



2022-2025

Strategic Vision Plan

with Key Indicators

Proposed Revisions

From March 7th & 8th

City Commission Strategic Visioning Retreat



Vision Statement

"An innovative, friendly, engaging, and sustainable community where residents, businesses, and visitors ~~can~~ flourish."

Mission Statement

"To provide exceptional service to our entire community for the continuous enrichment of quality of life through transparency, engagement and respect."

Organizational Values

North Port's Organizational Values serve as guiding principles in how the City, ~~including the City Commission and its staff,~~ will conduct business in ~~the~~its day-to-day operations of the municipality.

- **Accountability:** We are dedicated to the highest ethical standards ~~and.~~ We accept ownership for our conduct and obligations.
- **Integrity:** We maintain the public's trust through honest, transparent, respectful, and equitable behavior.
- **Customer Service:** We provide outstanding customer relations through compassion, professionalism, and purpose by building connections. We strive to make a positive difference with our residents, businesses, ~~and~~visitors, internal staff ~~and strive to make a positive difference, and with those we serve.~~
- **Teamwork:** We promote working collaboratively to achieve efficient and effective results.
- **Empowered Employees:** We embrace an inclusive work environment ~~which offers by empowering~~ employees ~~the authority~~ to act through supportive leadership, mutual respect, trust, ownership, and open communications.
- **~~Cultural~~ Diversity:** We embrace our community's ~~ethnic, cultural, gendered, differences~~ and life experiences ~~to encourage engagement, opportunity, equality, partnerships, and by encouraging~~ inclusiveness.
- **Innovation:** We ~~encourage~~foster an environment that stimulates ~~new and innovative cutting-edge~~ approaches to processes to achieve ~~efficiencies and~~ exceptional ~~outcomes~~results.

Strategic Pillars



Strategic Pillars



“Create and sustain a safe community for residents, businesses, and visitors of North Port.”

Priority 1. Provide efficient, effective staffing and facilities to ensure a high-level of services and response times for Public Safety services.

Indicator 1.1: Maintain a 90% or above rating for residents with a positive view of North Port as a place to live.

Indicator 1.2: Maintain or reduce average response time of seven (7) minutes or less for 90% of EMS service calls.

Indicator 1.3: Maintain or reduce average response time of eight (8) minutes or less for 90% of Fire service calls.

Indicator 1.4: Maintain satisfactory to exceptional quality of care in 99% of persons requesting medical treatment.

Indicator 1.5: Maintain 99% compliance with current EMS Protocols.

Indicator 1.6: Maintain an average response time for all Police service calls at ten (10) minutes or less.

Priority 2. Strive to maintain one of the lowest crime rates among comparable cities.

Indicator 2.1: Reduce the number of violent crimes from the rolling 3-Year average rate by 5% per year.

[Proposed Indicator 2.2: Can an indicator be developed that tracks the number of children that have been positively impacted by the NPPD? (e.g., Do the Right Thing, School Liaison Officer programs, Juvenile Diversion programs, et.)]

CORE SERVICES

- Law Enforcement Patrol Services
- Criminal Investigations
- Community Education (Police Department)
- Emergency Medical Services
- Life Safety/Fire Prevention Services
- Emergency Services (Fire Rescue)
- Public Education (Fire Rescue)
- Permitting, Plans Review, and Inspections
- Code Enforcement
- Contractor and Business Licensing



Priority 3. Build cohesive community partnerships that leverage education & resources to address critical community concerns.

~~**Priority 4.** Place facilities and staff to allow ease of access to City services in proximity of geographic needs.~~

~~**Indicator 4.1:** Maintain full tenant capacity within 90 days of vacancy at the Family Service and Community Education Centers to provide residents with the accessibility to crucial area services at one location.~~

Priority 45. Maintain a Comprehensive Emergency Management training program which addresses the internal and external needs of both the City and supporting jurisdictions/ organizations.

Indicator 54.1: Conduct a minimum of fifteen (15) Emergency Management Training courses during FY 2022.

Indicator 54.2: Achieve and maintain a 90% rate of staff current on required Emergency Management training.

Priority 65. Provide for the safety of our citizens and visitors through effective life safety, education, and fire inspection programs.

Indicator 65.1: Perform annual Fire & Life Safety Inspections to 100% of businesses located within the City.

Indicator 65.2: Within 45 days of initial Fire & Life Safety Inspection, achieve 95% compliance with applicable Fire & Life Safety Codes.

Priority 76. Ensure the physical security of City assets and operations.

Indicator 76.1: Complete security assessment of City Hall with recommendations.

CORE SERVICES

“Protect and promote North Port’s community wellness and its natural resources, recreational assets, cultural diversity, ethnic, and historical heritage,~~as well as overall community wellness.~~”

Priority 1. Develop strategic partnerships and programs to educate residents and visitors about North Port’s heritage, historical buildings, archives, and unique environmental assets.

Indicator 1.1: Budget to hire a Planner dedicated to Historic and Environmental Resources in FY2024.

Indicator 1.2: After hiring a Historic and Environmental Resources Planner, propose a Historic and Environmental Resources Preservation Plan to City Commission for adoption.

Priority 2. Encourage the availability of comprehensive access to acute health care, social, and emotional well-being for all ages in North Port.

Indicator 2.1: Adopt incentives for development of medical facilities in Activity Centers through revisions to Unified Land Development Code (ULDC).

Priority 3. Protect, conserve, and preserve environmentally sensitive lands and resources, including prudent acquisition.

Indicator 3.1: Maintain improved property designated for Parks at a level of service of four (4) acres per 1,000 residents.

Indicator 3.2: Maintain a rate of eight (8) acres of property designated for Parks per 1,000 residents.

Priority 4. Encourage the availability of cultural, music, entertainment, public gathering opportunities, athletic tournaments, and recreational facilities and offerings.

- Community Enrichment Services and Support (Social Services)
- Community Park System
- North Port Aquatic Center
- Community Enrichment
- Parks Maintenance
- Coordination of Special Events (Public Works/Facilities)

Indicator 4.1: Maintain the percentage of residents satisfied with [North Port’s arts, culture, music, and](#) recreational programming,[and](#) events,[and](#) activities at or above 85%.

Priority 5. [PromoteSupport community efforts that promote](#) the natural character and enhance the identity of our neighborhoods to build community cohesiveness and a better “sense of place” for North Port.

~~**Priority 6.** Support efforts to partner with residents and community agencies to revitalize and beautify neighborhoods.~~

~~**Indicator 6.1:** Explore a Joint Planning Area (JPA) Agreement and possible Community Redevelopment Area (CRA) along the 41 Tamiami Trail corridor.~~

~~**Priority 7.** Improve City gateway entry features to convey a sense of arrival in North Port.~~

~~**Indicator 7.1:** Explore and present options for gateway entry features.~~

~~**Priority 8.** Support nonprofits providing programs to our community.~~

~~**Indicator 8.1:** Implement and promote the North Port Office of Aging and Community Resources to local non profits to bridge accessibility gaps in the community by allowing at least three (3) agencies per year to offer services/support groups.~~

~~**Indicator 8.2:** Refer clients to proper resources and act as an information hub for residents.~~

~~**Priority 96.**~~ Aid citizens in developing or enhancing fundamental life skills in order to reach self-sufficiency and maintain housing stability.

Indicator 96.1: Partner with applicable non-profits, churches, Chamber of Commerce, and area schools to expand the Skills for Life program to serve a minimum of 80 residents annually, focusing on teens/young adults.

Indicator 96.2: Support housing stability through direct assistance and homeless prevention activities.

Priority ~~10~~ 7. ~~Create~~ Support opportunities for expanded amenities, resources and cost savings through community partnerships, nonprofits, and collaboration (i.e., facilities, programs, special events, tournaments, etc.).

Indicator ~~107~~ 7.1: Maintain or increase the number of community partnerships to support the delivery of Parks & Recreation services and amenities.

Indicator ~~107~~ 7.2: Parks & Recreation will experience an overall cost recovery goal of 20% or higher, excluding free community events.

Indicator 7.3: Implement and promote the North Port Office of Aging and Community Resources to local non-profits to bridge accessibility gaps in the community by allowing at least three (3) agencies per year to offer services/support groups.

Indicator 7.4: Refer clients to proper resources and act as an information hub for residents.

Priority ~~118~~. Be recognized as a leader in Parks & Recreation with reputation for diverse, high-quality parks and natural spaces.

~~**Indicator ~~118~~ 1:** Continue to achieve CAPRA accreditation every five (5) years.~~

~~**Indicator ~~11~~ 2:** Apply for and receive applicable Award recognitions through industry associations and related organizations.~~

Indicator ~~11~~ 38.1: Receive above average satisfaction rates from annual Community Interest Survey.

Priority 129. Respond to community needs by providing a robust, active system of Parks & Recreation facilities, programs, events, and services that increase wellness and enrich life experiences.

Indicator 129.1: Increase utilization levels of Parks & Recreation facilities and amenities by 5% annually.

Indicator 129.2: Increase the attendance at Parks & Recreation special events by 4% annually.

Indicator ~~129~~.3: Maintain a patrons' rating at 80% or higher on the overall satisfaction with Parks & Recreation facilities.

Indicator ~~129~~.4: Maintain a patrons' rating of 80% or higher on the cleanliness of Parks & Recreation facilities.



“Promote sustainable growth, investment, and development to achieve a vibrant and diversified economy, offering a mixture of services and local employment opportunities.”

Priority 1. Support workforce development programs in partnership with federal, state, local, and not-for-profit organizations to influence the workforce pipeline supply.

Indicator 1.1: Decrease the out-of-city workforce commuter rate by 5% by 2025. Assist local companies with workforce development needs through partnership and referral to resource organizations.

Priority 2. PromotePursue a range of housing options and affordability for current and future residents.

Indicator 2.1: Propose options for affordable housing incentives to City Commission.

Indicator 2.2: Research and propose land use regulations to reflect inclusionary zoning.

Priority 3. Encourage walkable mixed-use development in the Heron Creek & Midway Activity CentersNorth Port.

Indicator 3.1: Adopt incentives for walkable mixed-use development and inclusionary zoning through revisions to Unified Land Development Code (ULDC).

Priority 4. Develop a Master Plan for the Yorkshire Activity Center and include the activity center in the Urban Service Area Boundary through a change to the Comprehensive PlanReview and revise (if necessary) Master Plans in Activity Centers #1, #3, #5, #6, and #7.

Priority 5. Promote neighborhood commercial centers.

CORE SERVICES

- Business Attraction and Recruitment Services
- Local Business Retention and Expansion Services
- Business Climate
- Current Planning
- Comprehensive Planning



Indicator 5.1: Profile the City's neighborhood commercial centers, identifying those with the most taxable value and development potential.

Priority 6. Improve & maintain Business Retention & Expansion (BRE) and Business Recruitment & Attraction (BRA) Plans.

Indicator 6.1: Increase the number of viable projects and maintain the project pipeline.

~~**Indicator 6.2:** Attract targeted, specifically targeting~~ jobs at or above the median wage of the region.

~~**Indicator 6.3:** Decrease the out-of-city workforce commuter rate by 5% by 2025.~~

Indicator 6.4: Increase number of shovel-ready sites within the City.

Priority 7. Develop and approve a series of economic development incentive programs and policies to encourage targeted development investment opportunities.

Indicator 7.1: Monitor utilization of incentive programs and report on the number of applications received.

~~**Priority 8.** Support redevelopment of identified sections along the Tamiami Trail commercial corridor.~~

~~**Indicator 8.1:** Research options to allow commercial usage of access road on the Southwest corner of Tuscola Road.~~

~~**Priority 9.**~~**Priority 8.** Improve City processes and regulations to support a business climate of innovation, entrepreneurship, and investment.

Indicator 9.1: Present the overall update to the Unified Land Development Code (ULDC) to City Commission for adoption.

Indicator 9.2: Implement concurrent application review to reduce overall review time.

Indicator 9.3: Implement "fast-track" program for identified Economic Development projects.

~~**Priority 9.**~~**Priority 10.** Complete a customer-focused streamlined permitting process to stimulate economic development.



Indicator ~~109~~.1: Process and review of land development petitions under established timelines 80% of the time.

~~Priority 11.~~ ~~Increase the percentage of non-residential tax base year over year.~~

~~Indicator 11.1:~~ ~~Publish Annual Report highlighting Total Taxable Value percentages of Industrial, Commercial, & Residential classifications year over year.~~

Priority ~~12~~10. Pursue the development of a diversified economy that supports a wide range of businesses and sectors representative of targeted employers.

Indicator ~~12~~10.1: Determine a realistic reduction of retail leakage (out of town spending) that can be realized within three years; create and implement a strategy to achieve the predetermined reduction.

Priority ~~13~~11. Implement additional phases of the Warm Mineral Springs Master Plan and support development in North Port's Opportunity Zone, which includes Warm Mineral Springs, and the trailhead for Legacy Trail.

Priority ~~14~~12. Seek opportunities for strategic annexations in support of commercial development.

Priority 13. Strive to increase North Port's overall commercial/industrial land use percentage to 18% by 2033.

Indicator 13.1: Publish Annual Report highlighting Total Taxable Value percentages of Industrial, Commercial, & Residential classifications year over year.

Priority 14: Develop a Post-Project Review/Audit process to ensure developer commitments have been completed and maintained.

Priority 15. Seek and support enhanced availability of broadband access in North Port.

Priority 16. Help develop a strong City economy by identifying options to improve availability to workforce/affordable housing opportunities in North Port.

Indicator 16.1: Undertake a Community Housing Needs Study with recommended options and strategies for the City Commission's consideration.



“North Port seeks to be the role model in the region as a community that values environmental resiliency and sustainability in the design and operation of its facilities, programs, services, and development through forward-thinking policies, ordinances, and education.”

Priority 1. Consider the feasibility of employing a North Port Sustainability Manager.

Priority 2. All new and/or redeveloped public facilities should reflect Leadership in Energy and Environmental Design (LEED)-like standards.

Indicator 2.1: Report highlighting LEED-like standards incorporated in new facilities or substantially remodeled facilities.

Priority 3. North Port’s programs, facilities, and operations should visibly encourage conservation, sustainability, water quality testing, and recycling practices.

Indicator 3.1: Offer public education and outreach programs to a variety of resident groups aimed at increasing knowledge of recycling and solid waste practices.

Indicator 3.2: Through water quality testing, monitor and make recommendations to maintain water quality standards for freshwater flowing streams in accordance with FAC 62-302.531 NNC.

Priority 4. Ensure North Port’s development standards, codes, and ordinances provide for a balance of green space and afford protection of the community’s tree canopy.

CORE SERVICES

- Community Park System
- Current Planning
- Comprehensive Planning
- Permitting, Plans Review, and Inspections
- Solid Waste Collection
- City Facility and Property Maintenance
- Water Treatment/ Distribution
- Wastewater Collection and Treatment

Indicator 4.1: Support the [revised](#) Unified Land Development Code (ULDC) target of 35% of North Port land covered by tree canopy by procuring appropriate software solutions in order to measure current canopy.

~~**Indicator 4.2:** Refine tree protection regulations.~~

Priority 5. Support the protection of native species and habitats via public education, land acquisition, and conservation.

~~**Indicator 5.1:** Present the update to the Conservation and Coastal Zone Management Element of the Comprehensive Plan to City Commission for adoption in 2022.~~

~~**Indicator 5.2.1:**~~ Develop recommendations of incentives for property owners/developers to preserve onsite habitats for threatened or protected animal and plant species.

~~**Indicator 5.3.2:**~~ Develop and propose methods to ensure adequate land for recreation, open space, and conservation.

Priority 6. Pursue “Green” infrastructure and development standards.

Indicator 6.1: Build Green Infrastructure standards for new development into the Unified Land Development Code (ULDC).



CORE SERVICES

“Develop and maintain the City’s public facilities, roads, bridges, water control structures, stormwater drainage, waterways, potable water, wastewater collection and treatment (reclamation) systems, and broadband opportunities, and promote multimodal transportation opportunities throughout the City to meet current and future needs.”

Priority 1. Partner with Florida Department of Transportation and Charlotte County to enhance connectivity and establish a new I-75 interchange at Yorkshire Street or Raintree Boulevard.

Indicator 1.1: Ongoing communication with stakeholders to lock-in the design, establish the budget and draft timeline of interchange(s).

Priority 2. Provide public water and water reclamation (wastewater) services to current and future I-75 interchanges.

Indicator 2.1: Maintain progress on Toledo Blade [plan and](#) [Sumter Interchange Plans to](#) ensure timely completion.

Priority 3. Implement the long-range plan to loop potable water lines in residential areas to ensure safe and reliable service.

Indicator 3.1: Continue progress on planned areas based upon funding availability.

Priority 4. Ensure the reliability and capacity of public water and water reclamation (wastewater) services and provide increased access to such as the community expands.

Indicator 4.1: Increase the percentage of new homes being constructed on public water and reclamation (wastewater) services versus on-site well and septic year over year.

- Road Infrastructure
- Stormwater Control
- City Facility and Property Maintenance
- Water Treatment/ Distribution
- Wastewater Collection and Treatment
- Collection and Distribution (Utilities/ Field Ops)
- Engineering (Utilities)



Indicator 4.2: Continue the Neighborhood expansion program to expand access to an affordable and efficient wastewater collection and treatment system.

Priority 5. Proactively maintain the wastewater gravity collection system and lift station infrastructure in a planned manner.

Indicator 5.1: Clean and televise 3% of gravity sewer mains per quarter as part of Utility Preventative Inflow & Infiltration (I & I) Maintenance Program.

Indicator 5.2: Rehabilitate and bring seven (7) lift stations to current standard annually.

Priority 6. Proactively rehabilitate the water control structures and stormwater conveyances (roadside swales, drainage outfalls, retention ditches and waterways) to design specifications to reduce flooding.

Indicator 6.1: Annual report highlighting linear feet of open stormwater conveyances and pipes rehabilitated with the goal being to complete one section grid per year and 80% of the customer request list.

Priority 7. Rehabilitate roadways and bridges under the jurisdiction of North Port to ensure integrity, and a safe and reliable transportation network.

Indicator 7.1: Annual report of rehabilitated lane miles by types of roadways.

Indicator 7.2: Rehabilitate identified high use bridges for safety and welfare.

Priority 8. Develop multi-modal connectivity to historical, cultural, and recreational locations, including neighborhoods, and environmental greenway & blueway points of interests.

Indicator 8.1: Begin implementation of multi-modal connectivity plan, pending adoption of Mobility Fee (formerly Transportation Fee), by acquiring needed property.

Indicator 8.2: Improve the pedestrian experience by designing and filling gaps identified in the sidewalk network beginning in FY 2025.



Priority 9. Improve East-West connectivity of the City's transportation systems ~~by widening Price Boulevard and Hillsborough Boulevard.~~

~~Indicator 9.1: Satisfactory or above rating of overall traffic flow throughout the City increasing year over year.~~

~~Priority 10.~~ Seek Public Private Partnerships to enhance the availability of broadband access in North Port.

~~Priority 11.~~ Construct and operate a solid waste transfer station to improve efficiency and prepare for future growth.

~~Indicator 11.1: Complete design phase of solid waste transfer station and purchase adjacent property.~~

~~Priority 12.~~**Priority 10.** Use preventative maintenance methods and future needs analysis to maintain and build City assets in a timely and prioritized process.

Indicator 12.1. Establish City Facility Preventative Maintenance Program during FY 2023.

Priority 11. Maintain public buildings in a state of good condition with capacity to enable various City staff to provide effective municipal services.

Indicator 11.1: Increase percentage of residents and employees who are satisfied with the condition of City-owned facilities.

Indicator 11.2: Annual report of facilities maintenance work orders, highlighting type or work order and completion time, with a goal to complete 90% of routine maintenance requests within ten (10) days.

Priority 12. Improve City gateway entry features to convey a sense of arrival in North Port.

Indicator 12.1: Explore and present options for gateway entry features.

Priority 13: Construct/remodel/renovate City facilities as needed to improve efficiencies and access to prepare for future growth.

Indicator 13.1 Complete design phase of solid waste transfer station and purchase adjacent property.

“Develop and promote transparent City governance where major policy decisions are considered by the City Commission that foster trust and community engagement, utilizing departmental strengths and innovative approaches to facilitate effective and efficient delivery of municipal services and programs.”

Priority 1. Provide enhanced citizen education and engagement processes to assist in elected and appointed officials’ data-driven decision-making.

Indicator 1.1: Publish the number and track participation at Town Hall Meetings, Question & Answer Sessions, Surveys (including results & outcomes), and other opportunities for public input.

Indicator 1.2: Develop of a robust Citizen’s Academy to encourage, engage, and develop future leaders for the various City Boards & Committees.

Indicator 1.3: Utilize enhanced Transparency website and online budget tool.

Priority 2. Provide convenient, modern, and technologically advanced municipal services to both internal and external customers.

Indicator 2.1: Increase the percentage of Utilities ebill customers year over year.

Indicator 2.2: Offer additional, convenient payment options for Utilities customers.

~~**Priority 3.** Utilize a transparent data driven process to prioritize improvements to our facilities, leverage information technology to maximize the experience of customers and employees and invest in infrastructure to minimize lifecycle costs and maximize service delivery.~~

CORE SERVICES

- Community Connection Services
- Community Communication Services
- Fostering Community Values
- Access to Information Primary
- Support the Use of Technology
- Accounting Services
- Budget Development and Oversight
- Payroll Services Primary
- Purchasing
- Workforce Recruitment, Retention, and Support
- Risk Management
- Fleet Management
- Utility Billing/Quality Customer Service

Priority 4.~~Priority 3.~~ Improve 24-7 access to City services through enhanced website portal and related online forms and services.

Indicator 43.1: Implement a modern government site ~~in FY23~~ that enables residents to quickly access services.

~~**Indicator 4.2:** Deliver an engagement strategy and awareness campaign for the redesigned North RePort app promoting the app as a primary entry point for service tickets.~~

Priority 54. ~~Provide~~ Educate new ~~North Port Residents~~ and established residents and ~~Businesses with Welcome Packages to include utility information, businesses on~~ City services and offerings, and *Florida Friendly* environmental practices, ~~locations of City facilities and parks, contact information, etc.~~

~~**Indicator 54.1:** Maintain stock and track the number of Welcome Packets provided to residents, visitors, and businesses through the Utilities Department and Communications Division.~~

Indicator 4.15.2: Develop an online Welcome Packet to include relevant information for new residents, visitors, and businesses.

Priority 5. ~~Complete~~ Consider the ~~feasibility~~ establishment of ~~establishing a~~ the Customer Care Center Information system.

~~**Indicator 6.1:** Implement the first phase of the North Port Customer Care Center in 2022.~~

Priority 76. Implement a Performance Management System to include internal and external reporting, including development, testing, percentage complete, milestones achieved, staff hours invested, etc.

Indicator 76.1: Create a user-friendly dashboard to report strategic objectives and operational metrics.

Indicator 76.2: City Manager's Office to maintain an 80% or better rate for submitting timely and complete items for City Commission Meeting Agendas.

Indicator 76.3: Monthly report highlighting City Commission attendance on assigned Board Committee Meetings at 80% or better participation.

Priority 7. Strive to have North Port Departments attain State and/or National Accreditation status with their respective associations.

Indicator 7.1. Continue to achieve CAPRA accreditation every five (5) years.

~~**Priority 8.** Continued utilization of 10-year Financial Sufficiency Plan for the Fire Rescue District to ensure sustainability and transparency.~~

~~**Indicator 8.1:** Develop and implement an annual collaborative revenue analysis and rate request review process between Finance and all Districts during the FY 2024 budget process.~~

Priority 89. Provide a multi-year budget “~~snapshot~~snapshot” to show expenses that will increase over a multi-year period with revenue projections and impacts of different millage rate adoptions.

Indicator 98.1: Annual report highlighting Per Capita Budget; Budget per Square Mile; Effective Millage Rate; and Capital Project Budget as percentage of Total Budget compared to peer municipalities over time.

Indicator 8.2: Develop and implement an annual collaborative revenue analysis and rate request review process between Finance and all Districts during the FY 2024 budget process.

Priority 109. Implement 10-year planning cycle for Renewal & Replacement Funds.

Priority 110. ~~Leverage~~ Maximize outside financial resources and support through partnerships, and grants; and proactive fiscal management.

Indicator 110.1: Increase the number of new grant funder applications by 15% over the next five (5) years.

Priority 121. Automation of Performance Reporting, Procurement, Records Management, Travel Requests/ Authorizations/ Reimbursements.

Indicator 121.1: Adoption and implementation of automated Procurement approval process.



Indicator ~~1211~~.2: Adoption and implementation of automated travel approval process.

Priority ~~1312~~. Attract, develop, and support the best talent to be recognized as an *Employer of Choice*.

Indicator ~~1312~~.1: Increase the number of vendors and participants at the Annual Employee Wellness & Safety Fair and other employee events.

Indicator ~~1312~~.2: Develop internship and apprenticeship program and partner with local colleges, including Sarasota County Technical Institute.

Indicator ~~1312~~.3: Utilize feedback received on the Employee survey to measure and improve workplace conditions that drive employee engagement and enhance employee motivation.

Indicator ~~1312~~.4: Provide opportunities work-life balance through flexible scheduling, alternative shifts, remote work/telecommuting, and other strategies.

-Indicator ~~1312~~.5: Grow Big Brothers Big Sisters workplace program to provide mentorship to students in our community.



CORE SERVICES

“In light of North Port’s geographic location, ensure that the City’s municipal programs and services are proactively structured to plan, sustain during an event, and recover from natural disasters.”

Priority 1. Develop and refine (as necessary) policies, procedures, record keeping, and related systems to ensure City can maximize financial reimbursements from the Federal Emergency Management Administration (FEMA) and the Florida Division of Emergency Management (FDEM) for eligible declared disasters.

Priority 2. Undertake a comprehensive study of the City’s facilities, (including the Emergency Operations Center) to determine possible additional hardening and infrastructure projects, including the identification of priorities, costs, and potential funding sources.

Priority 3. Evaluate the City’s current Fund Balance Policy to determine if it is adequate to meet carrying costs from a disaster event prior to receiving eligible reimbursements from federal and/or state sources.

Priority 4. Evaluate the City’s role in potentially providing financial assistance, waivers of fees, etc. to business and residents following a post-disaster event.

Priority 5. Explore the establishment of a tree replacement program to mitigate the impacts to North Port’s tree inventory Post-Hurricane Ian.

Priority 6. Evaluate the City’s Emergency Communication Plan to ensure essential pre, ongoing, and post-disaster information messaging is effective.

Priority 7. Complete a Post-Hurricane Ian Review of Municipal Emergency Management Operations and revise programs, procedures, strategies, etc. as needed based on lessons learned.

- Financial Services
- Human Resources
- City Facility and Property Maintenance
- Water Treatment/ Distribution
- Wastewater Collection and Treatment
- Collection and Distribution (Utilities/Field Ops)
- Engineering (Utilities)
- Solid Waste
- Public Information / Communications
- Police / Fire / Rescue Services
- Code Enforcement