

ACTION AGENDA 2025

Mayor and City Commission



Fort Pierce, Florida
January 2025



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Fort Pierce Goals 2030

BEAUTIFY OUR COMMUNITY



DEVELOP OUR COMMUNITY



ENGAGE OUR COMMUNITY



SERVE OUR COMMUNITY



ENJOY OUR COMMUNITY

Definitions of Terms

POLICY –

is an issue that needs direction or a policy decision by the Commission; or needs a major funding decision by the Commission; or an issue that needs Commission leadership by the governing body in the community; or with other governmental bodies (City government, other City governments, state government, federal government) – questions of “WHAT: IS THE DIRECTION; IS THE GOAL; IS THE BUDGET OR RESOURCES; IS THE CITY’S POLICY OF REGULATION?”

MANAGEMENT –

a management action which the Commission has set the overall direction and provided initial funding (e.g., phased project), may require further Commission action on funding; or a major management project particularly multiple years (e.g., upgrade to the information system) – questions of “HOW: DO WE ADDRESS THE ISSUE, MANAGE THE CITY; IMPLEMENT A DECISION OR PROGRAM; CAN WE IMPROVE THE MANAGEMENT OR ORGANIZATIONAL PROCESS?”

MANAGEMENT IN PROGRESS –

a management or organization action which Commission has set the direction, needs staff work before going to Commission for direction next year or beyond, no choice mandated by an outside governmental agency or institution, management process improvement budgeted or funded by the Commission.

MAJOR PROJECT –

a capital project funded in the CIP or by Commission action, which needs design, or to be constructed (e.g., Road project, City facility project, park project, etc.).

ON THE HORIZON –

an issue or project that will not be addressed during the year by management or the Commission but should be addressed in the next five years; it could become an action item for this year if another party moves the issue or project forward – it depends on them.

Policy Agenda 2025 Targets for Action City of Fort Pierce

TOP PRIORITY

**Proactive Property Maintenance Code and Enforcement/ Compliance:
Desired Outcomes, Best Practices and Staffing Report, Direction and Funding**

**Jobs Corridor Development:
Update Report, Direction and City Actions**

**Annexations Actions Strategy:
Overall Direction and Decisions**

**City-Owned Properties:
Update Report, Direction and City Actions**

**Community Listening Action Plan:
Listening Community Meetings, Going into the Community as a City Commission,
Getting Invitations from the Community**

**City Manager Hiring:
Selection and Onboarding**

HIGH PRIORITY

**Comprehensive City Beautification Strategy and Action Plan:
Goals/Outcomes, Best Practices, Report with Options, Direction, Funding and City Actions**

**Street Condition Assessment and Projects Plan:
Condition Report. Project Plan/Priority and Election**

**Community Safety Next Steps:
Report with Options, Direction and Funding (Including SWAT Team,
Drug Task Force, Gang Task Force, Gun Violence Reduction, etc.)**

**City Economic Development Policies and Activities:
Comprehensive Review/Evaluation, Outcomes, City Roles,
Partners, Report, Direction and City Actions**

**Community Brand/Marketing Strategy and Action Plan:
Outcomes, Best Practices, Report with Options, Direction and City Actions**

**Comprehensive Ordinance Review and Update:
Completion (Including Purchasing, Noise and Waterways)**

Management Agenda 2025 Targets for Action City of Fort Pierce

TOP PRIORITY

**Public Facilities Maintenance Plan:
Development and Funding**

**City Marina Expansion:
Report with Options, Direction, Funding and City Actions**

**King's Landing Development – Private Development:
Amendment to Development Agreement**

**Purchasing Policies and Processes:
Comprehensive Evaluation, Best Practices, Report with Options and Recommendations,
Directions and Implementation**

**Homeless/Unhoused Residents Strategy:
Report from Joint Homeless Task Force**

**Streamlining City Processes:
Update Report**

HIGH PRIORITY

**Port Development:
Rezoning Direction**

**Little Jim Bait and Tackle Operations:
RFP and Direction**

**Sunrise Theatre Operations:
Private Sector Implementation**

**Law Enforcement Impact Fees:
Review, Refinement and Expenditure Direction (with St. Lucie County)**

**Comprehensive Plan Update:
Direction**

**Residential Design Catalog Development:
Direction and Completion**

**Fort Pierce
Action Outlines 2025**

GOAL 1	BEAUTIFY OUR COMMUNITY
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ACTION: Comprehensive City Beautification Strategy and Action Plan: Goals/Outcomes, Best Practices, Report with Options, Direction, Funding and City Actions

PRIORITY
<i>Policy High</i>

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Problems and Issues • Goals and Outcomes • Best Practices • Cost • Service Level • Funding • City Roles • Program Options • Adopt-a-Road Program: Organization Performance • Current City Programs and Activities 	<ol style="list-style-type: none"> 1. WORKSHOP: City Beautification Problems/Issues, Goals/Outcomes 2. Research best practices and approaches used by other cities and prepare Report 3. Prepare budget proposal 4. BUDGET WORKSHOP: Report Presentation and Budget FY 25-26 Proposal: Discussion and Direction 5. DECISION: Budget FY 25-26 Adoption – Funding 6. Develop Action Plan 	<p>4/25</p> <p>6/25</p> <p>6/25</p> <p>7/25</p> <p>9/25</p> <p>12/25</p>

Responsibility: Public Works Director; Community & Economic Development Director

ACTION: Public Facilities Maintenance Plan: Development and Funding

PRIORITY
<i>Mgmt Top</i>

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Scope • Facilities Needs • Maintenance Plan • Projects • Costs • Phasing • Beach Facilities • Comprehensive Inventory of Public Facilities' • Maintenance Requirements and Costs • Current and Future Facilities Uses • Capital Expense Projections 	<ol style="list-style-type: none"> 1. Develop budget proposal 2. BUDGET WORKSHOP: Budget FY 25-26 Presentation, Discussion and Direction 3. DECISION: Budget FY 25-26 Adoption Funding 	<p>5/25</p> <p>7/25</p> <p>9/25</p>

Responsibility: Public Works Director

ACTION: Entrances/Gateways Signage and Landscaping:
Development and Installation

PRIORITY
<i>Mgmt</i>

Key Issues

Activities/Milestones

Time

- | | |
|---|---|
| <ul style="list-style-type: none"> • FDOT Permitting | <p>A. Entrance Signs</p> <ol style="list-style-type: none"> 1. Complete FDOT Permitting for Entrance Signs 6/25 2. Complete sign fabrication 9/25 3. Complete Entrance Signs and Lighting installation 10/25 <p>B. Entrance Landscape</p> <ol style="list-style-type: none"> 1. Complete Entrance Landscape Design 6/25 2. Complete Entrance Landscape Project 10/25 |
|---|---|

Responsibility: Community & Economic Development Director

ACTION: Mural Projects 2025 (3): Completion

PRIORITY
<i>Mgmt</i>

Key Issues

- Local Artists
- Solicitation Process
- Lincoln Park Future Murals and Potential Locations

Activities/Milestones

A. Peacock Arts District

- 1. FPRA DECISION: Artist Agreement and Property Agreement**
2. Complete murals

6/25

8/25

B. Downtown

- 1. FPRA DECISION: Artist Agreement and Property Agreement**
2. Complete mural

6/25

8/25

Responsibility: Community & Economic Development Director

ACTION: Landscape Code: Revision

PRIORITY
<i>Mgmt</i>

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Scope • Requirements • Tree Species • Degree of Flexibility • Tree Removal 	<ol style="list-style-type: none"> 1. Complete Business Community public input 2. Complete TRC review 3. Planning Board: review 4. DECISION: Landscape Code Adoption 	<p>5/25</p> <p>6/25</p> <p>7/25</p> <p>8/25</p>

Responsibility: Planning Director

Management in Progress 2025			TIME
1	1. Data Transfer of Naviline Cases (Pending Fines/Liens) into Tyler Munis	ComRes	3/25
1	2. Foreclosures: On going: Initiation, Case to City Attorney	ComRes	5/25
1	3. Street Pole Banners Program a. Art Contest b. Complete Installation	C&ED	5/25 9/25
1	4. Downtown Lighting Installation: Completion	C&ED	9/25
1	5. Wayfinding Signs a. Fabrication b. Complete Installation	C&ED	6/25
1	6. Memorials Signage and Clean Up Action Plan (Corp of Engineers Regulations) Including Sidewalks	PW	6/25

Major Projects 2025			TIME
1	1. Highwaymen Museum Development: Construction and Opening	C&ED	3/25

GOAL 2	DEVELOP OUR COMMUNITY
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ACTION: Jobs Corridor Development: Update Report, Direction and City Actions

PRIORITY
<i>Policy Top</i>

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> Studies 	1. UPDATE REPORT	3/25
	2. UPDATE REPORT	6/25
	3. WORKSHOP: Development Plan – Phase 1 Presentation, Discussion and Direction on Phase 2	10/25
	4. Development Plan – Phase 2	TBD

Responsibility: Community & Economic Development Director

ACTION: Annexations Actions Strategy: Overall Direction and Decisions

PRIORITY
<i>Policy Top</i>

Key Issues

Activities/Milestones

Time

<ul style="list-style-type: none"> • Enclaves • City Limits • State Laws • Mandatory vs. Voluntary • Connectivity • Impacts on Current Services and Resources • Costs • Funding • Priority • Timing • Annexations as Revenue Generators 	<ol style="list-style-type: none"> 1. Prepare Presentation on Annexation Framework 2. WORKSHOP: Annexation Framework Report Discussion and Overall Direction 3. Develop Action Plan Report 4. WORKSHOP: Annexation Action Plan Discussion and Direction 	<p>6/25</p> <p>10/25</p> <p>4/26</p> <p>6/26</p>
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Responsibility: Planning Director

ACTION: City-Owned Properties: Update Report, Direction and City, Actions

PRIORITY
<i>Policy Top</i>

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Scope • Number of Leasing Contracts • Position Description and Responsibilities • Comprehensive Title Search – Inventory of City-Owned Properties • Compliance with City Leases • Managing Property and Leases – Best Practices • Costs to the City – Negative Cash Flow • Private Sector Property Management Firms – Potential Services 	<ol style="list-style-type: none"> 1. Prepare budget proposal for Property/Leasing Management, including potential position 2. BUDGET WORKSHOP: Budget FY 25-26 Discussion and Direction 3. DECISION: Budget FY 25-26 Adoption and Funding 4. Onboard position 	<p>5/25</p> <p>7/25</p> <p>9/25</p> <p>12/25</p>

Responsibility: City Manager

ACTION: City Economic Development Policies and Activities: Comprehensive Review/Evaluation, Outcomes, City Roles, Partners, Report, Direction and City Actions

PRIORITY
<i>Policy High</i>

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Goals/Outcomes • City Roles • City Economic Development Policies • City Economic Development Toolkits • Partners • Infill Economic Development Potential Location • Annexations for Economic Development 	<ol style="list-style-type: none"> 1. Complete “Economic Development Element” in Comprehensive Plan 2. Prepare Report on Comprehensive City Economic Development Overview 3. WORKSHOP: “Economic Development Element” and Comprehensive City Economic Development Overview Presentation, Discussion and Direction 4. DECISION: Economic Development Element Approval and Transmittal 	<p>9/25</p> <p>9/25</p> <p>10/25</p> <p>11/25</p>

Responsibility: Community & Economic Development Director; Planning Director

ACTION: 13th Street Improvements: Direction and Funding
(Orange to Georgia)

PRIORITY
<i>Policy</i>

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Design • Funding (\$3 million) • State Funding • Next Phase: Georgia to Virginia • Safe Routes to Schools (3) along 13th Street 	<ol style="list-style-type: none"> 1. Complete Design 2. Develop budget proposal 3. BUDGET WORKSHOP: Budget FY 25-26 13th Street Improvement Project Construction Funding 4. DECISION: Budget FY 25-26 Adoption Construction Funding 5. Initiate Bid 6. Evaluate proposals 7. DECISION: Award Construction Contract for 13th Street Project 8. Construction 	<p>4/25</p> <p>5/25</p> <p>7/25</p> <p>9/25</p> <p>9/25</p> <p>10/25</p> <p>11/25</p> <p>1/26-6/27</p>

Responsibility: City Engineer

ACTION: Historic Downtown Development Master Plan
 Implementation: Marina Park Conceptual Plan,
 Festival Street Design and Streetscapes

PRIORITY
<i>Policy</i>

Key Issues

Activities/Milestones

Time

- A. Marina Park Conceptual Plan**
 - 1. FPRA DECISION: Award Contract for Marina Park Conceptual Plan** 3/25
 - 2. Complete Marina Park Conceptual Plan 10/25
 - 3. FPRA WORKSHOP: Marina Park Conceptual Plan Presentation, Discussion and Direction** 11/25

- B. Festival Street (2nd Street) Design [Avenue "A" to Orange]**
 - 1. Award Contract for Design 5/25
 - 2. Complete Design 10/25
 - 3. PRESENTATION: Festival Street Design Plan** 11/25

- C. Downtown Streetscape – Sidewalk, Trees**
 - 1. Prepare Final Report 10/25

Responsibility: Community & Economic Development Director; Public Works Director

ACTION: King’s Landing Development – Private Development
 Overview Amendment to Development Agreement
[Developer-Driven]

PRIORITY
<i>Mgmt Top</i>

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Targeted Time</u>
<ul style="list-style-type: none"> • Development Agreement • Site Plan 	<ol style="list-style-type: none"> 1. DEVELOPER UPDATE 2. Notification: Purchase and Sale Agreement 3. DECISION: Development Agreement 4. Receive Site Plan 5. TRC: Site Plan Review 6. Planning Board: Site Plan Review 7. Historic Preservation Board: Review 8. DECISION: Site Plan Approval 	<p>2/25</p> <p>TBD</p> <p>3/25</p> <p>3/25</p> <p>4/25</p> <p>5/25</p> <p>5/25</p> <p>6/25</p>

Responsibility: City Attorney

ACTION: Port Development: Rezoning Direction

PRIORITY
<i>Mgmt High</i>

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
• Rezoning	1. DECISION: Port Rezoning	3/25

Responsibility: Planning Director

ACTION: Comprehensive Plan Update: Direction

PRIORITY
<i>Mgmt High</i>

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Elements • EAR Report • Comprehensive Plan: Approval 	<ol style="list-style-type: none"> 1. DECISION: Award Contract for Comprehensive Plan Update 2. WORKSHOPS (2): Elements Review 3. WORKSHOP: Economic Development Element 4. Planning Board: Review 5. DECISION: Comprehensive Plan/EAR Approval and Transmittal to State of Florida 	<p style="text-align: center;">3/25</p> <p style="text-align: center;">6/25 8/25</p> <p style="text-align: center;">10/25</p> <p style="text-align: center;">11/25</p> <p style="text-align: center;">12/25</p>

Responsibility: Planning Director

ACTION: Residential Design Catalog Development: Direction and Completion

PRIORITY
<i>Mgmt High</i>

Key Issues

Activities/Milestones

Time

- | | |
|--|------|
| 1. Complete draft Residential Design Catalog | 8/25 |
| 2. WORKSHOP: draft Residential Design Catalog Presentation, Discussion and Feedback | 9/25 |

Responsibility: Planning Director

ACTION: Wastewater Treatment Plant Relocation: Update Report and Next Steps

PRIORITY
<i>Mgmt</i>

Key Issues

Activities/Milestones

Time

- | | |
|----------------------------|-----------|
| 1. 50% | Completed |
| 2. UPDATE REPORT | 4/25 |
| 3. Complete 100% Operation | 12/25 |
| 4. Complete Demolition | 12/27 |
| 5. Turnover to City | 2028 |

Responsibility: Director of Utilities

ACTION: Agricultural Zoning: Concept, Direction and Ordinance Amendments

PRIORITY
Mgmt

Key Issues

Activities/Milestones

Time

- | | |
|--|------|
| 1. TRC: Review | 3/26 |
| 2. Planning Board: Review | 4/26 |
| 3. DECISION: Agricultural Zoning Ordinance Adoption | 5/26 |

Responsibility: Planning Director

ACTION: Western Peninsula: Design and Direction

PRIORITY
<i>Mgmt</i>

Key Issues

Activities/Milestones

Time

1. **FPPRA: Preliminary Plan Presentation**

4/25

Responsibility: Community & Economic Development Director

Management in Progress 2025			TIME
2.	1. Annual Job Fair 2026	C&ED	1/26
2	2. Boarding House/Rooming House Regulations (City Commission Decision)	Plan	4/25
2	3. Fisherman’s Wharf: Legal Resolution	CA	TBD
2	4. SHIP Home Rehabilitations (4)	C&ED	6/25
2	5. SHIP/First Time Homebuyers Down Payment Assistance Program: Virtual Services	C&ED	6/25
2	6. Resiliency Plan: Vulnerability Assessment	Building	2/26
2	7. Ordinance Revision in Response to HUD 2’ Freeboard Rule	Building	4/25
2	8. Community Rating System (CRS): Award Contract (City Commission Decision)	Building	6/25
2	9. FPRA Grant Programs Formalizing and Revamping	C&ED	8/25
2	10. Standard Operating Procedures for FPRA Programs, Projects and Initiatives	C&ED	9/25
2	11. Western Peninsula Charrette	C&ED	4/25
2	12. Sign Code: Completion	Plan	9/25
2	13. Planning Application Fee Schedule: Completion	Plan	4/25
2	14. Law Enforcement Impact Fee: Completion	Plan	6/25
2	15. City Zoning Code: Refinements	Plan	Ongoing
2	16. Means Court Center: Funding Agreement	C&ED	6/25
2	17. Sign Ordinance Update: Adoption (City Commission Decision)	Plan	7/25

Major Projects 2025			TIME
2	1. Street Resurfacing Projects 2025: Design and Construction	Engr	8/25
2	2. 16 th Street (Avenue K to Avenue I) – Stormwater Replacement: Design and Construction	Engr	10/25
2	3. Granada Street – Paving: Construction	Engr	10/25
2	4. Avenue D Streetscape (Indian River Drive to 29 th Street):	Engr	
	a. Phase 1		10/25-3/26
	• Construction		
	b. Phase 2		5/25
	• Design		
	• Construction		10/25-6/26
2	5. SUN Trail – Highwayman Trail Gap (Indian Hills Drive to Georgia Avenue):	Engr	
	a. Rebid		5/25
	b. Construction		9/25-3/26
2	6. Surfside Drainage / Resurfacing – Phase II and III: Design and Construction	Engr	9/25-9/26
2	7. Orange Avenue Beautification Project – FDOT: 13 th to 33 rd Street: Completion	Engr	12/25
2	8. SUN Trail – Historic Downtown Trail – Design	Engr	12/25
2	9. Little Jim Bait and Tackle – Septic to Sewer Conversion; Construction	Engr	6/25-10/25
2	10. Indian River Drive (Marina Way to Seaway Drive): Construction	Engr	6/25]6/26
2	11. 11 th , Boston and Preston Reconstruction: Design	Engr	6/25
2	12. Surfside Drainage – Phase 4: Design	Engr	4/25
2	13. Wendell Road (7 th Street to 8 th Street): Design	Engr	5/25
2	14. Avenue Q (14 th to 17 th) – Drainage Replacement – Construction	Engr	10/25-1/26
2	15. Parking Lots Projects:	C&ED	
	a. Avenue D		8/25
	b. JCPenney		7/25
2	16. Delaware Avenue/33 rd Street Intersection Improvements	C&ED	10/25
2	17. Oaks at Moore’s Creek Phase II [Developer Driven]	C&ED	TBD
2	18. Old St. Anastasia School Site Master Plan	C&ED	10/25

GOAL 3	ENGAGE OUR COMMUNITY
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ACTION: Community Listening Action Plan: Listening Community Meetings, Going into the Community as a City Commission, Getting Invitations from the Community

PRIORITY
<i>Policy Top</i>

Key Issues

- **Different Approaches with Different Generations from Youth and Seniors**
- **Informal Individual Listening Outreach**
- **City Staff Contact with Residents – Personal Approach Saying “Hi” and Listening**
- **Town Hall Sessions: District 1 and District 2**

Activities/Milestones

1. **WORKSHOP: Community Listening Action Plan**

Time

5/25

Responsibility: Mayor and City Commissioners

ACTION: Community Brand/Marketing Strategy and Action Plan:
Outcomes, Best Practices, Report with Options, Direction
and City Actions

PRIORITY
<i>Policy High</i>

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Goals/Desired Outcomes • Staffing Capacity • Videos • Showcasing Fort Pierce – Our Assets and Successes • Website Modernization and User Friendly • Frequency • Funding • Tourism – Featuring Fort Pierce • Return for Tourism Dollars • Branding Guidelines • Inventory Current Practices – Logos, Marketing Activities • Attracting Residents • Attracting Businesses • Getting Our Brand out to the World • Position/Marketing Firm 	<ol style="list-style-type: none"> 1. Develop budget proposal 2. BUDGET WORKSHOP: Budget FY 25-26 Presentation, Discussion and Direction 3. DECISION: Budget FY 25-26 Adoption and Funding 	<p>5/25</p> <p>7/25</p> <p>9/25</p>

Responsibility: Deputy City Manager

ACTION: Proactive City/Community Communications Staffing Strategy/Action Plan: Outcomes, Report with Options, Direction, Funding and Implementation

PRIORITY
<i>Policy</i>

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • City Goals • City Staffing • Ways of Engaging – Non-Traditional Approaches • Social Media Presence Expansion • Building the Audiences • Outreach to Younger Residents and Build Relationships • Youth Council – Programs Directed to our Youth • Outreach to Multi-Lingual Residents and Build Relationships • Communications with Seniors • Expanding Media Presence • Proactive Communications Plan • Use of Videos • Use of Television Stations • Regular Updates • Commissioners Communicating Messages to Our Community • Facebook Streaming Commission Meetings • Communications through Our Churches 	<ol style="list-style-type: none"> 1. Develop budget proposal 2. BUDGET WORKSHOP: Budget FY 25-26 Presentation, Discussion and Direction 3. DECISION: Budget FY 25-26 Adoption and Funding 	<p>5/25</p> <p>7/25</p> <p>9/25</p>

Responsibility: Deputy City Manager

ACTION: “One Fort Pierce” Community – Strengthening: Next Steps

PRIORITY
<i>Policy</i>

Key Issues

- Copyright – City Commissioner
- Art – Controlled by City Commissioner
- Use as a “Tag Line”

Activities/Milestones

1. Transfer to the City

Time

TBD

Responsibility: Mayor and City Commissioners

ACTION: Social Media Policy and Expansion: Review, Best Practices, Report with Options, Direction and City Actions

PRIORITY
<i>Policy</i>

Key Issues

- Consistent Message
- Disinformation: City Response
- Engagement
- Responsiveness
- Authorized City Individual
- Avoidance of “Back and Forth”
- Commissioner Guidelines
- Public Record Requirements
- Comments on Social Media Pages

Activities/Milestones

1. Finalize Social Media Policy Draft
2. **PRESENTATION: Share Social Media Policy**

Time

- 7/25
- 8/25

Responsibility: Deputy City Manager

Management in Progress 2025			TIME
3	1. Community Policing Expansion: Annual Action Report	Police	7/25
3	2. Youth Council	CM	Ongoing
3	3. Unity in Our Community Event	Police	7/25
3	4. SnapComm Policy Updates	Comm	3/25
3	5. Media Relations Policy	Comm	3/25
3	6. Website Redesign and Update	Comm	6/25
3	7. Hootsuite: Implementation	Comm	7/25
3	8. Strategic Communications and Marketing Plan Update Report	Comm	7/25
3	9. Crisis Communications Plan Update	Comm	7/25
3	10. Commission Chamber Technology Upgrade: Funding (City Commission: Decision)	Comm	7/25

GOAL 4	SERVE OUR COMMUNITY
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ACTION: City Manager Hiring: Selection and Onboarding

PRIORITY
<i>Policy Top</i>

Key Issues

Activities/Milestones

Time

- | | |
|---|------|
| 1. Interviews | 2/25 |
| 2. DECISION: Next City Manager | 2/25 |
| 3. DECISION: New City Manager Contract | 3/25 |

Responsibility: Mayor and City Commission; City Attorney

ACTION: Street Condition Assessment and Projects Plan:
Condition Report. Project Plan/Priority and Election

PRIORITY
<i>Policy High</i>

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • ½ cent Sales Tax • Projects • Project Priorities • Ballot Measure 2026 – Sales Tax Renewal 	<ol style="list-style-type: none"> 1. Complete Street Condition Re-Evaluation 2. Prepare Report 3. PRESENTATION: Condition Report Discussion and Feedback 	<p>11/25</p> <p>11/25</p> <p>12/25</p>

Responsibility: City Engineer

ACTION: Comprehensive Ordinance Review, Update and Completion

PRIORITY
<i>Policy High</i>

Key Issues

- Compliance
- Enforcement

Activities/Milestones

- | | <u>Time</u> |
|---|-------------|
| 1. DECISION: Award Contract for Drafting Noise Ordinance | 2/25 |
| 2. DECISION: Purchasing Ordinance Adoption | 3/25 |
| 3. DECISION: Waterways Ordinances Adoption | 9/25 |
| 4. DECISION: Noise Ordinance Adoption | 7/26 |

Responsibility: City Attorney

ACTION: Technology Upgrades: Next Steps and Funding

PRIORITY
<i>Policy</i>

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Significant Increases • Police Upgrade 	<ol style="list-style-type: none"> 1. Develop budget proposal 2. BUDGET WORKSHOP: Budget FY 25-26 Presentation, Discussion and Direction 3. DECISION: Budget FY 25-26 Adoption and Funding 	<p style="text-align: center;">5/25</p> <p style="text-align: center;">7/25</p> <p style="text-align: center;">9/25</p>

Responsibility: Deputy City Manager

ACTION: Purchasing Policies and Processes: Comprehensive Evaluation, Best Practices, Report with Options and Recommendations, Directions and Implementation

PRIORITY
<i>Mgmt Top</i>

Key Issues

- Purchasing Manual
- Training
- Forms
- Processes/Procedures

Activities/Milestones

1. Complete policies and procedures with consultant
2. Develop Implementation Plan

Time

4/25

5/25

Responsibility: Finance Director

ACTION: Streamlining City Processes: Report, Direction and City Actions

PRIORITY
<i>Policy Top</i>

Key Issues

Activities/Milestones

Time

- | | |
|--|-------|
| 1. Prepare Report | 11/25 |
| 2. PRESENTATION: Update Report on Actions Taken, Plans for Future | 1/26 |

Responsibility: City Manager

ACTION: Law Enforcement Impact Fees: Review, Refinement and Adoption

PRIORITY
<i>Mgmt</i>

Key Issues

- Overall Direction
- Rate

Activities/Milestones

1. **WORKSHOP: Law Enforcement Impact Fees Discussion**
2. **DECISION: Law Enforcement Impact Fees Adoption**

Time

3/25

6/25

Responsibility: Planning Director

ACTION: Management Succession Plan and Preparedness: Update Report and Next Steps

PRIORITY
Mgmt

Key Issues

- Retirements
- Training
- Employee Development
- Budgeted Positions vs. Vacancies
- Employee Turnover
- Open Positions

Activities/Milestones

1. Prepare Presentation
2. **PRESENTATION: Overview**

Time

- 4/25
5/25

Responsibility: Deputy City Manager

ACTION: Working Remotely/Flexible Hours Policy:
Report with Options and Direction

PRIORITY
<i>Mgmt</i>

Key Issues

Activities/Milestones

Time

- | | |
|--|------|
| 1. Finalize Report and Recommendations | 2/25 |
| 2. City Manager feedback | 3/25 |
| 3. City Manager Decision; Working Remotely/Flexible Hours Policies | 6/25 |

Responsibility: Deputy City Manager

ACTION: Tyler Munis Program Implementation: Next Steps

PRIORITY
Mgmt

Key Issues

Activities/Milestones

Time

- | | |
|---------------------------------------|-------|
| 1. Launch Closeout EAM – Public Works | 7/25 |
| 2. Launch Parks and Recreation | 11/25 |

Responsibility: Deputy City Manager

Management in Progress 2025			TIME
4	1. Grants and Outside Funding Sources: Opportunity Report	C&ED	10/25
4	2. Cyber Security Training/Penetration Testing	Adm	Ongoing
4	3. Litter Public Awareness/Education Campaign: Launch	PW	7/25
4	4. GIS Initiatives: Project Maps	Adm	Ongoing
4	5. Police Strategic Plan: Annual Update	Police	7/25
4	6. Police Vehicles Replacement: Acquisition Patrol Vehicles Delivery: 25 Vehicles Order	Police	10/25
4	7. Supervisor Handbook: Completion	Adm	8/25
4	8. Police Leadership Program and Succession Plan: Development	Police	10/25
4	9. Online Guide for Potential Developers: Development	Plan	11/25
4	10. Records Management Handbook and Reference Guide: Development	City Clerk	11/25
4	11. Citywide Records File Plan: Development	City Clerk	11/25
4	12. Records Storage Consolidation: Completion	City Clerk	12/25
4	13. Low-Cost Veterinary Clinic at the Shelter: Creation	ComRes	1/26
4	14. ERP Phase III: Rollout (Human Resources/Time Keeping) of Electronic Record Processing System	Adm	3/25
4	15. In-House Mental Health Program for Police Department Employees: Development	Police	1/26
4	16. Police Promotional Examination Program: Development	Police	1/26
4	17. New Medium- and Heavy-Duty Equipment: Acquisition Funding (City Commission: Decision)	PW	7/25
4	18. City Surplus Properties: Review Inventory and Sale Direction (City Commission Decision)	CM	11/25
4	19. Department Head Training Program: Completion	CM	Ongoing
4	20. HR Records Scanning	Adm	3/25
4	21. Personnel Rules and Regulations Revision: Completion (City Commission Decision)	Adm	12/25
4	22. Vendor Self Service Launch	ERP	11/25
4	23. Enterprise Service Request Launch	ERP	7/25
4	24. MyCivic Launch	ERP	10/25
4	25. Open Enrollment Benefits Module Launch	ERP	3/25
4	26. FPPD Network Infrastructure Refresh	OpsMgmt	Ongoing

Management in Progress 2025			TIME
4	27.	Mobile Device Management Platform Migration from Mosyle to Apple Business Essentials	OpsMgmt 7/25
4	28.	Enterprise Service Request Launch	ERP 7/25
4	29.	Site-to-Site Fiber: Rec Center, Public Works, City Hall and Means Court	OpsMgmt 7/25
4	30.	Service Desk Various Processes and Workflows QM.	OpsMgmt Ongoing
4	31.	Highwaymen Museum ISP Installation with Access Control and Cameras Security Enhancements	OpsMgmt 7/25
4	32.	Service Desk Restructuring	OpsMgmt Ongoing
4	33.	City Hall Threat Vulnerability Assessment Access Control Enhancements	OpsMgmt Ongoing
4	34.	Tyler ESS, Evaluation, and Training Modules	HumRes 3/25
4	35.	Evaluation Module Launch	ERP 3/25
4	36.	Mobile Phone Upgrades	OpsMgmt 7/27
4	37.	Phase 1 and 2 System Refreshes.	OpsMgmt 7/25
4	38.	All Platform Audits for Licensing, Costs and Quality Management	OpsMgmt Ongoing
4	39.	Runbooks for Various Tiers and Areas of Operations.	OpsMgmt Ongoing
4	40.	Asset Lifecycle Process Enhancements	OpsMgmt Ongoing
4	41.	Dedicated Employee Training Room: Creation	HumRes 7/25
4	42.	Risk Management Policies with HR Policies Alignment	HumRes 12/25
4	43.	Emergency/Disaster Protocols and Perform More Detailed Employee Readiness Training.	HumRes 7/25
4	44.	Animal Service Division: Implementation	ComRes 7/25
4	45.	Post-Launch Tyler ERP Adjustments	Building Ongoing
4	46.	Building Department Accreditation: Application	Building 6/25
4	47.	Transition to Electronic Signatures	City Clerk 12/25
4	48.	FPUA Lighting Contract and Standardization of Poles – Potential for Demonstration Project	CM 4/25
4	49.	Fuel Inventory Module on ERP System: Implementation	Fin 9/25
4	50.	Accounts Receivable on ERP System: Implementation	Fin 10/25
4	51.	Finance Policies and Procedures: Update	Fin 8/25
4	52.	Call Center to Improve Customer Service	PW 4/25

Management in Progress 2025			TIME
4	53.	Grant Writer: Onboarding	CM 2/25
4	54.	Police Staffing Plan/Report: Completion (City Commission Presentation)	Police 4/25
4	55.	Highway Museum: Report (City Commission Presentation)	FPRA 4/25

Major Projects 2025			TIME
4	1.	Public Works Fuel Island/Canopy Replacement	PW 9/25
4	2.	City Hall Covered Walkway for Pedestrians (Parking Garage and City Hall): CIP Funded and Implementation	PW 8/25
4	3.	Annual Road Resurfacing Projects	PW 8/25
4	4.	Police Station Upgrade: Funding (City Commission: Decision)	PW 7/25
4	5.	Parking Garage Structural Repairs	PW 6/26
4	6.	Street Sweeping Program Improvements: Funding (City Commission: Decision)	PW 7/25

GOAL 5	ENJOY OUR COMMUNITY
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ACTION: Community Safety Next Steps: Report with Options, Direction and Funding (Including SWAT Team, Drug Task Force, Gang Task Force, Gun Violence Reduction, etc.)

PRIORITY
<i>Policy High</i>

Key Issues

- SWAT Team
- Gang Task Force
- Gun Violence Reduction
- Drug Task Force

Activities/Milestones

- | | |
|---|-------------------------------------|
| <ol style="list-style-type: none"> 1. Develop budget proposal 2. BUDGET WORKSHOP: Budget FY 25-26 Presentation, Discussion and Direction 3. DECISION: Budget FY 25-26 Adoption and Funding | <p>5/25</p> <p>7/25</p> <p>9/25</p> |
|---|-------------------------------------|

Time

Responsibility: Police Chief

ACTION: Youth Recreational Programs and Activities Expansion:
Needs, Report with Options, Direction and City
Role/Actions

PRIORITY
<i>Policy</i>

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Recreation Staffing • Funding • New Sports – Lacrosse and Soccer • Adding Baseball under the City 	<ol style="list-style-type: none"> 1. Develop budget proposal for Youth Recreation Staffing; for New Sports – Lacrosse and Soccer 2. BUDGET WORKSHOP: Budget FY 25-26 Presentation, Discussion and Direction 3. DECISION: Budget FY 25-26 Adoption and Funding 	<p>5/25</p> <p>7/25</p> <p>9/25</p>

Responsibility: Deputy City Manager

ACTION: Swimming Lessons Grants for Youth/Young Adults:
Development and Funding

PRIORITY
<i>Policy</i>

Key Issues

- Funding
- Partner with St. Lucie County
- Grants Program for Youth
- City Role
- Outside Funding Sources, Including Grants

Activities/Milestones

- | | |
|---|------|
| 1. Develop budget proposal for Swimming Grants Program | 5/25 |
| 2. BUDGET WORKSHOP: Budget FY 25-26 Presentation, Discussion and Direction | 7/25 |
| 3. DECISION: Budget FY 25-26 Adoption and Funding | 9/25 |

Time

Responsibility: Deputy City Manager

ACTION: City Marina Expansion: Report with Options, Direction, Funding and City Actions

PRIORITY
<i>Mgmt Top</i>

Key Issues

Activities/Milestones

Time

- | | |
|---|------|
| 1. Award Contract for Design and Permitting; Dredging | 3/25 |
| 2. Complete Design and Permitting | 1/26 |

Responsibility: Marina Manager

ACTION: Homeless/Unhoused Residents Strategy: Report from Joint Homeless Task Force

PRIORITY
<i>Mgmt Top</i>

Key Issues

- Goals/Desired Outcomes
- Programs and Services
- Facility
- Task Force Activities
- City Role
- Unsheltered Mandates by the State of Florida

1. **REPORT: St. Lucie Homeless Task Force Chair**

Time

4/25

Responsibility: City Commission

ACTION: Little Jim Bait and Tackle Operations: RFP and Direction

PRIORITY
Mgmt High

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
• Contract	1. Issue RFP	2/25
	2. Evaluate proposals	4/25
	3. DECISION: Award Contract	6/25

Responsibility: City Manager

ACTION: Sunrise Theatre Operations: Private Sector Implementation

PRIORITY
<i>Mgmt High</i>

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
• Contract	1. Issue RFP 2. Evaluate proposals 3. DECISION: Award Contract for Sunrise Theatre Operations	3/25 4/25 5/25

Responsibility: Community & Economic Development Director

ACTION: Cobb’s Landing: Report with Findings and Option, Direction , Issue RFP and Implementation

PRIORITY
Mgmt

Key Issues

- Lease Expires: 2026
- Building Condition
- Future Direction

Activities/Milestones

- | | |
|---|---|
| <ol style="list-style-type: none"> 1. Complete Structural Analysis/Define Boundary 2. Prepare Report 3. Complete Marina Park Conceptual Plan 4. DECISION: Cobb’s Landing Direction | <p>5/25</p> <p>11/25</p> <p>11/25</p> <p>1/26</p> |
|---|---|

Responsibility: City Manager

ACTION: Animal Adoption Center Implementation:
Voucher Program and Business Plan

PRIORITY
<i>Mgmt</i>

Key Issues

Activities/Milestones

Time

- | | |
|--|------|
| 1. Prepare Implementation Business Plan | 3/25 |
| 2. City Manager Review and Acceptance Implementation Business Plan | 4/25 |
| 3. Complete rewrite Voucher Program Resolution | 6/25 |
| 4. DECISION: Voucher Program Resolution | 7/25 |

Responsibility: Community Response Director

Management in Progress 2025			TIME
5	1. Sunrise Theatre Corporate Sponsorships, Donors and Members: Increase	Sunrise	9/25
5	2. Sunrise Theatre Marketing: Expansion	Sunrise	Ongoing
5	3. Sunrise Theatre Volunteer Program: Expansion	Sunrise	5/25
5	4. Marina Security: Access Control	Marina	4/25
5	5. Annual Highwaymen Heritage Trail Art Show and Festival 2025	C&ED	2/25
5	6. Marina Office Upgrade(s) – Multi-Phase Approach Including Controller, QuickBooks and Scribble	Marina	9/25
5	7. Police Streamline the Non-Essential Calls	Police	5/25
5	8. Pay to Park Pilot Program: Decision Implementation	ComRes	3/25
5	9. Waterway Management Plan: Development	Marina	10/25
5	10. Multi-Purpose Inshore Vessel Purchase: Completion	Marina	2027
5	11. Electronic Special Events Permit Process: Implementation	LS	3/25
5	12. Diverse Festivals (Juneteenth Celebration, Black Arts, Hispanic Heritage) Promotion and Calendar	LS	10/25
5	13. Adult Entertainment Permitting	City Clerk	6/25
5	14. Marina Expansion Design	Marina	12/25
5	15. Partnership with EventsbyPricilla	Sunrise	2/25
5	16. Upcoming Event Honoring Earl Little	Sunrise	2/25
5	17. In House Summer Camp	Sunrise	6/25

Major Projects 2025			TIME
5	1. Pinewood Recreation Facility Improvements: Completion and Parking	PW	4/25
5	2. Fenn Park Reconstruction Project – Phase 2 and Parking Lot	PW	10/25
5	3. South Causeway Park Parking: Clean Up and Parking Spots; Signage	PW	10/25
5	4. Riverwalk Lighting, Banquet Chairs, and Window Tint: Upgrade Project: Funding (City Commission: Decision)	LS	7/25
5	5. Football Field Concession Stands, and Wind Screen on the Fence (with St. Lucie County): Direction	LS	7/25
5	6. Korean War Memorial: Relocation and Access Improvement	PW	5/25
5	7. Fertigation System	IHGC	10/25
5	8. Additional Area to Two Tee Complexes	IHGC	10/25
5	9. Fairways of Holes #6, #7 & #14	IHGC	10/25
5	10. Tee Markers Painting	IHGC	10/25
5	11. Tee Stones and Fairway Yardage Stones Painting	IHGC	10/25
5	12. Replacement of Chiller	Sunrise	6/25
5	13. Mold Remediation	Sunrise	8/25

Policy Calendar 2025

MONTH

February 2025

1. **DECISION: Next City Manager**
2. **DEVELOPER UPDATE: King's Landing Development**
3. **DECISION: Award Contract for Drafting Noise Ordinance**

MONTH

March 2025

1. **DECISION: Contract Award for Nuisance Abatement Vendors**

2. **FPRA DECISION: Award Contract for Marina Park Conceptual Plan**

3. **DECISION: Port Rezoning**

4. **DECISION: Award Contract for Comprehensive Plan Update**

5. **DECISION: Purchasing Ordinance Adoption**

6. **DECISION: New City Manager Contract**

7. **WORKSHOP: Law Enforcement Impact Fees Discussion**

MONTH

April 2025

1. **WORKSHOP: City Beautification Problems/Issues, Goals/Outcomes**

2. **UPDATE REPORT: Wastewater Treatment Plan Relocation**

3. **FPRA: Preliminary Plan Presentation**

4. **DECISION: Boarding House/Rooming House Regulations**

5. **PRESENTATION: Police Staffing Plan/Report**

6. **PRESENTATION: Highway Museum: Report**

7. **REPORT: St. Lucie Homeless Task Force Chair**

MONTH

May 2025

1. **PRESENTATION: Management Succession Plan and Preparedness Overview**
2. **DECISION: Award Contract for Sunrise Theatre Operations**
3. **WORKSHOP: Community Listening Action Plan**

MONTH

June 2025

1. **FPRA DECISION: Artist Agreement and Property Agreement – Peacock Arts District and Downtown**
2. **DECISION: Community Rating System (CRS): Award Contract**
3. **DECISION: Law Enforcement Impact Fees Adoption**
4. **DECISION: Award Contract for Little Jim Bait and Tackle Operations**

MONTH

July 2025

1. **BUDGET WORKSHOP: Report Presentation and Budget FY 25-26 Proposal: Discussion and Direction on Funding for:**
 - a. City Beautification
 - b. Public Facilities Maintenance Plan
 - c. 13th Improvement Project Construction
 - d. Leasing Management
 - e. Proactive Communications
 - f. Community Branding/Marketing
 - g. Commission Chamber Technology Upgrade
 - h. Technology Upgrades
 - i. New Medium- and Heavy-Duty Equipment
 - j. Police Station Upgrade
 - k. Street Sweeping Program Improvements
 - l. Community Safety Next Steps
 - m. Boat Ramps Needs Assessment, Locations and Plan Development
 - n. Youth Recreation Programs
 - o. Swimming Lessons Grants for Youth

2. **DECISION: Sign Ordinance Update: Adoption**

3. **DECISION: Voucher Program Resolution**

MONTH

August 2025

1. **DECISION: Landscape Code Adoption**

2. **PRESENTATION: Share Social Media Policy**

MONTH

September 2025

1. **DECISION: Budget FY 25-26 Adoption – Funding**
2. **WORKSHOP: Draft Residential Design Catalog Presentation, Discussion and Feedback**
3. **DECISION: Waterways Ordinances Adoption**

MONTH

October 2025

1. **WORKSHOP: Annexation Framework Report Discussion and Overall Direction**
2. **WORKSHOP: Jobs Corridor Development Plan – Phase 1 Presentation, Discussion and Direction on Phase 2**
3. **WORKSHOP: “Economic Development Element” and Comprehensive City Economic Development Overview Presentation, Discussion and Direction**
4. **WORKSHOP: Economic Development Element**

MONTH

November 2025

1. **DECISION: Award Construction Contract for 13th Street Project**
2. **FPRA WORKSHOP: Marina Park Conceptual Plan Presentation, Discussion and Direction**
3. **PRESENTATION: Festival Street Design Plan**
4. **DECISION: Economic Development Element Approval and Transmittal**
5. **DECISION: City Surplus Properties: Review Inventory and Sale Direction**

MONTH

December 2025

1. **REPORT: Code Enforcement Report Update on Progress, Status and Future Plans**
2. **DECISION: Comprehensive Plan/EAR Approval and Transmittal to State of Florida**
3. **PRESENTATION: Street Condition Report Discussion and Feedback**

MONTH

January 2026

1. **PRESENTATION: Streamlining City Processes Update Report on Actions Taken, Plans for Future**
2. **DECISION: Cobb's Landing Direction**