



AGENDA MEMORANDUM

City Manager

City Council Regular Meeting Date: September 8, 2025

To: City Council
From: Dana A. Souza, City Manager
Date: August 25, 2025

SUBJECT: Fiscal Year 2026 Strategic Objectives

BACKGROUND: At the May 6, 2025, City Council meeting, the City Council approved the following eight Strategic Goals for the FY26 budget. The goals are listed in order of priority.

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.

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.

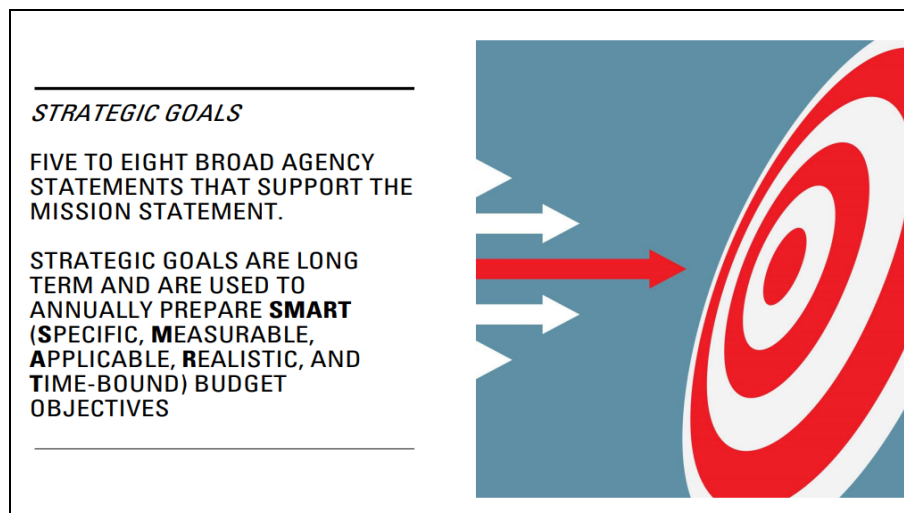
Sanibel is and shall remain a barrier island sanctuary

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. Page 3 April 30, 2025, Sanibel is and shall remain a barrier island sanctuary

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.

Subsequent to the City Council's approval of the Strategic Goals, staff has developed the Strategic Objectives for FY26 while the FY26 budget was being prepared and reviewed by the City Council during budget workshops and project discussions. A Strategic Goal is defined as the development of "Five to eight broad agency statements that support the mission statement". Those broad goals are then supported by measurable short-term goals or budget objectives that serve to measure organizational performance. *(The image below is from the March 2022 strategic planning workshop)*



Staff continues to develop the key performance indicators (measures) that will serve to measure the City's overall performance against the strategic goals.

FUNDING SOURCE: N/A

RECOMMENDED ACTION: Informational unless pulled for discussion.

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