

Memo



To: Hon. Mayor and City Commission
From: Russ Blackburn, City Manager
Date: Thursday, January 03, 2008
Subject: Performance Review - September 2006 through December 2007

A review of my performance as City Manager has been scheduled on the City Commission agenda for January 28, 2007. The period for this review was extended to reflect 16 months of performance based on the Commission's decision to schedule performance reviews for the City Manager and City Attorney after the annual budget cycle.

The past 16 months have exemplified the significant changes which can occur in local government. Although everyday is filled with challenges, in the late fall of 2006, the City of Gainesville's future became inextricably linked to the actions of the Florida legislature. City Managers and City Commissioners have always known that cities and counties are creatures of the State, but for the most part, the legislature has followed home rule, allowing local elected officials to set policy and deliver services within broad statutory authority. Throughout most of 2007, the City was battling efforts to reduce or restrict local revenues by the legislature. In July, a statute went into affect that required the City to roll back real property tax revenues to 3% below the fiscal year 05 base year. With the threat and actions to reduce revenues, and more importantly the legislator's vilification of local government as a backdrop, Gainesville's departments and employees continued to focus on improving performance and achieving results. I believe the City has met the challenges presented by this new financial paradigm and exemplified strong leadership at both the policy and administrative levels of the organization.

In my self assessment, I have detailed accomplishments in the major areas of responsibility of the City Manager, relationships with the Mayor and City Commission, relationships with the community, organization management, financial management, personnel management, and intergovernmental relations. The following chronicles some of the more significant accomplishments of the organization within the performance period.

Significant Accomplishments

- ❖ Received funding commitments to fully fund the \$18,000,000 Traffic Management System.
- ❖ Acquired and demolished Kennedy Homes.

- ❖ Collaboratively established the combined Human Resources Department which is guided by a General Government/GRU governing council
- ❖ Implemented Gainesville Corporate University.
- ❖ Worked with Alachua County to adopt a Transition Service Agreement.
- ❖ Successfully selected a site for the one stop homeless service facility.
- ❖ Implemented organizational efficiencies and reorganizations, which reduced the FY 08 budget by \$925,000 minimizing the need to make drastic cuts in services to balance the budget.
- ❖ Reorganized the Community Development Department to better focus leadership and resources on a higher performing planning function and neighborhood improvement.
- ❖ Annexed 4,145 acres of land including Landmar and Butler Plaza.
- ❖ Completed the reconstruction of S.W. 2nd Avenue.
- ❖ Initiated the construction of Jefferson at Second, University House, The Palms, and closed the Hampton Inn Development Agreement and property sale.

My goal throughout the past 16 months has been to continue to lead the departments and employees toward establishing the City of Gainesville as a high performance organization. The purpose of this review is to provide the City Commission a formal opportunity to provide feedback and guidance on my and the organization's performance. I look forward to your feedback and continued leadership.

RB/rs