



CITY OF HALLANDALE BEACH, FLORIDA

MEMORANDUM

DATE: January 8, 2020
TO: Honorable Mayor and City Commission
THROUGH: Greg Chavarria, City Manager 
FROM: Marie M. Gouin, Budget & Program Monitoring Director 
SUBJECT: Key Performance Indicators (KPIs) for December 2019

Two months of KPI's have been provided to the City Commission for discussion. Now that there is three months of metrics, each department has met with the City Manager to analyze what was submitted for the quarter. Corrective measures will be taken to address the indicators that posed potential hurdles in the future. The department leaders were given the task of adding new indicators for next month, where possible, that are aligned with the overall vision of financial stabilization, organizational capacity, infrastructure improvements, and development, redevelopment, and economic activity.

Revenue and expenditure trends were also discussed at the first quarterly meeting of FY 2019-20. Doing this will assist in meeting the vision of financial stabilization. When financial stabilization is realized, it becomes less challenging to focus on the other three visions.

At the second quarterly meeting, the department leaders will establish goals that are tied to the metrics. Setting the goals will help in visualizing how each department should act or respond when faced with certain scenarios. The goals also build accountability and help understand why they are being met (or not). Performance management discussions are normally steered by effectively setting goals.

Attachments:

1. KPIs Monthly Report