

Significant City Manager Accomplishments

Maintained the City's Strong Financial Position

Provided disciplined financial leadership while advancing an extensive capital program, maintaining essential services, and responding to rising construction, labor, insurance, and operating costs. The City's continued fiscal health has allowed it to invest in major community priorities without compromising long-term financial stability. The City earned its 14th consecutive clean audit. Strategic investments in infrastructure, redevelopment, public safety, parks, and quality-of-life initiatives contributed to an average 122% increase in property values over the past decade, significantly strengthening the City's tax base and long-term financial sustainability.

Advanced an Unprecedented Portfolio of Capital Improvements

Directed and coordinated more than 50 active capital projects involving parks, bridges, roadways, stormwater systems, utilities, public safety facilities, recreational amenities, and municipal buildings. Major initiatives include the McNab Road streetscape and bridge replacement, Ultimate Sports Park, Skate Park, Kip Jacoby Pickleball, Citywide signage, bridge replacements, park improvements, and the design of a new Emergency Operations Center.

Fostered a High-Performing and Engaged Workforce

Promoted a workplace culture centered on employee engagement, collaboration, and organizational commitment. Results from the City's General Employee Survey demonstrated high levels of employee satisfaction, positive working relationships with supervisors and coworkers, and a strong commitment to serving the community. A total of 339 of the City's more than 600 general employees, excluding Fire Rescue personnel, participated in the survey, providing meaningful feedback to guide continuous organizational improvement. The survey results affirm that the City's positive workplace culture is a key contributor to organizational effectiveness, employee retention, and the delivery of exceptional public services.

Moved Voter-Approved G.O. Bond Commitments from Vision to Completion

Maintained executive oversight of projects designed to improve public safety, parks and recreation, bridges, streetscapes, and neighborhood quality of life. The McNab Road project, for example, represents a major investment in mobility, safety, connectivity, and corridor revitalization.

Secured Annual Road Paving Surtax Funds

Secured municipal project funding through a surtax-based interlocal agreement with Broward County, generating approximately an additional \$2 million in recurring annual revenue for eligible transportation infrastructure projects, including road resurfacing. This effort progressed during

my tenure as the President of the Broward County City Managers' Association, where I led 30 cities in Broward County.

Positioned the New Downtown for Transformative Redevelopment

Advanced the City's vision for a 70-acre, walkable, mixed-use downtown combining residential, commercial, cultural, educational, governmental, and innovation-focused uses. This work has positioned Pompano Beach to attract substantial private investment, create employment opportunities, expand its economic base, generating surplus revenues to fund critical needs of our community, and establish a stronger civic center.

Promoted Economic Development and Private Investment

Fostered an environment in which businesses, developers, and institutional partners continue to invest in Pompano Beach. Through coordination among the City administration, the Community Redevelopment Agency, the business community, and economic development partners, the City continued transforming formerly underutilized areas into productive commercial, residential, cultural, and recreational destinations. Some of these projects include: All Star Gym, Aviara East Apartments, Black Box Theater at the Ali Cultural Arts Center, BSO Substation, Casamar Condominium, Fire Station 52, Gateway Luxury Apartments, Soleste Apartments, St. Joseph Manor Senior Residence, and "W" Pompano Beach Sales Center. As a result of this continued investment, the City issued 19,574 permits supporting approximately \$637.7 million in construction value.

Demonstrated Responsible Stewardship of Taxpayer Funds

Encouraged departments to identify more efficient project-delivery and procurement methods. Engineering's implementation of the revised procurement authority supported approximately \$1.2 million in estimated design-fee savings while reducing procurement time and accelerating the delivery of smaller capital projects.

Strengthened Fire Rescue Excellence Through National Accreditation

Provided the leadership and support necessary for Pompano Beach Fire Rescue to achieve and maintain Commission on Fire Accreditation International (CFAI) Accredited Agency status and an Insurance Services Office (ISO) Class 1 Classification—two of the highest recognitions in the fire service industry. Through sustained investment in personnel, training, equipment, infrastructure, and strategic planning, ensured the department continued to meet these rigorous national standards while enhancing the quality, effectiveness, and reliability of emergency services provided to the community.

Successfully Negotiated a New BSO Police Services Contract

Worked collaboratively with the Broward Sheriff's Office through an extensive negotiation process. The resulting agreement strengthened reporting requirements, enhanced accountability measures, expanded City oversight, and preserved the City's flexibility through a 90-day termination provision.

Expanded the 24/7 Real-Time Crime Center

Worked closely with the Broward Sheriff's Office to support the continued evolution of the Pompano Beach Real-Time Crime Center into a true 24-hour, seven-day-a-week operation. This investment has significantly enhanced investigative efficiency, officer safety, and crime-prevention capabilities.

Launched the City's Inaugural "Doing Business with the City of Pompano Beach" Program

Launched the City's inaugural "Doing Business with the City of Pompano Beach" program to introduce businesses, entrepreneurs, and contractors to procurement opportunities, City purchasing processes, and available business resources. The program also strengthened relationships between the City and the local business community.

Encouraged Employee Innovation and Measurable Cost Avoidance

Supported a culture in which employees identify practical and cost-effective solutions to operational challenges. One recent example is the use of electric vehicles by building inspectors. We also reduced insurance claims payments by \$375,226 between 2023 and 2026, strengthening the City's self-funded insurance program through effective claims management and risk mitigation.

Strengthened Infrastructure Resilience and Emergency Preparedness

Prioritized stormwater improvements, bridge rehabilitation, water and sewer infrastructure, facility hardening, and planning for a new Emergency Operations Center. These investments improve the City's ability to respond to flooding, hurricanes, infrastructure failures, and other emergencies while protecting residents and public assets.

Expanded Recreational and Quality-of-Life Investments

Advanced major facilities and amenities serving residents of all ages, including athletic fields, parks, skateboarding facilities, aquatic improvements, trails, community spaces, cultural programming, and technology-oriented recreation. These investments strengthen neighborhoods and make Pompano Beach a more desirable place to live, work, and visit. Successfully executed 10 Clean Street events to aid residents in properly discarding bulk waste and abating illegal dumping. These events removed: 351 tons of material, 710 tires, 148 shopping carts, and 5 homeless camps.

Promoted Transparent and Accountable Government

Maintained regular reporting on capital-project progress, strategic-plan initiatives, departmental performance, and major City activities. The City's Strategic Plan and performance-management program connect departmental work to Commission-approved strategic objectives and provide a consistent framework for evaluating results.

Improved Organizational Coordination and Project Accountability

Strengthened collaboration among Engineering, Public Works, Utilities, Parks and Recreation, Development Services, Procurement, Budget, Risk Management, Legal, and outside agencies. This executive coordination helped resolve complex permitting, funding, procurement, and construction issues affecting projects throughout the City.

Restructured selected departments and organizational functions to improve efficiency, strengthen accountability, and generate savings for taxpayers.

Led the City Through Continued Growth and Organizational Complexity

Balanced the competing demands of redevelopment, infrastructure expansion, neighborhood concerns, regulatory requirements, workforce needs, and fiscal constraints. This leadership enabled the organization to maintain essential daily services while simultaneously managing some of the most ambitious public investments in the City's history. Expanded access to critical mental health resources through the Behavioral Health Assistance Program (BHAP). This investment has fostered a culture that prioritizes employee wellness and has positively impacted the lives of several of our members by providing confidential support and timely access to care, strengthening our workforce, improving resilience, and enhancing our ability to serve the community.

Summary

During the past year, I continued to lead the organization in translating the City Commission's policy direction into measurable results. Under my administration, the City maintained its sound fiscal position, managed more than 50 active capital projects, advanced voter-approved G.O. Bond commitments, supported transformative downtown redevelopment, strengthened infrastructure and emergency preparedness, and expanded recreational and quality-of-life amenities throughout the community.

I also encouraged innovation and fiscal accountability, including procurement efficiencies that generated approximately \$1.2 million in estimated design-fee savings and operational improvements that protect significant City assets. These accomplishments reflect the coordinated efforts of our employees and demonstrate the organization's continued commitment to responsible government, economic opportunity, excellent public services, and long-term community investment.