


CITY OF HALLANDALE BEACH, FLORIDA
MEMORANDUM
CM18-156

DATE: March 21, 2018

TO: Honorable Mayor and City Commissioners
HBCRA Board of Directors

FROM: Roger M. Carlton, City Manager/HBCRA Executive Director

SUBJECT: Roger's Raiders Update



Background: The FY 17/18 Budget includes an allocation for bonus awards to participants of the Roger's Raiders Program. This Program began with an application process that required candidates to submit an application that included a 1000-word essay on how to make Hallandale Beach a better place to live. To our very pleasant surprise, 32 employees applied to the Program. These employees were motivated by the opportunity to meet with community leaders, work 5-10 hrs. per week on their own time to complete special project assignments (Att. 1), be recognized for potential promotions, be mentored by either Assistant City Manager Steve Parkinson, Deputy City Manager Nydia M. Rafols, Assistant City Manager Jeremy Earle, or Assistant City Manager Greg Chavarria, and receive a \$5000 bonus at the end of the program's first Roger's Raiders class.

The first Program speaker was Merrett R. Stierheim who has been called the "Dean of Public Administration" in Florida. Future speakers include Ms. Yocelyn Galiano, ICMA-CM, LEED GA, Village Manager, Village of Pinecrest, FL, and Dr. Shirley Planting, Director of the Miami-Dade County Community Relations Board, with more to follow. The special assignment projects (Att.1) are designed to imbue a process of taking an idea from inception to approval by the City Commission. The first assignment completed was presented to the City Commission on December 18, 2017, by Sue Fassler, Green Initiatives Coordinator. The project was an analysis of the City of Austin, Texas, methodology for giving a storm water utility credit (reduction in fee) to projects that retain more storm water on site than what is required by code.

Other special assignments underway include a detailed study of the Fashion Art District (FADD), a review of the proposed National Flood Insurance program regulations, risk management practices for police, reducing photocopying costs within City operations, the development of a Styrofoam use policy within City facilities, improving revenue collection in the utility billing system, a review of the process for revisions to City administrative policies, and gaining accreditation for the Public Works Department. Eventually, these projects will be presented to the City Commission and/or HBCRA Board of Directors, as might be applicable. Members of the City Commission are certainly encouraged to propose additional projects.

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Re: Update on Roger's Raiders Program

The First Class of Roger's Raiders includes:

<u>Name</u>	<u>Position</u>	<u>Department</u>
Kenneth Bowe	Recreation Aide	Parks & Recreation
Tom Camaj	Contracts Coordinator	Procurement
Maria Chevasco	Permit Clerk	Development Services
Susan Fassler	Agenda Liaison/Green Initiatives	Public Works
Eric Houston	Mobility & Transport Planner	Development Services
Vanessa Leroy	Associate Planner	Development Services
Denton Lewis	Software Analyst	Innovation Technology
Faith Phinn	Financial Management Analyst	HBCRA
Kristin Ramirez	Special Events Coordinator	Parks & Recreation
Carolyn Rose	Police Officer	Police
Noemy Sandoval	Grants Coordinator	City Manager
Kadene Shaw	Social Worker I	Human Services

This program is about the future and ensuring that the City of Hallandale Beach has trained and motivated staff to be ready for the ever more complex challenges of public service the City will face. The twelve Roger's Raiders are an extraordinary group of young people who are the future of our organization.

Att. (1)

Cc: Roger's Raiders
Greg Chavarria, Assistant City Manager
Jeremy Earle, Assistant City Manager
Steven Parkinson, Assistant City Manager
Nydia M. Rafols, Deputy City Manager

Roger's
RAIDERS
 CITY OF HALLANDALE BEACH
 ANNUAL MENTORSHIP PROGRAM

PROJECT LIST

The following project list outlines the various efforts that are being realized by the Roger's Raiders. Each project has a defined outcome that will provide expected benefits to the City and provide management exposure opportunities for participants.

Roger's Raider	Project	Estimated Deadline	Objectives	Expected Benefits
Maria Chevasco	National Flood Insurance Legislation.	May 2018	Research and outline effects of proposed National Flood Insurance Legislation on City's residents and businesses.	Keep residents and businesses informed on matters that affect them.
Vanessa Leroy	Implementation plan for Fashion Art and Design District (FADD).	June 2018	Develop economic development incentives and implementation strategies for FADD.	Provide tools and best practices for economic development.
Carolyn Rose	Risk Management Practices for PD Vehicles; Implementation plan for Fashion Art and Design District (FADD); Citywide Parking Plan	June 2018 & July 2018	Research Risk Management and city policies regarding police vehicles; Develop economic development incentives and implementation strategies for FADD; Research and provide recommendations for a Citywide on-street and off-street parking plan.	Provide best practices for the safe use of police vehicles; Provide tools and best practices for economic development; Provide recommendations and best practices that can be utilized to develop public policy.
Tom Camaj	Reducing Printing Costs and improving Operational Efficiency.	Feb. 2018	Analyze existing costs, contracts and determine operational and costs efficiencies.	Targeting to lower annual costs by 10% or more.
Susan Fassler	Stormwater Management Discount Program; Draft Styrofoam Policy	Complete April 2018	Research the feasibility of implementing a stormwater management discount program in Hallandale Beach.	Opportunity to provide environmentally-friendly programs for residents and businesses.

Rogers Raider	Project	Estimated Deadline	Objectives	Expected Benefits
Noemy Sandoval	Streamline Utility Revenue Collection	July 2018	Analysis on determining best options for streamlining payments from City customers.	On time revenue & customer satisfaction.
Noemy Sandoval	Update City Policy Revision Process	August 2018	Provide support in developing a change management process for directors to review, update and publish administrative policies.	Assist in updating Policies for All Departments.
Kenneth Bowe, Kristin Ramirez, Susan Fassler	Draft Styrofoam Policy	April 2018	Develop Styrofoam Policy	Opportunity to provide environmentally-friendly programs for residents and businesses.
Kadene Shaw Carolyn Rose Denton Lewis	Economic Development Implementation plan for Fashion Art and Design District (FADD).	June 2018	Collect as much economic development related data as possible about Hallandale Beach. Then they will assist with drafting business information packets and social media outreach to as many of our businesses as we can	Provide tools and best practices for economic development.
Kristen Ramirez, Faith Phinn, Eric Houston	Accreditation of DPW via APWA	Oct. 2018	Provide support for attaining accreditation from APWA for DPW Department.	Ensure that DPW meets best practices offered by accreditation.
Kenneth Bowe	Draft Styrofoam Policy; Evaluation Committee for RFP FY2017-2018-001, Sunrise Park Architectural & Eng. Services	April 2018 March 2018	Develop Styrofoam Policy; Assist in the selection of consultant for Sunrise Park development.	Opportunity to provide environmentally-friendly programs for residents and businesses; Redevelopment of City Facilities.