	4/30/21	4/30/21	Coordination currently underway for Kimley-Horn to solicit neighborhood feedback through City website virtual platform. Kimley-Horn has created an interactive webmap for resident feedback and it's currently on City site - mid-Nov is the deadline for resident submissions at which time we'll analyze results and make recommendations.	50 %
✓ Water Supply Plan/Water Master Plan: Update		Mgmt in Progress	8/31/20	8/31/20	The Water Supply Plan is completed and approved by our Commission and South Florida Water Management District. The Water Master Plan will be completed by February 1st. Received printed copies, project completed.	100 %
↓ (ARCHIVE) Planned Development Code: Revision		Mgmt in Progress	9/30/20	9/30/20	The PD amendments were put on hold in March/April of 2020 due to the pandemic and associated uncertainties.	50 %
✓ Reuse Master Plan: Update		Mgmt in Progress	10/31/20	10/31/20	Completed in December 2020.	100 %
✓ Coral Highlands Remediation (3 Properties)		Mgmt in Progress	1/31/21	1/31/21	Cleanup of 3 vacant lots owned by CRA completed July 2020 at a cost of \$74,750. Grounds Maintenance is now mowing lots. Cleanup of CRA's 4th lot began March 2021 at a cost of \$20,000.	100 %
✓ "Applicability Related" Amendments: Revision		Mgmt in Progress	9/30/20	9/30/20	On May 26 th 2020 the City Commission adopted Ordinance 2020-56, which removed a requirement for property owners to upgrade landscaping when applicants are otherwise only doing remodeling projects. Previously, when a remodeling project cost more than 25% of the structure's value, all of the "nonconforming site features" (landscaping, fencing, lighting, etc.) had to be incrementally brought up to code. This often necessitated preparing new plans, hiring additional design consultants and going through the City's Site Plan review process. Now, a typical remodel project should be able to go directly to the building permit process. Through this, and similar efforts, the City is working to remove potential barriers that might prevent owners from applying for permits and investing into their buildings and properties.	100 %
↓ Chapter 98 Ordinance: Update		Mgmt in Progress	1/31/21	1/31/21	Final review of Chapter 98 Ordinance update is in progress. Parks and Rec, as well as Cultural Affairs, is working closely with the Legal Dept. to accomplish this goal. The plan is to place this item on the Commission agenda late Oct/Beginning of November.	85 %

Strategies	Adopted Strategy Title	Priority	Initial Due Date	Adjustment Due Date	Strategy Progress Update	Percent Complete
 (ARCHIVE) Palm Aire Future Well Sites: Protection		Mgmt in Progress	12/31/20	12/31/20	This item is being cancelled as a duplicate of another strategy. (In subsequent quarters, reporting will be provided under Wellfield Performance and Relocation Study in the Strategic Plan 2020- 2035 and Action Agenda 2020-2021).	0 %
 City Sustainability/Sea Level Rise/Community Resiliency Plan Development		Mgmt in Progress	12/31/20	12/31/20	The updated Comprehensive Plan was adopted on October 27, 2020 and has been found in compliance by DEO and is effective. This project is complete. The Sustainability Strategy was also adopted in 2020 and is complete.	100 %
 Broward Next Comprehensive Plan: Approval		Mgmt in Progress	12/31/20	12/31/20	The Comprehensive Plan update was approved October 27, 2020 and was found in compliance by DEO. The updated Comprehensive Plan is now effective. This project is complete.	100 %
 Wastewater Force Main Assessment		Mgmt in Progress	1/31/21	1/31/24	Reviewing additional information with regards to the project and speaking with the consulting engineer. Attended a force main assessment demonstration with the TOHO where the inserted the "Smart-Ball" into their force main to gather air-pocket data. Reviewing the contract between TOHO and Pure Technologies for similarities. Project to begin in October 2021	15 %
 NW 3rd Avenue Streetscape (South of Copans Road)		Major Projects	11/30/20	12/31/21	From Public Works perspective: Trees have been planted along the westside of NW 3rd Ave in the public right of way to stop ATVs from driving/rutting the right of way. Project completed 8/27/21	100 %
 Wellfield Performance and Relocation Study		Mgmt in Progress	4/30/24	11/21/24	Utilities staff performed several site visits to the alternate sites to evaluate proximity to water and wastewater mains and obtain GPS coordinates. This information has been forwarded to consultant for evaluation of these sites.	16 %
 (ARCHIVE) Gridics - Zoning Map Digitalization: Implementation		Mgmt in Progress	9/30/21	9/30/21	Funding was not approved in the FY 2021 budget.	0 %
 Oceanside Site Master Developer: Direction		Mgmt - Top	12/31/23	12/31/23	Negotiations are underway with the Master Developer. A term sheet was approved by the City Commission in May 2021. Development Agreement expected to go to the City Commission By February 2022.	62 %

Strategies	Adopted Strategy Title	Priority	Initial Due Date	Adjustment Due Date	Strategy Progress Update	Percent Complete
✓ Greenhouse Gas Inventory: Report		Mgmt in Progress	9/30/21	9/30/21	The City Commission accepted the Report and Recommendations by Resolution on April 27, 2021. The Florida Department of Economic Opportunity has provided full reimbursement of the project through a grant and all tasks associated with this project and grant agreement are complete.	100 %
✓ New Deep Well		Major Projects	6/30/20	6/30/20	Operational October 2020	100 %
↓ Stormwater Design		Major Projects	3/31/20	3/31/20	Various stormwater projects are currently under design and/or in various phases of bidding, contract execution, permitting, and construction. Will continue like efforts moving forward.	50 %
↓ Water Treatment Plant Electrical System Rehabilitation		Major Projects	10/25/24	12/31/24	Consultant produced 3D renderings of building with new electrical transformers and switch gear layout and submitted to City for comments. A meeting will be set up in November to discuss.	19 %
↓ Stormwater: SW 2nd Street Construction		Major Projects	12/31/20	12/31/20	Design is 100% complete. Project is currently being advertised for construction. SRF funded.	50 %
↓ Annual Reuse Water Main Project		Major Projects	9/30/21	9/30/21	<p>Lighthouse Point Phase III reclaimed water main expansion project: The reuse water system installation and site restoration for Lighthouse Point Phase III project is complete. Broward County final regulatory certification has been issued.</p> <p>Hillsboro Harbor reclaimed water main expansion project: The reuse water system expansion has been completed along NE 24th Street, NE 27th Terrace and NE 23rd Court. Final installation remains on NE 23rd Street. Total reuse main installed to date is 7366 linear feet. Final installation along NE 23rd Street would complete Phase I of the project. Partial project certification shall be requested for Phase I as staff commences upon Phases II and III of the project.</p> <p>Lighthouse Point Phase V reclaimed water main expansion project: The City of Pompano Beach has been recommended for approval of the Broward County IWRP (Integrated Water Resource Plan) 2021 grant cycle for reuse system design. The tentative grant approval is subject to final contractual execution and would aid in funding design and permitting activities for the LHP reuse system expansion.</p>	45 %

Strategies	Adopted Strategy Title	Priority	Initial Due Date	Adjustment Due Date	Strategy Progress Update	Percent Complete
✓ Annual Wastewater Collection System: Pipeline		Major Projects	9/30/21	9/30/21	Lining of the wastewater collection system occurs in various locations in the City to reduce Inflow & Infiltration into the system. We have lined pipe ranging from 8 to 18 inches in diameter this past year. All post video's has been reviewed for any issues, none found.	100 %
✓ All Hazards Emergency Plan: Standardization across Departments		Mgmt in Progress	10/31/20	10/31/20	The City's overarching emergency plan is the Comprehensive Emergency Operations Plan (CEOP). All roles and responsibilities are designated within the plan. Within this umbrella, every department maintains an emergency plan specific to their primary and/or supporting role within the CEOP. Emergency Management saw the need to standardize data elements across all departments in order to better evaluate the effectiveness of each department plan. An electronic tool was created that helps to ensure each department is meeting the requirements with regard to training and compliance with the National Incident Management System (NIMS), maintaining effective emergency contact information for a prompt emergency operations center (EOC) activation among other elements. This goal was accomplished and this item is now closed.	100 %
↑ 19355 Dixie Hwy Improvements	Dixie/Atlantic Improvements (G.O. Bond) Design	Major Projects	9/30/21	6/28/24	<ul style="list-style-type: none"> • Crews excavating inside of soil beds along West side of Southbound Dixie • Right lane closed South of 3rd for excavator and dump trucks. Loading excess fill into trucks for removal from site. Installing irrigation inside of excavated soil beds along West side of Southbound Dixie Hwy • Backfilling completed irrigation lines at North end of Southbound Dixie and running irrigation lines through conduits previously installed via directional borings • Cutting Edge crews pruned all trees along span of Phase one, mulched and removed all trimmings • Excavating inside of soil beds along East side of Southbound Dixie Highway currently just South of SW 12th Street Continuing installations of plants, palms, trees, and sod inside of soil beds along West side of Southbound Dixie Superintendents maintaining MOT cones throughout site • All new trees and palms receiving supports and individual sprinklers 	68 %
✓ Annual Manhole Rehabilitation		Major Projects	9/30/21	9/30/21	Contractor has completed all manholes that were scheduled for rehabilitation.	100 %

Strategies	Adopted Strategy Title	Priority	Initial Due Date	Adjustment Due Date	Strategy Progress Update	Percent Complete
 Annual Street Re-paving Projects		Major Projects	9/30/21	9/30/21	<p>Paving for FY21 has been delayed as a new contract had to be procured. Bids received, lowest Bid accepted and proposed contract has been accomplished for Commission approval at the October 12, 2021 meeting.</p> <p>NOTE: Public Works paves road each year and therefore this item will never be completed.</p> <p>Percent Completion will be reported as 15% to begin each year and the percentage will be reported based on amount of funding spent.</p>	15 %
 Annual Water Main Replacement		Major Projects	9/30/21	9/30/21	<p>Sunset Lane Dead-End Water Main Looping: Phase I of the water main installation to include hydrant placement has commenced along Sunset Lane and Palm Club. Phase II and final water main installation and clearance will conclude once the wastewater system for Palm Club is substantially complete. Construction schedule for Palm Club wastewater substantial completion is tentatively set for January 13, 2022.</p> <p>NE 26th Ter. / Avalon Garden Estates Water Main Upgrade: No change in status as yet. Final design and regulatory permitting is complete. Public advertising to bid the work is being coordinated with Purchasing.</p> <p>SE 12th Street from SE 24th Avenue Water Main Upgrade: Arrangements are underway to upgrade the water main along SE 12th Street from SE 24th Avenue to the cul-de-sac end. The consideration is to pipe burst the water main.</p>	38 %
 Annual Stormwater Backflow Valves		Major Projects	9/30/21	9/30/21	The backflow valves ordered for FY 21 are 100% complete.	100 %
 Annual Stormwater Pipelining		Major Projects	9/30/21	9/30/21	The pipes scheduled for lining for FY 21 have been completed.	100 %
 Annual Stormwater Cleaning: Atlantic and Dixie		Major Projects	9/30/21	9/30/21	The contractor continues to flush, vacuum and televise the drainage pipes on Dixie Hwy and Atlantic Blvd. This will be an ongoing continuous effort every year. For FY21, our goal was met with the amount of flushing, vacuuming and televising that was completed.	100 %

Strategies	Adopted Strategy Title	Priority	Initial Due Date	Adjustment Due Date	Strategy Progress Update	Percent Complete
 <p>Seawall Comprehensive Improvement Analysis and Plan with Funding</p>		Policy	6/30/21	6/30/21	<p>There are two components to this, the seawall minimum elevation proposed code amendment and the seawalls condition analysis.</p> <p>Regarding, seawall proposed code amendment, the County and Army Corps of Engineers have completed their analysis and County adopted new seawall elevation codes in March of 2020. All 31 municipalities have been given 2-years (until March of 2022) to amend their codes to be in compliance. At this point, the Marine Advisory Board and Engineering have a draft code amendment but because of pandemic we have not been able to meet to finalize. We are looking to resume meetings this year to finalize and go before Commission for approval. Regarding seawall condition analysis, we have a draft proposal from Sea Diversified to assess all our seawalls (includes elevation surveys). We are in need of funding and this year we will look at funding options for next fiscal.</p> <p>No change as we are still awaiting MAB to resume and funding for FY 22.</p> <p>Update: MAB draft code amendment in Legal for review. Intent is to go to Commission for approval in December/Jan. In addition, I'll be working with Purchasing Dept. to solicit for a marine engineering services contract so that can have all our City seawalls assessed.</p>	50 %
 <p>Water Treatment Building Hardening: Construction</p>		Major Projects	12/31/24	1/1/25	<p>Solicitation closed with three bids received. All bids were evaluated by design Consultant and Engineering staff. References of low bidder on other projects were verified by Engineering staff. A meeting was held with lowest responsive bidder, design Consultant and Engineering staff to discuss project, including any perceived constructability and or cost issues. Based upon meeting, it was agreed by City design Consultant and City staff present to proceed with formal bid award. A Commission agenda item is being prepared for Commission bid award approval.</p>	18 %




Strategies	Adopted Strategy Title	Priority	Initial Due Date	Adjustment Due Date	Strategy Progress Update	Percent Complete
✓ Mobile Maps System Replacement		Mgmt in Progress	8/31/20	8/31/20	The Mobile Maps system is now retired. The new Geocortex Essentials software is up and running the Utility Department's inspection applications. This new software enables City staff to push the inspection applications to a new level of performance and reliability. Online connectivity, instant updates, User Interface Enhancements, Security, Tool & Feature Additions, and Instant Search capabilities are just some of the new features available with this new software. User interface enhancements introduces a clean new look and feel that puts the design focus on the Utility data. Tool and feature additions include major new tools and capabilities that increase its versatility and make possible more feature-rich, GIS-style applications. Instant search operations introduce a highly scalable and extremely fast indexed search engine that is enabled with this efficient and versatile software	100 %
↑ Reuse Storage Tank: NE 3rd Avenue Land Acquisition		Major Projects	1/1/21	6/1/23	Assembly of property required for new reuse water storage tanks and maintenance building for Utilities. Two properties remain to be purchased for the assembly. Negotiations with owners for purchase ongoing.	50 %
✓ 2020 Broward County West and East Wellfield Aerial Map		Mgmt in Progress	9/30/20	9/30/20	Project complete 6/20. We updated the East and West Wellfield wall maps with the latest Broward County aerial.	100 %
↓ Stormwater Projects		Major Projects	1/31/21	1/31/21	Design underway for various storm water projects, which are prioritized according to the 2013 Stormwater Master Plan.	50 %
↓ Hillsboro Inlet Turbidity Evaluation		Mgmt in Progress	4/30/23	4/30/23	Phase 1 preliminary modeling has been completed which indicated that extending the jetty will mitigate turbidity. At this point we need funding for design (\$450 K) which we will explore during budget prep for next fiscal. No change as we need funding which has been requested for FY 22. Update: In discussions with Brian D., we're going to coordinate with CM and reevaluate whether this project should be reconsidered.	25 %
↓ Stormwater Gateway Drive: Design/Construction		Major Projects	1/31/21	1/31/21	Design is 100% complete. Project has been advertised and currently in for permitting prior to construction commencing.	50 %



Strategies	Adopted Strategy Title	Priority	Initial Due Date	Adjustment Due Date	Strategy Progress Update	Percent Complete
✓ GIS Arc GIS Online		Mgmt in Progress	12/31/20	12/31/20	Project complete 12/20. We upgraded the public facing ArcGIS Online home page. This made the home page more intuitive and easier to navigate for the public and City staff.	100 %
✓ Inter-Utility Water Connection Agreement		Major Projects	3/31/21	3/31/21	In January Broward County and Ft. Lauderdale both approved the agreement to fund their 50% of the upgrades and completion of the connection on A1A. The bid specifications have been sent to Purchasing to be advertised.	100 %
↓ Non-Sewer Area C: Design/Construction		Major Projects	6/30/21	6/30/21	Awaiting funding source prior to finalizing design. Design is at 70% complete. Continue efforts with design, SRF funding will facilitate construction efforts and is being pursued at this time .	50 %
↓ Stormwater Kendall Lake Neighborhood: Construction		Major Projects	9/30/21	9/30/21	Design is complete. This project is currently being advertised for construction. Funding source is SRF.	50 %
✓ Water Treatment Plant		Major Projects	12/31/21	12/31/21	No quarterly activities for Transfer Station Rehab and Lime Softening Rehabilitation design as they are both complete.	100 %
⊘ (ARCHIVE) Reuse Distribution System Expansion		Major Projects	1/1/24	1/31/23	This item is being cancelled as a duplicate. (Moving forward all reporting will be done in the "Annual Reuse Water Main Project" strategy).	0 %
SP GOALS						
■ Goal 5: Quality and Affordable City Services						
✓ City Management Compensation Policy: Direction and Funding		Mgmt - Top	9/30/20	9/30/20	The study for 2020 has been completed. We will conduct a compensation study in collaboration with the Public Employer Personnel Information Exchange (PEPIE) for consideration for the 21/22 budget process.	100 %
↓ Vendor Performance Tracking System: Development		Mgmt in Progress	7/31/20	7/31/20	We are working to improve this tracking system by researching other governmental purchasing departments on how they monitor vendor performance and what forms they use to insure compliance. Nothing new to report for Q3.	25 %



Strategies	Adopted Strategy Title	Priority	Initial Due Date	Adjustment Due Date	Strategy Progress Update	Percent Complete
✓ Board/Committees Agenda Conversion		Mgmt in Progress	8/31/20	8/31/20	The implementation of the Granicus paperless agenda application for Advisory Boards/Committees Agendas have been completed. City staff is now able to create, manage and make accessible on-line board/committee agendas and backup material through a single application, thus eliminating manual tasks, saving time and costs by removing the need for paper-based processes. Citizens and city staff are able to access up-to-date agendas, meeting results and meeting broadcast recordings in real-time across devices.	100 %
↓ (ARCHIVE) ICMA Certification in Performance Management Award: Submittal		Mgmt in Progress	8/31/20	12/31/21	<p>Currently, staff continues to create balanced scorecards, complete program goal worksheets, and create performance measures. About half of City departments/functions have created measures and are reporting data in ClearPoint. Commencing in Q3 of FY 21, staff will hold performance review sessions. In light of all the work that is pending, I would like to hold off on any certification submittals until more progress is achieved with the items listed. Preparation to submit for certification will be reevaluated in Q3 after completion of the performance review sessions. Moreover, certification from other organizations will be researched in Q2, as well.</p> <p>In addition, performance management has submitted for one full time performance analyst position to assist with increased workload. Once the position is filled, I anticipate more easily moving forward with implementation of this strategy.</p> <p>The position requested was not selected for inclusion in the FY 22 Recommended Budget. However, on May 26th, 2021 the City was notified it receive Proficient and Outstanding scores in the following two categories, "Performance Measures" and "Unit Goals and Objectives" in the FY 20 Distinguished Budget Presentation Award from GFOA. ICMA Certification submittal is on hold until more department information can be obtained.(In subsequent quarters, reporting will be provided under the strategy 5.3.95 in the Strategic Plan 2021-2036 and Action Agenda 2021-2022).</p>	5 %
■ Solid Waste Collection Comprehensive Review		Policy	9/30/20	9/30/21	Currently developing the RFP for hauling services. Once internal discussions are completed, RFP will move to General Services for advertisement. Target date for RFP advertisement April 1st.	85 %

Strategies	Adopted Strategy Title	Priority	Initial Due Date	Adjustment Due Date	Strategy Progress Update	Percent Complete
✓ Building Permit Fee Study and Text Amendment		Mgmt - Top	6/30/20	6/30/20	The Development Services Department contracted PMG Associates, Inc. to evaluate the City's permit fees. The study entitled "Analysis of Building Permit Fee Schedule," was finalized in February 2020. The resulting text amendments amend the building permit fees found in Chapter 152 in order to be consistent with the study. The text amendments are designed to simplify the permit fee schedule, insure that the fees are based on sound research and industry standards, provide resources to meet the operational demands of the Pompano Beach community and meet the building inspections division. The text amendments reduce the base permit fee from 2.6% of project value to 2.5% of project value. Consistent with the recommendations of the study, the percentage rate is further reduced for larger projects based on a scale. This change was recommended since the additional effort is not directly proportionate to the value of the project.	100 %
✓ Contracts and Agreements Streamline		Mgmt in Progress	8/31/20	8/31/20	The implementation phase of Agiloft, the City's Contract Management Software has been completed. This software streamlines contract management workflow citywide. Users are able to enter contract requests by initiating the creation of assignments for the contract management team. With the implementation process now complete, staff is able to manage the entire contract life span, generate reports, collect metrics and monitor the approval of contracts from submission to final execution. Also, the software will notify staff of expiring contracts, and allow reports on expiring contracts to ensure timely renewals. In addition, we will be exploring opportunities to expand the use of Agiloft for contracts over \$75,000, real estate contracts and management of Certificate of Insurances related to contracts.	100 %

Strategies	Adopted Strategy Title	Priority	Initial Due Date	Adjustment Due Date	Strategy Progress Update	Percent Complete
 (ARCHIVE) Performance Management Webpage: Overhaul		Mgmt in Progress	9/30/20	9/30/21	<p>Preliminary modifications were made to the webpage. However, nothing new to report regarding the animated video or script development.</p> <p>A draft for the Strategic Plan process was provided to the Marketing Director, Marilyn Oliva, for review. On April 13th, Marilyn and I met to discuss the draft and potential next steps. It was determined that power point slides will be produced for each bullet point in the draft, then another review will take place.</p> <p>Nothing new to report for Q4, 2021. (In subsequent quarters, reporting will be provided under the strategy 6.3.22 in the Strategic Plan 2021-2036 and Action Agenda 2021-2022).</p>	25 %
 (ARCHIVE) Printing/Mailing Outsource: Assessment		Mgmt in Progress	12/31/20	12/31/20	<p>This is a task that we are able to complete inhouse as the staffing is able to meet the demands of the City at this time. If in the future we are not able to meet the demands, we will reintroduce outsourcing. Therefore, this task is updated as cancelled.</p>	0 %
 Smart City Action Plan		Policy	6/30/21	12/1/22	<p>Plan is in progress. FPL Smart Cities team (partnership with Ubicquia) are working to generate a comprehensive proposal to implement a plan that suits the City. The process requires lengthy discussions with other groups and progress may be slow until after the new year.</p>	30 %

Strategies	Adopted Strategy Title	Priority	Initial Due Date	Adjustment Due Date	Strategy Progress Update	Percent Complete																																																																																																			
 Building Customer Service Enhancements: Performance Audit, Report and Direction		Mgmt - Top	10/31/20	10/31/20	<p>Customer Satisfaction Report completed for 9/1/20 through 12/31/2020 quarter. Monthly surveys were conducted by outside agency "Doug Williams Group" and all data compiled into Summary. All Service Recovery Incidents identified and distributed to responsible parties.</p> <p>Building Division will preform at least another 6 months of surveying in 2021 as we have renewed our service contract with Doug Williams.</p> <p>Permitting: 273 Respondents</p> <p style="text-align: center;">Satisfaction Score</p> <table border="1"> <thead> <tr> <th></th> <th>Admin #6 <small>(9/1/20 - 9/30/20)</small></th> <th>Admin #7 <small>(10/1/20 - 10/31/20)</small></th> <th>Admin #8 <small>(11/1/20 - 11/30/20)</small></th> <th>Ad <small>(12/1/20 - 12/31/20)</small></th> </tr> </thead> <tbody> <tr><td>Overall</td><td>93%</td><td>83%</td><td>96%</td><td></td></tr> <tr><td>Plumbing</td><td>91%</td><td>83%</td><td>100%</td><td></td></tr> <tr><td>Electrical</td><td>98%</td><td>92%</td><td>96%</td><td></td></tr> <tr><td>Mechanical</td><td>96%</td><td>85%</td><td>95%</td><td></td></tr> <tr><td>Planning & Zoning</td><td>80%</td><td>77%</td><td>100%</td><td></td></tr> <tr><td>Landscaping</td><td>73%</td><td>80%</td><td>87%</td><td></td></tr> <tr><td>Fire</td><td>96%</td><td>73%</td><td>93%</td><td></td></tr> <tr><td>Building</td><td>97%</td><td>85%</td><td>98%</td><td></td></tr> <tr><td>Engineering</td><td>87%</td><td>80%</td><td>96%</td><td></td></tr> <tr><td>Utilities</td><td>60%</td><td>87%</td><td>80%</td><td></td></tr> </tbody> </table> <p>Inspections: 241 Respondents</p> <p style="text-align: center;">Satisfaction Score</p> <table border="1"> <thead> <tr> <th></th> <th>Admin #6 <small>(9/1/20 - 9/30/20)</small></th> <th>Admin #7 <small>(10/1/20 - 10/31/20)</small></th> <th>Admin #8 <small>(11/1/20 - 11/30/20)</small></th> </tr> </thead> <tbody> <tr><td>Overall</td><td>93%</td><td>96%</td><td>97%</td></tr> <tr><td>Plumbing</td><td>96%</td><td>96%</td><td>100%</td></tr> <tr><td>Electrical</td><td>92%</td><td>96%</td><td>96%</td></tr> <tr><td>Mechanical</td><td>95%</td><td>94%</td><td>97%</td></tr> <tr><td>Planning & Zoning - Landscaping</td><td>80%</td><td>100%</td><td>100%</td></tr> <tr><td>Planning & Zoning - Building</td><td>N/A</td><td>N/A</td><td>100%</td></tr> <tr><td>Landscaping</td><td>60%</td><td>100%</td><td>60%</td></tr> <tr><td>Fire</td><td>96%</td><td>93%</td><td>95%</td></tr> <tr><td>Building</td><td>94%</td><td>97%</td><td>98%</td></tr> <tr><td>Engineering</td><td>100%</td><td>100%</td><td>100%</td></tr> </tbody> </table>		Admin #6 <small>(9/1/20 - 9/30/20)</small>	Admin #7 <small>(10/1/20 - 10/31/20)</small>	Admin #8 <small>(11/1/20 - 11/30/20)</small>	Ad <small>(12/1/20 - 12/31/20)</small>	Overall	93%	83%	96%		Plumbing	91%	83%	100%		Electrical	98%	92%	96%		Mechanical	96%	85%	95%		Planning & Zoning	80%	77%	100%		Landscaping	73%	80%	87%		Fire	96%	73%	93%		Building	97%	85%	98%		Engineering	87%	80%	96%		Utilities	60%	87%	80%			Admin #6 <small>(9/1/20 - 9/30/20)</small>	Admin #7 <small>(10/1/20 - 10/31/20)</small>	Admin #8 <small>(11/1/20 - 11/30/20)</small>	Overall	93%	96%	97%	Plumbing	96%	96%	100%	Electrical	92%	96%	96%	Mechanical	95%	94%	97%	Planning & Zoning - Landscaping	80%	100%	100%	Planning & Zoning - Building	N/A	N/A	100%	Landscaping	60%	100%	60%	Fire	96%	93%	95%	Building	94%	97%	98%	Engineering	100%	100%	100%	100 %
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 Bulk Solid Waste Pick Up		Mgmt - High	8/31/20	7/31/21	<p>BSO, Code Compliance and City Solid Waste Services staff performed Clean Streets events in the NW and Collier City areas. Focusing on the Fairview/Avondale areas next.</p>	75 %																																																																																																			
 Service Animals Training		Mgmt in Progress	6/30/20	6/30/20	<p>The ABC's of Assistance Animals...The Latest Developments training was conducted on July 29, 2020.</p>	100 %																																																																																																			

Strategies	Adopted Strategy Title	Priority	Initial Due Date	Adjustment Due Date	Strategy Progress Update	Percent Complete
 Marketing Department Cost Center		Mgmt in Progress	6/30/20	6/30/20	The Marketing Department Cost Center was created for fiscal year 2021 and is now live on Naviline.	100 %
 City Fee Structure: Update		Mgmt in Progress	12/31/20	12/31/20	The rate studies for the Utility Fund was completed and the report was presented to the Commission with the take rate increase taking affect 1/1/2020. Rate Study for building permit fees and Solid Waste Disposal have been completed. Commission approved Rate increase for Building Permits based on Rate Study in April 2020. Commission approved Rate increase for Water and Sewer Rates based on Rate Study in December 2019.	100 %

Strategies	Adopted Strategy Title	Priority	Initial Due Date	Adjustment Due Date	Strategy Progress Update	Percent Complete
 (ARCHIVE) Open Gov Project: Performance Measures and Dashboard Creation		Mgmt in Progress	2/28/21	9/30/21	<p>The City is no longer using the OpenGov platform to report performance measures and create dashboards. Starting in Q2 - 2020, staff is receiving training on the ClearPoint platform. Three training session have been scheduled and completed. Moving forward, all performance measure and strategic planning strategy progress reporting will be conducted on ClearPoint. As of 1/14/21, half of City department have created their key performance indicators (KPI) and are commencing to enter data in ClearPoint.</p> <p>Staff continues to familiarize themselves with the ClearPoint. Eight departments have received training for the performance review sessions scheduled for May / June. The performance review sessions will further assist departments with creation of SMART Goals and relevant measures. Implementation of this strategy is an on-going initiative. It consist of on going training, goal and measures refinement, and continues improvement of department's programs and processes.</p> <p>Working on coordinating Q1/Q2 performance review sessions, for August/September/October, with remaining 16 Dept./functions. The purpose of the performance review session is to guide the development of SMART Goals and relevant metrics, familiarize staff with the usage of ClearPoint in defining, tracking, reporting, and conducting analysis on metrics and strategies, lead the evolution of performance management strategy development, and facilitate data driven reviews to advance problem solving.</p> <p>All departments have participated in the Q1/Q2 Quarterly Performance Review sessions. Currently reviewing requested information from departments before scheduling the Q3/Q4 sessions. Met with Rachel, from ClearPoint, for training on how to recreate department balanced scorecards. Training has taken place and all scorecards have been recreated in ClearPoint. Continuing to populate the balanced scorecards upon receipt of department programs, goals, metrics, etc. This strategy will be on-going into FY 2022. (In subsequent quarters, reporting will be provided under the strategy 5.2.96 in the Strategic Plan 2021-2036 and Action Agenda 2021-2022).</p>	85 %
 Public Records Request Administrative Policy		Mgmt in Progress	12/31/20	12/31/20	No activity transpired during Quarter 4 of FY 2021 for this action item. However, staff anticipates to commence with this item before the end of calendar year 2022.	0 %

Strategies	Adopted Strategy Title	Priority	Initial Due Date	Adjustment Due Date	Strategy Progress Update	Percent Complete
✓	General Services Evaluation Survey	Mgmt in Progress	12/31/20	12/31/20	This is an annual occurrence and has been completed both internally and externally with overall excellent ratings.	100 %
✓	City Website: Upgrade	Policy - Top	12/31/20	12/31/20	Website has been completed and launched in September.	100 %
✓	Municipal Services Complex Master Plan	Mgmt	10/31/20	10/31/20	Initial plan has been received. Working with City management to determine plan moving forward.	100 %
↓	Wellness Training Coach	Mgmt in Progress	6/30/20	9/30/21	Recently migrated an estimated 150 employees to a new application platform called Wellable. The application allows for employees to track physical activity and complete daily challenges. Financial incentives are provided to employees who track their activities based on a point system. Moreover, group/individual virtual workouts are offered to City employees. Moreover, monthly challenges are provided to staff for the purpose of improving activity level and promoting a healthier lifestyle.	50 %
✓	Smart Sheet Software Launch	Mgmt in Progress	7/31/20	7/31/20	Smartsheet is now actively being used to manage various department projects.	100 %
↓	Candidate Campaign Treasurer's Report: Electronic Filing	Mgmt in Progress	12/31/20	12/31/20	During the 4 th Qtr. of 2021, the City Clerk's office worked to finalize all configurations for the Candidate Campaign Treasurer's Reporting Software, along with pertinent documents related to the use of the software. Therefore, we anticipate to go-live before the end of year 2021.	90 %

Strategies	Adopted Strategy Title	Priority	Initial Due Date	Adjustment Due Date	Strategy Progress Update	Percent Complete
<p>✓ Sterling Explorer Program</p>		Mgmt in Progress	1/31/21	9/30/21	<p>I have reached out to the Master Examiner to discuss next steps and how best to proceed. Norma, with the Sterling Council, has received the City's Organizational Profile for review. I'm currently in the process of selecting virtual site visit dates - potentially for April.</p> <p>Sterling Explorer Program assessment dates were scheduled for April 5th, 6th, and 22nd. Staff held two all-day information gathering sessions (April 5th and 6th) with the Assessors. The leadership team, the manager focus group and the frontline employee focus group met the assessors during those two days. After the April 5th and 6th sessions, the Site Coordinator (Ernesto Reyes) met with the Assessors to participate in the assessment team working sessions. On April 22nd, City Manager - Greg Harrison will receive a Senior Leader Assessment debriefing of the findings, followed by an out brief session with all Sterling participants. The City expects to receive the formal executive report from the Sterling Council within two weeks of concluding the Sterling Explorer Program.</p> <p>Dione Geiger, President of the Florida Sterling Council, provided Greg Harrison with the City's Sterling Explorer Program assessment feedback report on May 4th, 2021. Moreover, the City of Pompano Beach was recognized at the 29th Annual Florida Sterling Conference held on June 2-4, 2021 for their participation in the Sterling Explorer Program. I'm currently working with the General Services Dept. on procuring the services of Quiet Excellence for post assessment work.</p> <p>Piggy-back contract from Pasco County with Quiet Excellence has been approved by General Service Director and City Manager. Preparing to send out survey questions to departments, provided by Quiet Excellence. Department responses will determine how best to move forward to address areas of opportunity highlighted in the Sterling executive feedback report. All implementation efforts will be shared in the newly adopted FY 2021-2022 Action Agenda and FY 2021-2026-2036 Strategic Plan. (In subsequent quarters, reporting for the "Recommendation Implementations" will be done under strategy 5.4.94 in the Strategic Plan 2021-2036 and Action Agenda 2021-2022).</p>	100 %

Strategies	Adopted Strategy Title	Priority	Initial Due Date	Adjustment Due Date	Strategy Progress Update	Percent Complete
✓ Annual Internal Audit Report		Mgmt in Progress	6/30/20	9/30/21	The Internal Audit Activity report was presented to the Commission April 27, 2021 during the Commission meeting.	100 %
■ (ARCHIVE) Citywide Revenue Manual: Completion		Mgmt in Progress	10/31/20	10/1/21	The Revenue Manual will be wrapping up at the end of October, (the beginning of the fiscal year).	98 %
✓ Fire Station 52 Land Acquisition (G.O. Bond)		Mgmt in Progress	12/31/20	12/31/20	Closed on purchase of the Regions Bank property September 2020.	100 %
✓ Internship Program		Mgmt in Progress	12/31/20	12/31/20	The program ended successfully on June 30, 2021. We have entered into a tentative agreement with Community Reconstruction Housing Corporation to start an internship program in January of 2022.	100 %
↓ Public Records Request / Lobbyist Registration: Electronic Payment		Mgmt in Progress	3/31/21	3/31/21	In September 2021, we concluded negotiations with JustFOIA and a Contract was brought forth to the City Commission for consideration. The City Commission approved to enter into contract with JustFOIA for the use of its software. Subsequently, the City Clerk's Office will schedule a Project Kickoff Session with JustFOIA to discuss the deployment process, project milestones, training dates, go-live dates, as well as the entire process and procedures of the implementation of its software for the processing of public records and lien search requests.	75 %
✓ BSO Radio System Replacement (Broward County)		Major Projects	12/31/22	12/31/22	All Employees received radios including Animal Control and Park Rangers. Deputies Radio Updates have been completed and waiting on main system with the County to complete.	100 %
✓ Interactive Voice Response: Software/Customer Service Call Center		Mgmt in Progress	6/30/21	6/30/21	First Mobile Trust, LLC was approved by the City Commission on January 28, 2020 to commence the implementation of Interactive Voice Response enhancement to our Customer Service Call Center. Contract with First Mobile Trust, LLC was executed in February 2020. The implementation of Interactive Voice Response enhancement to our Customer Service Call Center is complete.	100 %

Strategies	Adopted Strategy Title	Priority	Initial Due Date	Adjustment Due Date	Strategy Progress Update	Percent Complete
✓ CAAS on Site Visit: Preparation		Mgmt in Progress	9/30/21	9/30/21	A 128 page CAAS application was sent in December of 2019, and was approved by CAAS without error or deficiency. The onsite visit was delayed from March 2020 due to the COVID 19 pandemic until December 2020. The virtual site visit was prepared for in November 2020, and the virtual site visit/inspection was held over a 2 day period on December 14th, and 15th. CAAS found no errors or deficiencies during the 2 day visit, and thus recommend CAAS accreditation status to the Board of CAAS Commissioners on December 29th. The Fire Department (EMS Division) was granted CAAS Accreditation status under the maximum time until renewal application period, of 3 years or December 29th, 2024.	100 %
✓ Federal and State Grants Audit		Mgmt in Progress	6/30/20	9/30/21	Testing has started, with the goal of completing the task by the end of March 2021.	100 %
↓ (ARCHIVE) Financial Literacy Program		Mgmt in Progress	9/30/21	9/30/21	The project continues to be postponed at the moment.	0 %
✓ Old Library Property Surplus		Mgmt in Progress	12/31/20	6/1/21	City Commission declared surplus February 23, 2021. Invitation for Bids 21-01 issued February 24, 2021 with bids due April 22, 2021. Two bids received. City Commission awarded to 7th Avenue Properties, LLC on June 8, 2021 as highest and best bid of \$750,000 to purchase the property to construct a mixed use project. Closed on sale of property September 22, 2021.	100 %
✓ Summer Youth Employment Programs		Mgmt in Progress	5/31/21	5/31/21	Completed program as of August 2021.	100 %
● City Records Imaging: Direction and Funding		Mgmt in Progress	12/31/22	12/31/22	No activity transpired during Quarter 4 of FY 2021 for this action item. However, staff anticipates to commence with this item before the end of calendar year 2022.	0 %
✓ Long-Term Debt Compliance: Review		Mgmt in Progress	8/31/20	9/30/21	Completed and report issued.	100 %
✓ Mail Chimp Accounts Consolidation		Mgmt in Progress	10/31/20	10/31/20	All emails are now under one central mail chimp account and is being used to send out the citywide resident newsletter.	100 %
↓ "Stop the Trash... TALK!" Expansion		Mgmt in Progress	10/31/20	9/30/21	Location have been identified and camera system has been purchased and installed. Working with BSO to investigate and potentially prosecute illegal actions.	75 %
↓ Internal Departmental Survey		Mgmt in Progress	1/31/21	1/31/22	The project is currently postponed.	5 %

Strategies	Adopted Strategy Title	Priority	Initial Due Date	Adjustment Due Date	Strategy Progress Update	Percent Complete
✓ Electronic On Boarding Process: Revamp		Mgmt in Progress	5/31/21	5/31/21	During City Hall's closure due to COVID-19 we were able to continue the onboarding process efficiently with the electronic version. This allowed new employees to remotely fill out the required documents for onboarding (I-9, W4, direct deposit, etc.) only to arrive at our office to finalize the forms with sensitive information (social security numbers, bank accounts, and signatures). This reduced our processing time by 30 minutes per employee. We will continue to monitor the process and add new technology as it becomes available and staff is trained in its functions. No new information at this time.	100 %
✓ Public Safety Station Alerting System Replacement		Mgmt in Progress	7/31/20	7/31/20	The system has been installed in all six stations (Station #11, #24, #52, #61, #63, and #103). New stations, #114, #61, #52, and #63 will have the system installed during construction. Station #61, #52, and #63 are rebuilds. As the new stations are rebuilt we are repurposing the system's major components - for a \$40K savings per station. The Fire Department is now in compliance with the new P25 digital regional public safety communication system.	100 %
⊘ (ARCHIVE) Yearly Progress Report: Funding		Mgmt in Progress	1/1/21	12/31/20	Marilyn has requested the strategy be cancelled due to: <ul style="list-style-type: none"> • Much of this initiative "Place to Do Business" and "Place to Live" is already covered under the PIO initiative (Sandra King) - Survey/Research. • The "Place to Visit" portion of the research will not be added due to Covid-19. 	0 %
↓ Parks and Recreation Fees		Mgmt in Progress	12/31/20	12/31/20	Fee Study Completed. Additional new fees being introduced in the Chapter 98 Ordinance revisions to be reviewed by City Commission this fall.	90 %
● Cultural Affairs Department Revenue Reconciliation		Mgmt in Progress	1/31/21	9/30/21	Item was postponed and has not yet been started.	0 %
✓ Hazardous Material - Emergency Response		Mgmt in Progress	1/31/21	6/30/21	City continues to provide residents an outlet for household hazardous waste materials. Nine area cities are in the consortium which allows Pompano Beach residents a monthly outlet to dispose of hazardous materials.	100 %

Strategies	Adopted Strategy Title	Priority	Initial Due Date	Adjustment Due Date	Strategy Progress Update	Percent Complete
 (ARCHIVE) Long-Term Tax Base Growth Model (Based on Private Sector Development Projects)		Mgmt in Progress	3/31/21	3/31/21	The project is currently in progress. The representative for the Municast software is currently updating the actuals for periods June, July and August. The actuals will provide further clarification into the model based off the new developments within the City.	60 %
 Online Employee Performance Evaluation System		Mgmt in Progress	12/31/21	12/31/21	City Hall recently has reopened. We will pursue expansion of the program once the department is fully staffed. This will allow us to gather and review information. No new information to report at this time.	25 %
 Windows 7 Replacement		Mgmt in Progress	6/30/20	6/30/20	Completed upgrade of approximately 250 computers from Windows 7 to Windows 10 operating system. Windows 7 went end of life in January 2020. Approximate completion of this project was April 2020.	100 %
 Recovered Materials Haulers Registration Program: Implementation		Mgmt in Progress	1/31/21	1/31/21	This program has been put on hold until further notice.	50 %
 RecTrac/WebTrac 3.1 Software Migration		Mgmt in Progress	3/31/21	3/31/21	Completed. Migration took place Aug 28, 2021.	100 %
 State Legislative Agenda and Advocacy		Policy	11/30/20	1/12/21	Staff continues to monitor final session reports from lobbyists and the League, and will analyze bill impact with the appropriate departments.	100 %
 Naviline ERP System: Upgrade		Mgmt in Progress	7/31/20	1/24/21	Upgraded our Naviline ERP system which handles Accounts Receivables, Cash Receipts, Asset Management, Financials, Payroll, Human Resources, Purchasing, Inventory, Work Orders, Building Permits, Business Tax Receipts, Code Enforcement, Land Management, Planning and Zoning, Water Bills, and Online Credit Card Payments, to the latest release of the software. This task was completed in January 2021.	100 %
 Container Update		Mgmt in Progress	12/31/23	12/31/23	All residents have new containers for solid waste and recyclable items.	100 %
 BSO Substation: Northwest		Major Projects	12/31/21	12/31/21	Project is in design phase and scheduled to be presented to DRC on May. Preliminary design concept is complete.	80 %

Strategies	Adopted Strategy Title	Priority	Initial Due Date	Adjustment Due Date	Strategy Progress Update	Percent Complete
✓ 2020 Census: Complete Count		Mgmt in Progress	7/31/20	7/31/20	<p>The Local Complete Count Committee continued to meet virtually on a monthly conference call during the pandemic to discuss various strategies to promote awareness for the Census. Given the cancellation of several events, marketing and advertising efforts were re-evaluated & included: (a) weekly posts on social media, (b) published advertisements on local Channel 78, (c) placing advertisements in local newspapers, (d) posting a message on the electronic signs at the various Civic Centers/ Community Centers, (e) utilizing a public service announcement agreement with the electronic billboard on the south side of the City on I-95 help raise awareness about the census, (f) contacting property management groups, civic associations and home owners associations to ask them to partner with us about passing information to their members about the census activities, (g) attend bi-weekly food distribution to include census material in the boxes of food, (h) organize volunteers to put notices on people's doors to remind residents to complete the census, (i) coordinate robo-calls & text messages to residents to remind them to complete the census, (j) promote paid advertisements of census videos on social media, and (k) create a commercial with the Mayor answer questions of the census.</p> <p>Due to the Coronavirus, the operation schedule for the census was extended to account for the time that was required to quarantine around the country, to help reduce the spread of the virus. The final deadline that data will be collected & residents can respond to the census will be September 30, 2020. As of September 1, the self-response rate for the entire city was 51.8%. Census enumerators are out in the field and working on nonresponse follow-up; while the total self-response rate for the state of Florida is 61.7%, the total number of households accounted for in Florida is 77.4%. It is the goal of the Census Bureau to make sure that every household is counted.</p>	100 %
✓ Analytics Now Data Querying Software		Mgmt in Progress	8/31/20	3/1/22	The software training was completed in July 2021	100 %
✓ CRA Office Relocation		Major Projects	8/31/20	8/31/20	CRA Office relocation completed July 9, 2020.	100 %

Strategies	Adopted Strategy Title	Priority	Initial Due Date	Adjustment Due Date	Strategy Progress Update	Percent Complete
↓ Urban Forestry Webpage		Mgmt in Progress	9/30/20	9/30/20	Must provide Webmaster with new Blos' and info to update page completely. Have been adding web links to the webpage throughout the year	50 %
↓ Fire Prevention Fees: Update		Mgmt in Progress	9/30/20	9/30/20	Ordinance draft was created and sent to Legal for final review	90 %
↓ Click 2 Gov Online Payment Credit Card System Replacement		Mgmt in Progress	9/30/20	4/30/22	The contract for this software upgrade was approved by the City Commission in September 2021. We will now need to schedule the install.	25 %
↓ Building Inspection Webpage		Mgmt in Progress	9/30/20	9/30/20	Various forms updated to meet new code requirements. Major changes pending the launch of the new Pompano Beach website within the next month or so.	15 %
✓ Mobile Field Work Orders Training		Mgmt in Progress	9/30/20	9/30/20	Mobile Field Work Orders allows Customer Service Water Billing and the Utilities Department to create work orders out in the field using tablet computers. The training for this new system was completed in September 2020.	100 %
↓ 9-1-1 Communications Services		Policy	2/1/21	1/31/21	All portable and mobile units have successfully migrated over to the new digital (P25) platform.	75 %
✓ Strategic Plan: 2020 – 2025 – 2035: Update		Mgmt in Progress	6/30/20	9/30/21	<p>The consultant, Lyle Sumek, Inc., has completed all six Commissioner interviews. Moreover, invitations have been submitted to staff and City Commissioners regarding the two Management Team Work Sessions and the City Commissioner Workshop for Feb 1st/Feb 3rd and the Feb 2nd, respectively. Twenty two (22) out of thirty (30) questionnaires have been received and forwarded to the consultant. This year, the two work sessions and work shop will be conducted virtually via zoom conferencing.</p> <p>An updated final draft of the FY 2021-2026-2036 Strategic Plan and Action Agenda 2021-2022 is complete. Staff seeks approval of Resolution 2021-154 on the April 27th City Commission meeting - approving and accepting an updated Strategic Plan for 2021 – 2026 and an Action Agenda for 2021 – 2022.</p> <p>City Commission approved the updated 2021-2026 Strategic Plan and 2021-2022 Action Agenda on April 27th.</p>	100 %
↓ ePlan Process: Upgrade		Mgmt in Progress	9/30/20	9/30/20	System maintenance scheduled for 10/29/21 - 10/31/21 to resolve performance issues. Maintenance will result in the archiving of approximately 9 years worth of system logs that are over 300GB large at this point, causing issues.	80 %

Strategies	Adopted Strategy Title	Priority	Initial Due Date	Adjustment Due Date	Strategy Progress Update	Percent Complete
✓ 36 Cellphones Replacement		Mgmt in Progress	10/31/20	10/31/20	We upgraded all Fire front line vehicles and administration cell phones to support the Public Safety Priority Network and Active 911 application. This was completed August 2020.	100 %
↓ Change of Use Process: Overhaul		Mgmt in Progress	12/31/20	12/31/20	In-progress, pending deployment of Camino application and Avolve's COU process workflow.	85 %
✓ Voice and Internet Provider: AT&T Services		Mgmt in Progress	1/31/21	1/31/21	Replaced WindStream with AT&T for phone voice and internet service. This new system provides state of the art technology using fiber instead of copper for voice and internet communications. This conversation was completed August 2020.	100 %
✓ Comprehensive Emergency Operations Plan: Update		Mgmt in Progress	10/31/20	10/31/20	The Comprehensive Emergency Operations Plan (CEOP) is the City's overarching Plan that identifies all hazards (natural and man-made) that could impact the City. This plan identifies the roles and responsibilities maintained within the City. The update included enhancements for the vulnerable populations.	100 %
↓ Permitting Process Improvements		Mgmt in Progress	1/31/21	1/31/21	This process is in development stage. All Chiefs and Supervisors are establishing administrative guidelines for their respective team members. Implementation will be continuously evaluated and refined.	60 %
↓ Fix Assets System to Version 2: Upgrade		Mgmt in Progress	1/31/21	12/31/21	The software was installed. The conversion of data will not take place until 2022, as per the Finance Department.	50 %




Strategies	Adopted Strategy Title	Priority	Initial Due Date	Adjustment Due Date	Strategy Progress Update	Percent Complete
✓ Fire Department Inventory System		Mgmt in Progress	11/30/20	10/31/21	<p>The Operative IQ inventory module is the software currently utilized by Fire Department Logistics for inventory control of medical supplies, clothing, and station cleaning supplies, and (eventually) fire equipment, narcotics tracking, and fleet tracking services. In addition Operative IQ does not interface with the various systems used throughout the City, such as Naviline, the City's fleet tracking system, the FIRE-RMS database and the Central Stores inventory system. • Clothing inventory software: 100% operational • EMS inventory system: 100% operational - • Narcotics (i.e., medications) tracking system: 100% operational • All fire department line officers have been trained in the use of the Operative IQ.</p> <p>Fire equipment are currently tracked manually. Module not yet purchased. The electronic tracking project implementation is expected to be implemented this current fiscal year. The fire equipment inventory list for all apparatus in the department has been added to Operative IQ. A fiscal inventory is being conducted to verify the status of on-handle equipment with an estimated completion date of July 29, 2020. In addition, staff is working on incorporated Radio Frequency Identification and Tracking of essential fire equipment on all apparatuses.</p> <p>The Operative IQ Narcotics tracking modules has been fully implemented.</p>	100 %
✓ Electronic Signature Policy		Mgmt in Progress	3/31/21	3/31/21	A policy was adopted. Electronic signatures are now accepted.	100 %
✓ HTML5 Program for Intranet Use		Mgmt in Progress	3/31/21	3/31/21	The computer inventory inhouse system that was designed, programmed and tested, is now in use by our IT Department. This project was completed in July 2021.	100 %

Strategies	Adopted Strategy Title	Priority	Initial Due Date	Adjustment Due Date	Strategy Progress Update	Percent Complete
✓ Community Emergency Response Team Training Enhancement		Mgmt in Progress	11/30/20	11/30/20	In the Fire Department, the City has a volunteer program called the Community Emergency Response Team (CERT) which is a Federal Emergency Management Agency (FEMA) eight week course. This program trains residents to be more resilient when faced with disasters and also assist the City when first responder services are overwhelmed. The training enhancements achieved with this objective entailed adding instructors to the program which involves two FEMA certifications - 1) Train-the-Trainer (TTT) and 2) Program Manager. We added three instructors with this level of certification. Additionally, we added a volunteer driver program for the retired rescue vehicle that has been assigned to this program to support emergency management in disasters as well as community outreach events.	100 %
↓ Zoning Index Card File		Mgmt in Progress	4/30/21	8/31/21	Internal efforts to scan Planning & Zoning index cards on hold due to COVID-19. The goal is to put all the index cards into appropriate place on Laserfiche. A planner has been assigned to complete this task. However, due to understaffing, this item has been placed on hold temporarily.	47 %
↑ Fire Life Safety Public Education Program: Expansion		Mgmt in Progress	3/31/22	3/31/22	Prevention is in the process of reviewing applications and will be working on hiring a new LSE on or before January 31, 2022	95 %
Customer Relationship Management (CRM)		Mgmt in Progress	9/30/21	9/30/21	We are in the last stages of configuring the Salesforce system and will be training staff in November as the final stage of this project.	85 %
✓ Legistar: P&Z, AAC, DRC, ZBA		Mgmt in Progress	9/30/21	9/30/21	The process to convert agenda/staff reports - to have all items for advisory boards - will now be accessible online. All backup is now available online. Through the City's Development Services webpage, the public is able to access all agenda materials - improving transparency and accessibility.	100 %
✓ Fire Accreditation: CFAI		Mgmt in Progress	12/31/20	12/31/20	Annual Appraisal completed and submitted.	100 %
✓ Video Security at City Hall		Major Projects	10/31/20	10/31/20	Enhanced Video security at City Hall and Commission Chambers by adding more cameras and higher resolution video. This project was completed April 2020.	100 %

Strategies	Adopted Strategy Title	Priority	Initial Due Date	Adjustment Due Date	Strategy Progress Update	Percent Complete
✓ Family Reunification/Family Assistance Center Plan: Development		Mgmt in Progress	3/31/21	3/31/21	The initial objective of this plan has been completed. The next phase is underway which involves working with Broward County Emergency Management on a collective and comprehensive plan for Broward County. This involves all BC municipalities. The initial workshop was hosted by Broward County and Pompano Beach at the Pompano Beach Cultural Center in September 2021. The next objective will involve a Countywide Tabletop Exercise to be held in November 2021. An After Action Review will be conducted and a comprehensive Countywide plan will be created in 2022.	100 %
■ Closest Unit Response Program: Implementation		Mgmt in Progress	12/31/21	12/31/21	Awaiting commission approval for program implementation.	75 %
■ Fire Administration/EOC Building		Major Projects	9/30/23	9/30/23	Design is at 30% complete. 30% estimates received. Design concept has been approved by the DRC. Slight revisions may be necessary to match available funding. This may require a resubmission to DRC.	30 %
↑ Business Tax Receipts Electronic Processing System		Mgmt in Progress	12/31/21	12/31/21	The City has entered into a contract with "Camino." Camino is an cloud based solution that will assist business owners to answer a series of questions, which will turn into a business application for staff to review and evaluate the proposal for the use at a specific location. Staff has transformed the Zoning Use Certificate application into an online form. Staff is working with the developer to finalize the workflow & accepting electronic payments. Once the e-forms are completed, the public will be able to submit their business applications online, which will be routed to City staff to review without paper submittals. Additionally, the submitted forms will be routed to multiple disciplines concurrently. The e-forms and workflows are nearly complete (approximately 90% complete). Staff is working diligently with other departments to ensure that the implementation goes smoothly. Over the next couple weeks, Staff will meet with Building Inspections (to understand their needs to ensure that the Applicants submit information to perform a complete review), and Fire Inspections (to inquire about their process).	90 %




Strategies	Adopted Strategy Title	Priority	Initial Due Date	Adjustment Due Date	Strategy Progress Update	Percent Complete
✓ Fire Stations: Design		Major Projects	1/31/21	1/31/21	(Station #114, #61, #52) - #114 is brand new station, #61 and #52 are complete rebuilds. Station #114, #61, and #52 design's are complete. #52 is actually in permitting. Construction has started on #61 and #114.	100 %
↑ Public Safety Building (G.O. Bond)		Major Projects	9/30/24	9/30/24	Scope was significantly reduce to match available funding. Currently, construction estimates are being conducted based on pricing procurement of subcontracting scope.	40 %
⊘ (ARCHIVE) Sustainability Webpage		Mgmt in Progress	1/1/22	12/31/21	Funding was requested but was not budgeted for FY 2021.	0 %
⊘ (ARCHIVE) Zoning Support Staff: Funding		Mgmt in Progress	9/30/21	9/30/21	Funding was requested but was not budgeted for FY 2021.	0 %
✓ Stormwater Web Map Editing Application		Mgmt in Progress	7/31/20	7/31/20	Project Complete 4/20. We create a web map editing application for the Storm Water Supervisor. This application makes it possible to edit the storm water inspections.	100 %
✓ Emergency Management GIS System Overhaul		Mgmt in Progress	8/31/20	8/31/20	Project Complete 5/20. This was an over hall of the City Emergency Management GIS System. From WebEOC to Building Assessment Applications, to Incident based maps.	100 %

Strategies	Adopted Strategy Title	Priority	Initial Due Date	Adjustment Due Date	Strategy Progress Update	Percent Complete
✓ Geo Cortex: Application for Utilities (3)		Mgmt in Progress	9/30/20	9/30/20	Project Complete 9/20. The Mobile Maps system is now retired. This was the first digital system used by the Utility Department to conduct utility asset inspections. This system was built on the Windows Mobile operating system. This operating system became obsolete and would not be supported by the manufacture. We needed to replace the Mobile Maps system. After months of searching it was determined that the Geocortex Essentials software was the best fit for the Utility Department's inspection applications. Geocortex Essentials software enabled City staff to push the inspection applications to a new level of performance and reliability. Online connectivity, instant updates, User Interface Enhancements, Security, Tool & Feature Additions, and Instant Search capabilities are just some of the new features available with this new software. User interface enhancements introduces a clean new look and feel that puts the design focus on the Utility data. Tool and feature additions include major new tools and capabilities that increase its versatility and make possible more feature-rich, GIS-style applications. Instant search operations introduce a highly scalable and extremely fast indexed search engine that is enabled with this efficient and versatile software.	100 %
✓ GIS Server		Mgmt in Progress	11/30/20	11/30/20	Project complete 11/20. The new GIS server is installed and running faster, more efficiently, and more reliably than the original outdated GIS server. We are now running the 2-server approach for the GIS system. This system will create more and many more user-friendly web-based applications. Along with many years of stable and reliable service, this two-server deployment will enable us to make our sensitive data (especially our Utility data) accessible to web applications while keeping it safe on our secured City servers. It also makes it possible to create applications, and distribute applications from behind our City security to City staff.	100 %
✓ Real Property Web Map Editing Application		Mgmt in Progress	11/30/20	11/30/20	Project Complete 1/21. Created a web map editing application for the Real Property Manager. This application will make it much easier for the City owned properties to be updated and posted on several City web applications.	100 %
↓ "Where's My Inspector" Implementation		Mgmt in Progress	1/31/21	1/31/21	All necessary hardware and software currently in place. Inspection's Division to coordinate with IT and Building to have implemented by Dec, 2021.	50 %

Strategies	Adopted Strategy Title	Priority	Initial Due Date	Adjustment Due Date	Strategy Progress Update	Percent Complete
 Parks and Recreation Web Map Editing Application		Mgmt in Progress	3/31/21	3/15/22	<p>We have finished the Parks and Recreation Editing App. We are working to present this application to the Parks and Recreation staff. After any needed adjustments we will go live.</p> <p>Update 10/27/2021 The base print service included with the application tool was not adequate. We need to go back and create 3 new print services for this application. (24 x 36 portrait, 24 x 36 landscape, and 11 x 17) These three print services will need to be created separately. After creating the first print service (24 x 36 landscape) we noticed that not all of the layers were printing to PDF. After trouble shooting we found that the visibility range setting will need to be set to the world setting. This added capacity will take more time.</p>	98 %
 (ARCHIVE) Utility Field Web Map Editing Application		Mgmt in Progress	9/30/21	3/15/22	<p>Work on this project has not started. We will create a new GIS web application for the Utility field staff to record and transmit utility data corrections that will be edited by the GIS staff.</p> <p>Update 10/27/2021: We completed the application configuration and began testing the Explorer application. After testing we found a problem with the functionality of the Explorer application. The Markup function is supposed to be able to send a Markup file to a group on the City GIS server in the Portal. We had an issue saving the Markup file to the specified Group. After consulting with the software manufacture ESRI, we were informed that the Explorer application had a BUG in the software and is not able to send the Markup file to the Group on the City GIS server. We are now working on a workaround for this known BUG in the software. The testing, troubleshooting and with ESRI and the workaround all took some extra time. (In subsequent quarters, reporting will be provided under the "4.1.25 Web Map Applications for Utility Field Staff Creation" in the Strategic Plan 2021-2036 and Action Agenda 2021-2022).</p>	70 %
 (ARCHIVE) Curb and Gutter GIS Database		Mgmt in Progress	9/30/21	12/31/21	<p>This project has not been started. This project will create a Curb & Gutter GIS dataset for Public Works and Storm Water verifications and maintenance. (In subsequent quarters, reporting will be provided under the "4.1.19 Curb and Gutter GIS Dataset for Public Works and Storm Water Verifications: Creation" in the Strategic Plan 2021-2036 and Action Agenda 2021-2022).</p>	0 %

Strategies	Adopted Strategy Title	Priority	Initial Due Date	Adjustment Due Date	Strategy Progress Update	Percent Complete
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SP GOALS						
■ Goal 6: Building Confidence in City Government						
✓	City Marketing Program Expansion	Policy	9/30/20	9/30/20	The initial analysis has been completed and strategies have been implemented. One marketing coordinator has been hired and another is to be hired Q2 2021. Once the second coordinator is hired this strategy will be completed. The second marketing coordinator has been hired and this strategy is now complete.	100 %
●	Community Survey: Completion and Report	Mgmt	10/31/20	10/31/20	On hold due to CIVID-19	0 %

Strategies	Adopted Strategy Title	Priority	Initial Due Date	Adjustment Due Date	Strategy Progress Update	Percent Complete
 City Electronic Message Board		Mgmt	12/31/20	12/31/20	<p>Staff has focused on design and installation of the marquees at Ali Cultural Arts Building, Community Park and Mitchell Moore Park. The message board/marquee was installed at the Ali building on December 3rd, 2019. The design is completed for the marquees at Community and Mitchell Moore Park. Staff is now in the permitting process for these two locations. Construction/installations projected to start in the 3rd quarter. Additionally, staff will select a design for the Cultural Center marquee in the fourth quarter. Staff is working with County staff in accordance with the Cultural Center grant agreement with the County. Staff is scheduling a meeting and site visit for the Isle location. Funding for Ali, Community Park and Mitchell Moore was appropriated in the FY2020 budget. Funding for the Isle Site will be recommended in the FY2021 budget. Funding for the Cultural Center will be negotiated with Broward County and appropriated in the FY2021 budget. Staff is developing a report for the commission based on the selected designs, locations and funding, which should be completed by 10/31/2020.</p> <p>Community Park- construction is completed. Staff anticipates the board will be operational in the 3rd quarter.</p> <p>Mitchell Moore-construction is completed. Staff waiting for delivery and installation of electronic components to program and operate the board.</p> <p>The Isle site location is yet to be determined, and will depend on planning timelines at the development site.</p>	75 %
 Neighborhood Ambassador Program		Mgmt in Progress	9/30/21	9/30/21	This a program was completed for FY2021 and will be revisited in FY2022 under the CRA Marketing initiatives.	100 %
 (ARCHIVE) Fire Webpage: Overhaul		Mgmt in Progress	10/31/20	10/31/20	<p>Met with Matt Janes (City Web Designer); will be updating current forms and forwarding to be included within City of Pompano Fire Rescue – Prevention webpage. All forms were uploaded and are currently online.</p> <p>Inspector Galloway has started coordinating a department wide email asking for ideas and thoughts on the operations section of the overhaul. EMS meeting will follow shortly thereafter.</p>	75 %