



AGENDA MEMORANDUM *City Manager*

City Council Meeting Date: May 5, 2026

To: City Council
From: Dana A. Souza, City Manager
Date: April 23, 2026

SUBJECT: Fiscal Year 2027 City Council Strategic Goals

BACKGROUND: At their May 6, 2025, meeting, the City Council adopted their FY26 Strategic Goals. Those broad goals are then supported by measurable short-term budget objectives that serve to measure organizational performance.

The FY26 Strategic Goals are presented below in priority order. In advance of initiating the FY27 budget process, staff requests that the City Council review these goals and provide approval or direction regarding any amendments.

FY26 Strategic Goals

Hurricanes Ian, Debby, Helene, Milton Recovery

Manage the island-wide recovery from the effects of Hurricane Ian (2022) and Hurricanes Debby, Helene and Milton (2024) by considering appropriate revisions to the Land Development Code and policies, promoting greater community resilience, minimizing bureaucratic procedures and costs, actively pursuing external funding sources for lost revenue replacement and recovery and mitigation projects, and providing general support of resident and business recovery efforts.

Infrastructure

Focus on infrastructure needs that sustain and protect the island's quality of life, including maintaining and improving roads, pathways, historical structures, bridges, sewer, and stormwater systems, and implementing coastal resiliency initiatives.

Community Resiliency

Build Sanibel's resilience to future threats from natural and manmade events by developing plans and implementing solutions that serve to harden and adapt critical infrastructure and mitigate hazards; promote energy efficiency and the use of reliable renewable energy sources; continually update vulnerability, response, and recovery plans; and promote community engagement concerning storm preparation, building codes, flood protection and the benefits of native vegetation.

Sanibel is and shall remain a barrier island sanctuary

Quality of Life

Sustain the safety and well-being of residents, businesses, and visitors by ensuring resources are provided for law enforcement, disaster preparedness, and the delivery of on-island educational, historic, cultural, social, and recreation activities for a diverse multi-generational citizenry.

Environmental Stewardship

Lead by example in environmental stewardship to restore, preserve, and enhance our island sanctuary, lead on issues to positively impact local water quality, and support land conservation, waste minimization, renewable energy, and provide recurring education on the Sanibel Plan.

Fiscal Health

Maintain and promote fiscal health of the city by providing efficient and transparent service delivery and maintaining appropriate financial policies that ensure appropriate fund balances and diverse revenue streams and maximize grant opportunities to support the City's Strategic Goals.

Customer Service

Manage human capital to deliver responsive and high-quality customer-oriented services by investing in technology, maintaining competitive pay and benefits for city employees, adjusting organizational structures as needed, and communicating public information in an effective and timely manner.

Affordable Housing

Increase the number of on-island and near-island affordable housing units available to Sanibel's workforce and general populations by collaborating with Lee County, the nonprofit sector, the private sector, and the City's housing foundation, in accordance with the Sanibel Plan.

Staff will develop Strategic Objectives during the budget process for City Council review. In addition, staff is currently developing Key Performance Indicators (KPIs) and a performance dashboard that will provide the City Council and the public with ongoing updates on the City's organizational performance relative to those KPIs.

FUNDING SOURCE: N/A

RECOMMENDED ACTION: Discussion and direction. If no amendments are proposed, staff requests a motion to approve the FY27 Strategic Goals.