

RESOLUTION No. 2009-35-980

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MIAMI GARDENS, FLORIDA, AUTHORIZING A 4% INCREASE TO THE CURRENT SALARY OF DR. DANNY CREW, THE CITY MANAGER; PROVIDING FOR THE ADOPTION OF REPRESENTATIONS; PROVIDING AN EFFECTIVE DATE.

WHEREAS, Dr. Danny Crew has served as the City Manager for the past five (5) years, and

WHEREAS, in his capacity as City Manager, Dr. Crew has implemented the policies adopted by the City Council and has done a laudable job of managing the City's day-to-day operations, and

WHEREAS, the City Council finds the work performed by Dr. Crew for the City to be commendable and would like to recognize him for this commitment to the City and his accomplishments,

NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF MIAMI GARDENS, FLORIDA, AS FOLLOWS:

Section 1. ADOPTION OF REPRESENTATIONS: The foregoing Whereas paragraphs are hereby ratified and confirmed as being true, and the same are hereby made a specific part of this Resolution.

Section 2. AUTHORIZATION: The City Council of the City of Miami Gardens hereby authorizes a 4% increase to Dr. Danny Crew current salary. This confirms that all existing benefits shall remain the same. This increase shall be effective as of January 6, 2009.

Section 3. EFFECTIVE DATE: This Resolution shall take effect immediately upon its final passage.

PASSED AND ADOPTED BY THE CITY COUNCIL OF THE CITY OF MIAMI GARDENS AT ITS REGULAR MEETING HELD ON FEBRUARY 11, 2009.

  
SHIRLEY GIBSON, MAYOR

ATTEST:

  
RONETTA TAYLOR, MMC, CITY CLERK

PREPARED BY: SONJA KNIGHTON DICKENS, ESQ.  
City Attorney

SPONSORED BY: DANNY CREW, CITY MANAGER

MOVED BY: Vice Mayor Watson  
SECONDED BY: Councilman Campbell

VOTE: 6-1

Mayor Shirley Gibson	<u>X</u> (Yes)	___ (No)
Vice Mayor Barbara Watson	<u>X</u> (Yes)	___ (No)
Councilman Melvin L. Bratton	<u>X</u> (Yes)	___ (No)
Councilman Aaron Campbell	<u>X</u> (Yes)	___ (No)
Councilman Oliver Gilbert, III	<u>X</u> (Yes)	___ (No)
Councilwoman Sharon Pritchett	___ (Yes)	<u>X</u> (No)
Councilman André Williams	<u>X</u> (Yes)	___ (No)

SKD



## City of Miami Gardens Agenda Cover Memo

<b>Council Meeting Date:</b>	February 11, 2009		<b>Item Type:</b>	<b>Resolution</b>	<b>Ordinance</b>	<b>Other</b>
			<i>(Enter X in box)</i>	X		
<b>Fiscal Impact:</b> <i>(Enter X in box)</i>	Yes	No	<b>Ordinance Reading:</b> <i>(Enter X in box)</i>		<b>1<sup>st</sup> Reading</b>	<b>2<sup>nd</sup> Reading</b>
	X		<b>Public Hearing:</b> <i>(Enter X in box)</i>		<b>Yes</b>	<b>No</b>
					X	
<b>Funding Source:</b>	General Fund- City Manager		<b>Advertising Requirement:</b> <i>(Enter X in box)</i>	<b>Yes</b>		<b>No</b>
						X
<b>Contract/P.O. Required:</b> <i>(Enter X in box)</i>	Yes	No	<b>RFP/RFQ/Bid #:</b>	<i>(Enter #)</i>		
		X				
<b>Sponsor Name</b>	Danny O. Crew		<b>Department:</b>	<i>Human Resources</i>		

**Short Title:**

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MIAMI GARDENS, FLORIDA, AUTHORIZING A \_\_\_\_\_% INCREASE TO THE CURRENT SALARY OF DR. DANNY CREW, THE CITY MANAGER; PROVIDING FOR THE ADOPTION OF REPRESENTATIONS; PROVIDING AN EFFECTIVE DATE.

**Staff Summary:**

Dr. Danny O. Crew, City Manager has completed five years of service. As outlined in his employment agreement, the City Council agreed to evaluate his performance to determine any adjustments in annual salary and/or benefits. Attached for Council review are the Council member evaluations submitted to date, City Manager's salary survey, salary adjustment scale, and a memo outlining the Manager's major accomplishments.

**Proposed Action:**

Council approve a resolution authorizing a \_\_\_\_\_% increase to the current salary of Dr. Danny O. Crew, the City Manager.

<b>Attachment:</b>
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- Attachment A – Annual Assessments of City Manager
- Attachment B - Memorandum from City Manager with list of major accomplishments
- Attachment C – City Manager’s Salary Survey
- Attachment D – Salary Adjustment Scale ranging from three to ten percent
- Attachment E – Spreadsheet summary of evaluation ratings

# City of Miami Gardens

1515-200 NW 167<sup>th</sup> Street  
Miami Gardens, Florida 33169



Mayor Shirley Gibson  
Vice Mayor Barbara Watson  
Councilman Melvin L. Bratton  
Councilman Aaron Campbell Jr.  
Councilman André Williams  
Councilwoman Sharon Pritchett  
Councilman Oliver Gilbert III

## MEMORANDUM

**To:** Mayor and City Council  
**From:** Taren Kinglee  
Human Resources Director   
**Date:** February 11, 2009  
**Re:** City Manager's Evaluation

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Attached are all of the evaluations of the City Manager's performance that I have received as of noon today. I have also attached an evaluation matrix of all the ratings combined.

**DR. DANNY O. CREW  
CITY MANAGER  
EVALUATION RATINGS**

**JANUARY 2009**

	Mayor Gibson	Seat 2 Vice Mayor Watson	Seat 1 Councilman Cambell Jr.	Seat 3 Councilman Williams	Seat 4 Councilman Bratton	Seat 5 Councilwoman Pritchett	Seat 6 Councilman Gilbert III	
Relations with Council	3	4	3	4	3	N/A	2	
Programs and Procedures	4	4	4	4	4	N/A	3	
Organization and Leadership	3	4	3	4	3	N/A	2	
Fiscal Management	4	4	4	4	4	N/A	3	
Relations with the Community	4	4	3	4	3	N/A	2	
Overall Level of Performance	Outstanding	Outstanding	Commendable	Outstanding	Commendable	N/A	Proficient	
	3.60	4.00	3.40	4.00	3.40	N/A	2.40	Overall Average 3.466



**City of Miami Gardens  
Annual Assessment of Its Manager  
By the Mayor and City Council Members**

Directions: Please evaluate the performance of the City Manager in the major areas shown below. You should indicate the level of your agreement with the statements in each section based on the following scale:

*(4) = Strongly Agree; (3) = Agree; (2) = Disagree; (1) = Strongly Disagree; (N/A) = No Basis For Comment.*

In addition, space is available to make comments for each area of evaluation and for general comments at the end of this document. After completing your assessment, please sign and return your copy to Taren Kinglee, Human Resources Director, who will be responsible for compiling the results.

Thank you very much for your time and effort in completing this instrument.

**I) Relations with Council:**

This area includes provision of full information on policy options to the Council without bias; timely and accurate reporting in response to requests; effective communication of technical and administrative analyses by staff; timely and effective response to guidance from the Council; responsiveness to Council as a whole, rather than individual members; acknowledgement of authority of Council to make policy decisions while supporting the Council in establishing its decisions; open and direct channels of communication with Council Members.

Assessment:

Rating

The Manager has maintained useful lines of communication with Council and has established successful working relationships with its members.

3

Comments: There should be more consistency from the Manager when responding with Council in the area of requests for Special Projects.

**II) Programs and Procedures:**

This section includes assistance in formulating City policies and programs consistent with goals and objectives established by the Council; effective program development and implementation; attention to long-range planning and infrastructure improvement; knowledge of current and innovative trends in local government management practices; attention to development review, including transportation, engineering and planning functions.

Assessment:

Rating

The Manager has provided insightful direction in formulating and implementing effective policies, programs, and projects.

4

Comments: Manager is informed and communicates with council. Progressive in pursuing areas to highlight City accomplishments.

**III) Organization and Leadership:**

This area includes recruitment and retention of staff; effective management of staff; development of staff; organization and management of staff departments; effective delegation; communication of Council policies and directions to department heads and other employees.

Assessment:

Rating

The City Manager has been effective in his management and leadership of City operations.

3

Comments: Manager demonstrates weakness when difficult staff management issues requires his direct intervention.

**IV) Fiscal Management:**

This part includes assisting Council in establishing budget priorities; budget proposal and preparation, which is clear and intelligible and responsive to Council directives; efficient and effective use of funds; ability to provide the Council with creative and realistic solutions to financial needs and suggestions on how to reduce the budget.

Assessment:

Rating

The City Manager has displayed effective skills and abilities in preparing and managing a balanced budget, which provided service at a level intended by the Council.

4

Comments: Financial reporting has improved.

**V) Relations with the Community:**

This section includes timely, sensitive, and effective communication with the public, with business organizations, and with other public agencies regarding questions, requests, and complaints, as well as effective communication of the Council's positions.

Assessment:

Rating

The Manager has been skillful in developing and enhancing relationships with the public, the business community, the County and state and federal agencies.

4

Comments: The Manager is not a public person; however, he compensates with the communication generated from multiple departments to the residential and business community. He is available to the residents and businesses via email and phone, and responds promptly to their concerns.

Overall Level of Performance

Please provide an overall rating of the performance of the City Manager during the previous year.

Outstanding   X   Commendable \_\_\_\_\_ Proficient \_\_\_\_\_ Needs Improvement \_\_\_\_\_

Comments:  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Current Performance Highlights or Concerns

APPLIED/WON CROWN CITY AWARD; ACCOUNTING/BUDGET AWARD; LOWER CRIME RATE; 5<sup>TH</sup> ANNIVERSARY BOOKLET. MANAGER'S STAFF/EMPLOYEES ARE DEDICATED AND WORK HARD TO BUILD SUCCESS.

CONCERNS:

THE DELAYED IMPLEMENTATION OF INTERNAL EMPLOYEE IN-SERVICE AND SUPERVISORY TRAINING HAS CAUSED MORAL PROBLEMS.

Performance Expectations for the Next Year

IMPROVE INTERNAL COMMUNICATIONS WITH ALL LEVELS OF STAFF AND ADDRESS EMPLOYEES ISSUES PROMPTLY.  
ESTABLISH PROGRAM FOR EMPLOYEE DEVELOPMENT.  
BUDGET FOR PROGRAMS AND INITIATIVES SPECIFICALLY AS LINE ITEM IN ANNUAL BUDGET .  
ADDRESS INITIATIVES RELATIVE TO BUDGET IMPACT AND PRIORITIES.

  
Signature of Council Member

2/8/09  
Date



City of Miami Gardens  
Annual Assessment of Its Manager  
By the Mayor and City Council Members

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Assessment:

Rating

The Manager has maintained useful lines of communication with Council and has established successful working relationships with its members.

4

Comments:

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**II) Programs and Procedures:**

This section includes assistance in formulating City policies and programs consistent with goals and objectives established by the Council; effective program development and implementation; attention to long-range planning and infrastructure improvement; knowledge of current and innovative trends in local government management practices; attention to development review, including transportation, engineering and planning functions.

Assessment:

Rating

The Manager has provided insightful direction in formulating and implementing effective policies, programs, and projects.

4

Comments:

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**III) Organization and Leadership:**

This area includes recruitment and retention of staff; effective management of staff; development of staff; organization and management of staff departments; effective delegation; communication of Council policies and directions to department heads and other employees.

Assessment:

Rating

The City Manager has been effective in his management and leadership of City operations.

4

Comments:

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**IV) Fiscal Management:**

This part includes assisting Council in establishing budget priorities; budget proposal and preparation, which is clear and intelligible and responsive to Council directives; efficient and effective use of funds; ability to provide the Council with creative and realistic solutions to financial needs and suggestions on how to reduce the budget.

Assessment:

Rating

The City Manager has displayed effective skills and abilities in preparing and managing a balanced budget, which provided service at a level intended by the Council.

4

Comments:

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**V) Relations with the Community:**

This section includes timely, sensitive, and effective communication with the public, with business organizations, and with other public agencies regarding questions, requests, and complaints, as well as effective communication of the Council's positions.

Assessment:

Rating

The Manager has been skillful in developing and enhancing relationships with the public, the business community, the County and state and federal agencies.

4

4  
Comments:

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**City of Miami Gardens  
Annual Assessment of Its Manager  
By the Mayor and City Council Members**

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Assessment:

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Rating

3

Comments:

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Assessment:

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Rating

4

Comments:

**III) Organization and Leadership:**

This area includes recruitment and retention of staff; effective management of staff; development of staff; organization and management of staff departments; effective delegation; communication of Council policies and directions to department heads and other employees.

Assessment:

The City Manager has been effective in his management and leadership of City operations.

Rating  
3

Comments:

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**IV) Fiscal Management:**

This part includes assisting Council in establishing budget priorities; budget proposal and preparation, which is clear and intelligible and responsive to Council directives; efficient and effective use of funds; ability to provide the Council with creative and realistic solutions to financial needs and suggestions on how to reduce the budget.

Assessment:

The City Manager has displayed effective skills and abilities in preparing and managing a balanced budget, which provided service at a level intended by the Council.

Rating  
4

Comments:

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**V) Relations with the Community:**

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Assessment:

The Manager has been skillful in developing and enhancing relationships with the public, the business community, the County and state and federal agencies.

Rating  
3

Comments:

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City of Miami Gardens  
Annual Assessment of Its Manager  
By the Mayor and City Council Members

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Assessment:

Rating

The Manager has maintained useful lines of communication with Council and has established successful working relationships with its members.

5

Comments:

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Assessment:

Rating

The Manager has provided insightful direction in formulating and implementing effective policies, programs, and projects.

5

Comments:

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**III) Organization and Leadership:**

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Assessment:

Rating

The City Manager has been effective in his management and leadership of City operations.

5

Comments:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**IV) Fiscal Management:**

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Assessment:

Rating

The City Manager has displayed effective skills and abilities in preparing and managing a balanced budget, which provided service at a level intended by the Council.

5

Comments:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**V) Relations with the Community:**

This section includes timely, sensitive, and effective communication with the public, with business organizations, and with other public agencies regarding questions, requests, and complaints, as well as effective communication of the Council's positions.

Assessment:

Rating

The Manager has been skillful in developing and enhancing relationships with the public, the business community, the County and state and federal agencies.

4

Comments:

Should host his own community forums to communicate his work

Overall Level of Performance

Please provide an overall rating of the performance of the City Manager during the previous year.

Outstanding X Commendable \_\_\_\_\_ Proficient \_\_\_\_\_ Needs Improvement \_\_\_\_\_

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Current Performance Highlights or Concerns

Balanced Budget  
Excellent staff  
Does not micromanage  
Empowers staff

Performance Expectations for the Next Year

see above

*Andre Williams*  
Signature of Council Member

*12/23/09*  
Date

MLB



**City of Miami Gardens  
Annual Assessment of Its Manager  
By the Mayor and City Council Members**

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Assessment:

Rating

The Manager has maintained useful lines of communication with Council and has established successful working relationships with its members.

3

Comments:

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Assessment:

Rating

The Manager has provided insightful direction in formulating and implementing effective policies, programs, and projects.

4

Comments:

MZB

**III) Organization and Leadership:**

This area includes recruitment and retention of staff; effective management of staff; development of staff; organization and management of staff departments; effective delegation; communication of Council policies and directions to department heads and other employees.

Assessment:

Rating

The City Manager has been effective in his management and leadership of City operations.

3

Comments:

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**IV) Fiscal Management:**

This part includes assisting Council in establishing budget priorities; budget proposal and preparation, which is clear and intelligible and responsive to Council directives; efficient and effective use of funds; ability to provide the Council with creative and realistic solutions to financial needs and suggestions on how to reduce the budget.

Assessment:

Rating

The City Manager has displayed effective skills and abilities in preparing and managing a balanced budget, which provided service at a level intended by the Council.

4

Comments:

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**V) Relations with the Community:**

This section includes timely, sensitive, and effective communication with the public, with business organizations, and with other public agencies regarding questions, requests, and complaints, as well as effective communication of the Council's positions.

Assessment:

Rating

The Manager has been skillful in developing and enhancing relationships with the public, the business community, the County and state and federal agencies.

3

Comments:

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**City of Miami Gardens  
Annual Assessment of Its Manager  
By the Mayor and City Council Members**

Directions: Please evaluate the performance of the City Manager in the major areas shown below. You should indicate the level of your agreement with the statements in each section based on the following scale:

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<u>Assessment:</u>	<u>Rating</u>
The Manager has maintained useful lines of communication with Council and has established successful working relationships with its members.	2

Comments: I believe that the Manager provides information colored by the bias of how he wants the Council to act; however, I don't think that is necessarily a problem. We employ him for his expertise in certain areas and I would be surprised if he provided information without a bias. What I believe is problematic is the Manager's interpretation of rules/ordinances/charter provisions in a way that enlarges his authority without regard for consistency. Sometimes the document says what it says, meaning, if it does not help your position you need to move on and adapt. Too often I have heard the Manager say that you can't teach an old dog new tricks. From my perspective, the art of managing requires adaptation. The Manager has shown a recalcitrant nature with regard to change. I also believe that the Manager at times fails to acknowledge his role as the Manager of the Council's policies.

**II) Programs and Procedures:**

This section includes assistance in formulating City policies and programs consistent with goals and objectives established by the Council; effective program development and implementation; attention to long-range planning and infrastructure improvement; knowledge of current and innovative trends in local government management practices; attention to development review, including transportation, engineering and planning functions.

<u>Assessment:</u>	<u>Rating</u>
The Manager has provided insightful direction in formulating and implementing effective policies, programs, and projects.	3

Comments: I believe that the Manager performed exceptionally in this area.

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**III) Organization and Leadership:**

This area includes recruitment and retention of staff; effective management of staff; development of staff; organization and management of staff departments; effective delegation; communication of Council policies and directions to department heads and other employees.

Assessment:

Rating

The City Manager has been effective in his management and leadership of City operations.

2

Comments: I believe that the Manager was better than average in this assessment. I would note that two (2) Assistant Managers left the City; there are some Departments in the City where morale is exceptionally low; and the Manager has had difficulty delegating in certain areas. Also, while the City's Employees rejected the formation of two (2) unions, there is considerable unrest and displeasure among the City's employees. The City's Employees appear to feel like the Manger is not accessible to them.

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**IV) Fiscal Management:**

This part includes assisting Council in establishing budget priorities; budget proposal and preparation, which is clear and intelligible and responsive to Council directives; efficient and effective use of funds; ability to provide the Council with creative and realistic solutions to financial needs and suggestions on how to reduce the budget.

Assessment:

Rating

The City Manager has displayed effective skills and abilities in preparing and managing a balanced budget, which provided service at a level intended by the Council.

3

Comments: The Manager has aptly maintained the City's finances. However, in the future, the Budget process should better allow for the Council to hear from Staff. Also, the Finance Director and Deputy Manager Farmer as well as the Assistant Managers should be more visible in the budget crafting process. The Budget as a project needs to stop being "Danny's thing".

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**V) Relations with the Community:**

This section includes timely, sensitive, and effective communication with the public, with business organizations, and with other public agencies regarding questions, requests, and complaints, as well as effective communication of the Council's positions.

Assessment:

Rating

The Manager has been skillful in developing and enhancing relationships with the public, the business community, the County and state and federal agencies.

2

Comments: I have very little information to evaluate this assessment, however, I would note that the Manager often appears out of sorts when he is at a public event.

**Overall Level of Performance**

*Please provide an overall rating of the performance of the City Manager during the previous year.*

Outstanding \_\_\_\_\_ Commendable \_\_\_\_\_ Proficient \_\_\_\_\_ Needs Improvement \_\_\_\_\_

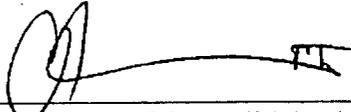
Comments: Overall I believe that the Manager's performance has been **outstanding** with regard to the budget; **commendable** with regard to programs and procedures; and **needs improvement** with regard to relations to the Council and organization and leadership. Overall I rate the Manager's performance as **ACCEPTABLE**.

**Current Performance Highlights or Concerns**

**\*SEE ABOVE**

**Performance Expectations for the Next Year**

**\* SEE ABOVE**

  
\_\_\_\_\_  
Signature of Council Member

2/10/09  
Date

1515 NW 167<sup>th</sup> Street, Suite 5-200  
Miami Gardens, Florida 33169  
(305) 622-8000



Mayor Shirley Gibson  
Vice Mayor Barbara Watson  
Councilman Melvin L. Bratton  
Councilman Aaron Campbell Jr.  
Councilman Andre L. Williams  
Councilwoman Sharon Pritchett  
Councilman Oliver Gilbert III

## MEMORANDUM

To: Mayor and City Council  
From: Dr. Danny O. Crew  
City Manager  
Date: January 14, 2009  
Re: Annual Evaluation

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As of January 6th, I will have completed five years as your City Manager. As you know, my employment agreement provides for an evaluation of my performance during at this time.

In order to facilitate the review, I have attached a brief listing of what I believe are some of the more important City accomplishments during this evaluation period. As with all achievements, I alone cannot take full credit. Much of what has been attained is a result of the work of many people - staff, citizens, and City Council - however, I do feel that I have contributed to their successful initiation/implementation to one extent or another.

I believe that this past year has been very productive, and that I have contributed to the continued forward movement of the City by successfully addressing a number of critical challenges. Much remains to be done. This includes continuing to improve our financial picture; continued progress on a massive parks improvement program; continuing success with our police department; and continuing enhancement of the quality of life in Miami Gardens. Dealing with the consequences of the national economic crisis will be on-going for at least the next few years.

While many of the ultimate decisions are beyond our immediate control, prudent management dictates that we stay involved and informed, and make decisions based on our residents' best long term interest.

I sincerely thank you for the support which I have enjoyed this past year and look forward to working with the City Council and our residents in the year ahead on these and other challenges.

Sincerely,

Danny O. Crew  
City Manager

## MAJOR ACCOMPLISHMENTS OF DANNY O. CREW

For the 5th Rating Period, January 6, 2008-January 5, 2009

1. **Budget:** Personally prepared the City's 5th annual budget which included a reduction in the millage rate.
2. **City Audit:** Received a clean audit for the results of the City's fifth year of operations. In 5 years, the City's finances have gone from an \$11.6 million deficit to an unreserved Fund reserve of a positive \$8.8 million.
3. **Employee Unions:** Successfully challenged the efforts of police and general employees unions to organize the City's workforce.
4. **Police:** Successfully concluded the City's police department first year of operations including a major overall reduction in Part I crime.
5. **Police:** Successfully integrated the specialized services operations into the department.
6. **Beautification:** Completed Phase II of the US 441 beautification project from Wal-Mart to NW 183<sup>rd</sup> Street..
7. **Red Light Cameras:** Began operation of the City's Red Light Camera Program to save lives and injuries.
8. **5<sup>th</sup> Anniversary Booklet:** Personally prepared a Fifth Anniversary Booklet for mailing to all residences highlight the City's accomplishment form 2003-2008.
9. **Economic Development Assistance:** Initiated a unique financial partnership with Warren Henry Automobiles to provide bridge financing to their proposed \$35 million redevelopment/relocation project.
10. **Grants:** City received a number of grants during the year: Neighborhood Stabilization Program - \$6,800,000 (HUD); CDBG - \$1,400,000 (HUD); State/County Hurricane Assistance - \$2,375,000; State Housing Partnership Grant (SHIP) - \$417,000; UASI - \$414,000; Children's Trust Fund Grant - \$820,000; Police Grants \$200,000 (DOJ); AutoNation Beautification Grant \$170,000. Beautification Grants - \$58,714.
11. **Equipment Bond Issue:** Initiated and help prepare a bond issue to secure funding for vehicle and equipment for City departments.
12. **2008 Crown City Community Award:** Designated by American City and County Magazine as one of ten cities/counties nationwide as a 2008 Crown Community for leadership and Creativity in local government management.
13. **Trees Florida:** Won the 2008 Trees Florida, Inc. award for the best tree project in the state – NW 27<sup>th</sup> Avenue.

14. **Excellence in Financial Reporting Award:** Received the national Governmental Finance Officer's Association Excellence in Financial Reporting Award for the first time.
15. **Distinguished Budget Award:** Received the national Governmental Finance Officer's Association Distinguished Budget Award for third straight year.
16. **Popular Finance Report Award.** Received the national Governmental Finance Officer's Association award for our Popular .

*City of Miami Gardens*  
*Human Resources Department*

**CITY MANAGER SALARY SURVEY**

CITY	POPULATION	CITY MANAGER SALARY
Coral Springs	130,000	\$214,374.00 (\$205,635.21 awarded 6% for 10/08 = \$12,338.11. Added to base 4.25% = \$8,738.79 cash bonus 1.75% = \$3,599.32)
Davie	92,207	\$177,022.00
Hollywood	142,473	\$201,115.00
Miami Beach	93,721	\$231,324.34
Miramar	108,240	\$208,000.00
North Miami	60,000	\$207,438.00
Pompano Beach	100,000	\$185,000.00
<b>AVERAGE</b>	<b>103,806</b>	<b>\$203,467.62</b>

*Miami Gardens*

*105,457*

*\$190,359.31*

Salary Adjustment Scale

**CITY MANAGER**

\$ 190,359	3%	\$ 5,710.77	\$ 196,070
	4%	\$ 7,614.36	\$ 197,973
	5%	\$ 9,517.95	\$ 199,877
	6%	\$ 11,421.54	\$ 201,781
	7%	\$ 13,325.13	\$ 203,684
	8%	\$ 15,228.72	\$ 205,588
	9%	\$ 17,132.31	\$ 207,491
	10%	\$ 19,035.90	\$ 209,395

**City Of Miami Gardens  
Annual Assessment Of Its Manager  
By The Mayor And City Council**

February 11, 2009

Submitted By Sharon Pritchett  
Council Member, Seat 5

**I. Relations With Council:**

**Assessment ~ Rating: 1 (Strongly Disagree)**

**Comments:**

In my opinion information that has been requested by me has not been given in a timely manner, if at all.

**II. Programs And Procedures:**

**Assessment ~ Rating: 2 (Disagree)**

**Comments:**

It is as if the City Manager is the Mayor and Council; his goals and objectives are put forth as opposed to our giving him the City Council's Goals and Objectives (at the beginning of each Calendar Year) as we evaluate and assess him instead of using this ICMA form that provides little opportunity for the Council to do that...

**III. Organization And Leadership:**

**Assessment ~ Rating:1 (Strongly Disagree)**

**Comments:**

My Assessment is the City Manager is extremely weak in this area. It appears the morale of the City's Employees is not what it once was. Day after day it appears that City Employees are becoming more and more demoralized because of the new changes in the operations of the City.

**IV. Fiscal Management**

**Assessment ~ Rating: 1 (Strongly Disagree)**

**Comments:**

My Assessment is the City Manager is not being fiscally responsible during these tough economic times. I feel it is incumbent upon the City Manager to inform the City Council as to the movement of large sums of money at the time of the movement and not at the end of the Fiscal Year.

Last year, we had a budget workshop because the City Manager indicated there could be a shortfall in the budget. We found out due to accounting errors there was not shortfall.

## **V. Relations With The Community**

**Assessment ~ Rating: 1 (Strongly Disagree)**

### **Comments:**

The City Manager has failed to interact, personally, with the Community in ways that promote and enhance his City Manager position..

### **Overall Level Of Performance:**

**\*\*Needs Improvement**

### **Current Performance Highlights Or Concerns**

Refer to the "Comments" previously provided.

### **Performance Expectations:**

The City Manager will prepare, provide, and make available to the Mayor, the Council, and the Stakeholders an Annual Administrative Activities Report of the City within ninety days at the end of the Fiscal Year." The City Manager has failed to complete this task since being hired as City Manager. The City Charter dictates it be a separate item.

Attend community meetings, at different locations other than city hall, during the next twelve months. At each Council Meeting, the City Manager should announce he is available to meet with community-based organizations so the community is aware of his willingness to interact with Stakeholders.

During the coming year, I would like to see the complaints in the Building Department drop at least thirty per cent.

I would like to see a monthly Calendar of Events published by the Parks and Recreation Department listing all Programs, including Senior Citizens Activities/Programs with an appropriate Senior Citizens Activities/programs designation.

The City Manager should provide the City Council with a Quarterly Report identifying outstanding contracts by name, contract number, the total amount of the contract, the amount of vouchers presented by the contractors (for the quarter) for work performed, the remaining balance on the contract, and where they are in the completion schedule (the contract is on schedule, ahead of schedule, behind schedule). This should be a positive step towards preventing cost overruns.