



Marie Arteaga-Nariño
Finance Director
finance@pinecrest-fl.gov

MEMORANDUM

Department of Finance

DATE: November 9, 2023
TO: Yocelyn Galiano, ICMA-CM, Village Manager
FROM: Marie Arteaga-Nariño, Finance Director
RE: October Budget Highlights

A handwritten signature in blue ink, appearing to read "Yocelyn Galiano".

Below are noteworthy items for the months of September 2023 and October 2023:

- The Building permit revenue through September was \$3,542,801.17, a decrease of \$703,872.20 or 16.6%, from the previous year.
- Community Center revenue through September was \$1,612,407.00, an increase of \$227,285.73 or 16.4%, from the previous year.
- Pinecrest Garden revenue through September was \$1,696,777.94, an increase of \$302,219.50 or 21.7%, from the previous year. Grants received thus far in the fiscal year were \$212,918.00.
- The tree account has a balance of \$117,069.99 as of October.
- The red light camera revenue through October was \$63,432.20 and invoices through September is \$373,844.59.
- The Village has received \$3,115,721.49 for the Hurricane Irma claim with FEMA. In September, the Village received \$17,283.78 for the administrative claim. The final amount due is \$22,744.80 and that amount has been obligated and is under review by the state for remittance.
- Due to the Covid 19 Pandemic, \$199,538.55 was spent, \$118,479.89 has been reimbursed and \$26,016.89 is receivable. The amount of \$55,041.77 was denied.





Budget by Organization Report

Through 10/31/23
 Prior Fiscal Year Activity Excluded
 Summary Listing

Organization	Adopted Budget	Budget Amendments	Amended Budget	Current Month Transactions	YTD Encumbrances	YTD Transactions	Budget - YTD Transactions	% Used/ Rec'd	Prior Year Total
Fund 001 - General Fund									
REVENUE									
Department 000 - .	35,886,957.00	.00	35,886,957.00	1,112,783.17	.00	1,112,783.17	34,774,173.83	3	34,439,503.44
REVENUE TOTALS	\$35,886,957.00	\$0.00	\$35,886,957.00	\$1,112,783.17	\$0.00	\$1,112,783.17	\$34,774,173.83	3%	\$34,439,503.44
EXPENSE									
Department 000 - .	4,873,620.00	.00	4,873,620.00	73,590.92	.00	73,590.92	4,800,029.08	2	3,913,134.88
Department 511 - Village Council	189,760.00	.00	189,760.00	6,176.81	.00	6,176.81	183,583.19	3	137,729.77
Department 512 - Administrative	1,397,100.00	.00	1,397,100.00	51,796.07	.00	51,796.07	1,345,303.93	4	1,421,998.17
Department 513 - Finance Department	473,205.00	.00	473,205.00	16,072.11	.00	16,072.11	457,132.89	3	455,850.03
Department 514 - Village Attorney	695,000.00	.00	695,000.00	.00	.00	.00	695,000.00	0	623,032.88
Department 519 - General Government	3,280,880.00	.00	3,280,880.00	427,586.87	.00	427,586.87	2,853,293.13	13	2,599,536.39
Department 521 - Police Department	12,645,720.00	.00	12,645,720.00	511,058.87	.00	511,058.87	12,134,661.13	4	12,774,063.71
Department 524 - Building, Planning & Zoning -BPZ	3,756,610.00	.00	3,756,610.00	215,625.68	.00	215,625.68	3,540,984.32	6	3,398,414.10
Department 525 - Emergency and Disaster Relief	.00	.00	.00	.00	.00	.00	.00	+++	.00
Department 539 - Public Works	1,101,695.00	.00	1,101,695.00	41,972.19	.00	41,972.19	1,059,722.81	4	993,515.43
Department 572 - Parks and Recreation	4,001,125.00	.00	4,001,125.00	146,809.91	.00	146,809.91	3,854,315.09	4	3,784,127.81
Department 575 - Pinecrest Gardens	3,448,955.00	.00	3,448,955.00	216,580.10	55,917.00	216,580.10	3,176,457.90	8	3,314,909.82
EXPENSE TOTALS	\$35,863,670.00	\$0.00	\$35,863,670.00	\$1,707,269.53	\$55,917.00	\$1,707,269.53	\$34,100,483.47	5%	\$33,416,312.99
Fund 001 - General Fund Totals									
REVENUE TOTALS	35,886,957.00	.00	35,886,957.00	1,112,783.17	.00	1,112,783.17	34,774,173.83	3%	34,439,503.44
EXPENSE TOTALS	35,863,670.00	.00	35,863,670.00	1,707,269.53	55,917.00	1,707,269.53	34,100,483.47	5%	33,416,312.99
Fund 001 - General Fund Totals	\$23,287.00	\$0.00	\$23,287.00	(\$594,486.36)	(\$55,917.00)	(\$594,486.36)	\$673,690.36		\$1,023,190.45



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Organization	Adopted Budget	Budget Amendments	Amended Budget	Current Month Transactions	YTD Encumbrances	YTD Transactions	Budget - YTD Transactions	% Used/ Rec'd	Prior Year Total
Fund 101 - Stormwater Utility Fund									
REVENUE									
Department 000 - .	2,566,000.00	.00	2,566,000.00	317,283.34	.00	317,283.34	2,248,716.66	12	2,794,126.43
REVENUE TOTALS	\$2,566,000.00	\$0.00	\$2,566,000.00	\$317,283.34	\$0.00	\$317,283.34	\$2,248,716.66	12%	\$2,794,126.43
EXPENSE									
Department 538 - Stormwater	5,009,335.00	.00	5,009,335.00	41,006.10	.00	41,006.10	4,968,328.90	1	2,354,286.83
EXPENSE TOTALS	\$5,009,335.00	\$0.00	\$5,009,335.00	\$41,006.10	\$0.00	\$41,006.10	\$4,968,328.90	1%	\$2,354,286.83
Fund 101 - Stormwater Utility Fund Totals									
REVENUE TOTALS	2,566,000.00	.00	2,566,000.00	317,283.34	.00	317,283.34	2,248,716.66	12%	2,794,126.43
EXPENSE TOTALS	5,009,335.00	.00	5,009,335.00	41,006.10	.00	41,006.10	4,968,328.90	1%	2,354,286.83
Fund 101 - Stormwater Utility Fund Totals	(\$2,443,335.00)	\$0.00	(\$2,443,335.00)	\$276,277.24	\$0.00	\$276,277.24	(\$2,719,612.24)		\$439,839.60



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Organization	Adopted Budget	Budget Amendments	Amended Budget	Current Month Transactions	YTD Encumbrances	YTD Transactions	Budget - YTD Transactions	% Used/ Rec'd	Prior Year Total
Fund 102 - Transportation Fund									
REVENUE									
Department 000 - .	1,138,555.00	.00	1,138,555.00	.00	.00	.00	1,138,555.00	0	532,514.81
REVENUE TOTALS	\$1,138,555.00	\$0.00	\$1,138,555.00	\$0.00	\$0.00	\$0.00	\$1,138,555.00	0%	\$532,514.81
EXPENSE									
Department 000 - .	.00	.00	.00	.00	.00	.00	.00	+++	.00
Department 541 - Transportation	1,260,730.00	.00	1,260,730.00	13,851.86	155,875.00	13,851.86	1,091,003.14	13	463,466.27
EXPENSE TOTALS	\$1,260,730.00	\$0.00	\$1,260,730.00	\$13,851.86	\$155,875.00	\$13,851.86	\$1,091,003.14	13%	\$463,466.27
Fund 102 - Transportation Fund Totals									
REVENUE TOTALS	1,138,555.00	.00	1,138,555.00	.00	.00	.00	1,138,555.00	0%	532,514.81
EXPENSE TOTALS	1,260,730.00	.00	1,260,730.00	13,851.86	155,875.00	13,851.86	1,091,003.14	13%	463,466.27
Fund 102 - Transportation Fund Totals	(\$122,175.00)	\$0.00	(\$122,175.00)	(\$13,851.86)	(\$155,875.00)	(\$13,851.86)	\$47,551.86		\$69,048.54



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Organization	Adopted Budget	Budget Amendments	Amended Budget	Current Month Transactions	YTD Encumbrances	YTD Transactions	Budget - YTD Transactions	% Used/ Rec'd	Prior Year Total
Fund 103 - Police Education Fund									
REVENUE									
Department 000 - .	2,050.00	.00	2,050.00	.00	.00	.00	2,050.00	0	3,291.52
REVENUE TOTALS	\$2,050.00	\$0.00	\$2,050.00	\$0.00	\$0.00	\$0.00	\$2,050.00	0%	\$3,291.52
EXPENSE									
Department 521 - Police Department	14,175.00	.00	14,175.00	.00	.00	.00	14,175.00	0	11,349.18
EXPENSE TOTALS	\$14,175.00	\$0.00	\$14,175.00	\$0.00	\$0.00	\$0.00	\$14,175.00	0%	\$11,349.18
Fund 103 - Police Education Fund Totals									
REVENUE TOTALS	2,050.00	.00	2,050.00	.00	.00	.00	2,050.00	0%	3,291.52
EXPENSE TOTALS	14,175.00	.00	14,175.00	.00	.00	.00	14,175.00	0%	11,349.18
Fund 103 - Police Education Fund Totals	(\$12,125.00)	\$0.00	(\$12,125.00)	\$0.00	\$0.00	\$0.00	(\$12,125.00)		(\$8,057.66)



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Organization	Adopted Budget	Budget Amendments	Amended Budget	Current Month Transactions	YTD Encumbrances	YTD Transactions	Budget - YTD Transactions	% Used/ Rec'd	Prior Year Total
Fund 104 - Police Forfeiture Fund									
REVENUE									
Department 000 - .	.00	.00	.00	.00	.00	.00	.00	+++	12.89
REVENUE TOTALS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	+++	\$12.89
EXPENSE									
Department 521 - Police Department	.00	.00	.00	.00	.00	.00	.00	+++	13.27
EXPENSE TOTALS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	+++	\$13.27
Fund 104 - Police Forfeiture Fund Totals									
REVENUE TOTALS	.00	.00	.00	.00	.00	.00	.00	+++	12.89
EXPENSE TOTALS	.00	.00	.00	.00	.00	.00	.00	+++	13.27
Fund 104 - Police Forfeiture Fund Totals	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		(\$0.38)



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Organization	Adopted Budget	Budget Amendments	Amended Budget	Current Month Transactions	YTD Encumbrances	YTD Transactions	Budget - YTD Transactions	% Used/ Rec'd	Prior Year Total
Fund 105 - Hardwire, 911 Fund									
REVENUE									
Department 000 - .	30,304.00	.00	30,304.00	.00	.00	.00	30,304.00	0	19,516.18
REVENUE TOTALS	\$30,304.00	\$0.00	\$30,304.00	\$0.00	\$0.00	\$0.00	\$30,304.00	0%	\$19,516.18
EXPENSE									
Department 521 - Police Department	37,340.00	.00	37,340.00	2,937.95	.00	2,937.95	34,402.05	8	32,254.38
EXPENSE TOTALS	\$37,340.00	\$0.00	\$37,340.00	\$2,937.95	\$0.00	\$2,937.95	\$34,402.05	8%	\$32,254.38
Fund 105 - Hardwire, 911 Fund Totals									
REVENUE TOTALS	30,304.00	.00	30,304.00	.00	.00	.00	30,304.00	0%	19,516.18
EXPENSE TOTALS	37,340.00	.00	37,340.00	2,937.95	.00	2,937.95	34,402.05	8%	32,254.38
Fund 105 - Hardwire, 911 Fund Totals	(\$7,036.00)	\$0.00	(\$7,036.00)	(\$2,937.95)	\$0.00	(\$2,937.95)	(\$4,098.05)		(\$12,738.20)



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Organization	Adopted Budget	Budget Amendments	Amended Budget	Current Month Transactions	YTD Encumbrances	YTD Transactions	Budget - YTD Transactions	% Used/ Rec'd	Prior Year Total
Fund 106 - Wireless, 911 Fund									
REVENUE									
Department 000 - .	80,375.00	.00	80,375.00	.00	.00	.00	80,375.00	0	94,345.60
REVENUE TOTALS	\$80,375.00	\$0.00	\$80,375.00	\$0.00	\$0.00	\$0.00	\$80,375.00	0%	\$94,345.60
EXPENSE									
Department 521 - Police Department	103,445.00	.00	103,445.00	8,139.70	.00	8,139.70	95,305.30	8	122,751.52
EXPENSE TOTALS	\$103,445.00	\$0.00	\$103,445.00	\$8,139.70	\$0.00	\$8,139.70	\$95,305.30	8%	\$122,751.52
Fund 106 - Wireless, 911 Fund Totals									
REVENUE TOTALS	80,375.00	.00	80,375.00	.00	.00	.00	80,375.00	0%	94,345.60
EXPENSE TOTALS	103,445.00	.00	103,445.00	8,139.70	.00	8,139.70	95,305.30	8%	122,751.52
Fund 106 - Wireless, 911 Fund Totals	(\$23,070.00)	\$0.00	(\$23,070.00)	(\$8,139.70)	\$0.00	(\$8,139.70)	(\$14,930.30)		(\$28,405.92)



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Organization	Adopted Budget	Budget Amendments	Amended Budget	Current Month Transactions	YTD Encumbrances	YTD Transactions	Budget - YTD Transactions	% Used/ Rec'd	Prior Year Total
Fund 107 - CITT Public Transit Fund									
REVENUE									
Department 000 - .	1,421,328.00	.00	1,421,328.00	.00	.00	.00	1,421,328.00	0	1,130,969.50
REVENUE TOTALS	\$1,421,328.00	\$0.00	\$1,421,328.00	\$0.00	\$0.00	\$0.00	\$1,421,328.00	0%	\$1,130,969.50
EXPENSE									
Department 541 - Transportation	1,434,745.00	.00	1,434,745.00	24,595.01	264,606.43	24,595.01	1,145,543.56	20	1,034,639.51
EXPENSE TOTALS	\$1,434,745.00	\$0.00	\$1,434,745.00	\$24,595.01	\$264,606.43	\$24,595.01	\$1,145,543.56	20%	\$1,034,639.51
Fund 107 - CITT Public Transit Fund Totals									
REVENUE TOTALS	1,421,328.00	.00	1,421,328.00	.00	.00	.00	1,421,328.00	0%	1,130,969.50
EXPENSE TOTALS	1,434,745.00	.00	1,434,745.00	24,595.01	264,606.43	24,595.01	1,145,543.56	20%	1,034,639.51
Fund 107 - CITT Public Transit Fund Totals	(\$13,417.00)	\$0.00	(\$13,417.00)	(\$24,595.01)	(\$264,606.43)	(\$24,595.01)	\$275,784.44		\$96,329.99



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Organization	Adopted Budget	Budget Amendments	Amended Budget	Current Month Transactions	YTD Encumbrances	YTD Transactions	Budget - YTD Transactions	% Used/ Rec'd	Prior Year Total
Fund 108 - Prepaid Phone 911 Fund									
REVENUE									
Department 000 - .	30,250.00	.00	30,250.00	.00	.00	.00	30,250.00	0	22,604.91
REVENUE TOTALS	\$30,250.00	\$0.00	\$30,250.00	\$0.00	\$0.00	\$0.00	\$30,250.00	0%	\$22,604.91
EXPENSE									
Department 521 - Police Department	37,585.00	.00	37,585.00	2,957.10	.00	2,957.10	34,627.90	8	27,410.68
EXPENSE TOTALS	\$37,585.00	\$0.00	\$37,585.00	\$2,957.10	\$0.00	\$2,957.10	\$34,627.90	8%	\$27,410.68
Fund 108 - Prepaid Phone 911 Fund Totals									
REVENUE TOTALS	30,250.00	.00	30,250.00	.00	.00	.00	30,250.00	0%	22,604.91
EXPENSE TOTALS	37,585.00	.00	37,585.00	2,957.10	.00	2,957.10	34,627.90	8%	27,410.68
Fund 108 - Prepaid Phone 911 Fund Totals	(\$7,335.00)	\$0.00	(\$7,335.00)	(\$2,957.10)	\$0.00	(\$2,957.10)	(\$4,377.90)		(\$4,805.77)



Budget by Organization Report

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Organization	Adopted Budget	Budget Amendments	Amended Budget	Current Month Transactions	YTD Encumbrances	YTD Transactions	Budget - YTD Transactions	% Used/ Rec'd	Prior Year Total
Fund 109 - Police Impact Fee Fund									
REVENUE									
Department 000 - .	12,500.00	.00	12,500.00	1,392.00	.00	1,392.00	11,108.00	11	7,466.18
REVENUE TOTALS	\$12,500.00	\$0.00	\$12,500.00	\$1,392.00	\$0.00	\$1,392.00	\$11,108.00	11%	\$7,466.18
EXPENSE									
Department 521 - Police Department	12,500.00	.00	12,500.00	2,460.90	.00	2,460.90	10,039.10	20	23,202.90
EXPENSE TOTALS	\$12,500.00	\$0.00	\$12,500.00	\$2,460.90	\$0.00	\$2,460.90	\$10,039.10	20%	\$23,202.90
Fund 109 - Police Impact Fee Fund Totals									
REVENUE TOTALS	12,500.00	.00	12,500.00	1,392.00	.00	1,392.00	11,108.00	11%	7,466.18
EXPENSE TOTALS	12,500.00	.00	12,500.00	2,460.90	.00	2,460.90	10,039.10	20%	23,202.90
Fund 109 - Police Impact Fee Fund Totals	\$0.00	\$0.00	\$0.00	(\$1,068.90)	\$0.00	(\$1,068.90)	\$1,068.90		(\$15,736.72)



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Organization	Adopted Budget	Budget Amendments	Amended Budget	Current Month Transactions	YTD Encumbrances	YTD Transactions	Budget - YTD Transactions	% Used/ Rec'd	Prior Year Total
Fund 110 - Parks Impact Fee Fund									
REVENUE									
Department 000 - .	55,000.00	.00	55,000.00	7,309.00	.00	7,309.00	47,691.00	13	37,733.03
REVENUE TOTALS	\$55,000.00	\$0.00	\$55,000.00	\$7,309.00	\$0.00	\$7,309.00	\$47,691.00	13%	\$37,733.03
EXPENSE									
Department 572 - Parks and Recreation	55,000.00	.00	55,000.00	.00	.00	.00	55,000.00	0	3,568.55
Department 575 - Pinecrest Gardens	.00	.00	.00	.00	.00	.00	.00	+++	223,429.56
EXPENSE TOTALS	\$55,000.00	\$0.00	\$55,000.00	\$0.00	\$0.00	\$0.00	\$55,000.00	0%	\$226,998.11
Fund 110 - Parks Impact Fee Fund Totals									
REVENUE TOTALS	55,000.00	.00	55,000.00	7,309.00	.00	7,309.00	47,691.00	13%	37,733.03
EXPENSE TOTALS	55,000.00	.00	55,000.00	.00	.00	.00	55,000.00	0%	226,998.11
Fund 110 - Parks Impact Fee Fund Totals	\$0.00	\$0.00	\$0.00	\$7,309.00	\$0.00	\$7,309.00	(\$7,309.00)		(\$189,265.08)



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Organization	Adopted Budget	Budget Amendments	Amended Budget	Current Month Transactions	YTD Encumbrances	YTD Transactions	Budget - YTD Transactions	% Used/ Rec'd	Prior Year Total
Fund 111 - Municipal Services Impact Fee									
REVENUE									
Department 000 - .	45,000.00	.00	45,000.00	1,792.49	.00	1,792.49	43,207.51	4	41,445.24
REVENUE TOTALS	\$45,000.00	\$0.00	\$45,000.00	\$1,792.49	\$0.00	\$1,792.49	\$43,207.51	4%	\$41,445.24
EXPENSE									
Department 519 - General Government	45,000.00	.00	45,000.00	.00	.00	.00	45,000.00	0	40,138.99
EXPENSE TOTALS	\$45,000.00	\$0.00	\$45,000.00	\$0.00	\$0.00	\$0.00	\$45,000.00	0%	\$40,138.99
Fund 111 - Municipal Services Impact Fee Totals									
REVENUE TOTALS	45,000.00	.00	45,000.00	1,792.49	.00	1,792.49	43,207.51	4%	41,445.24
EXPENSE TOTALS	45,000.00	.00	45,000.00	.00	.00	.00	45,000.00	0%	40,138.99
Fund 111 - Municipal Services Impact Fee Totals	\$0.00	\$0.00	\$0.00	\$1,792.49	\$0.00	\$1,792.49	(\$1,792.49)		\$1,306.25



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Organization	Adopted Budget	Budget Amendments	Amended Budget	Current Month Transactions	YTD Encumbrances	YTD Transactions	Budget - YTD Transactions	% Used/ Rec'd	Prior Year Total
Fund 112 - Stormwater Impact Fee Fund									
REVENUE									
Department 000 - .	125,000.00	.00	125,000.00	6,872.09	.00	6,872.09	118,127.91	5	109,009.88
REVENUE TOTALS	\$125,000.00	\$0.00	\$125,000.00	\$6,872.09	\$0.00	\$6,872.09	\$118,127.91	5%	\$109,009.88
EXPENSE									
Department 538 - Stormwater	115,000.00	.00	115,000.00	.00	.00	.00	115,000.00	0	.00
EXPENSE TOTALS	\$115,000.00	\$0.00	\$115,000.00	\$0.00	\$0.00	\$0.00	\$115,000.00	0%	\$0.00
Fund 112 - Stormwater Impact Fee Fund Totals									
REVENUE TOTALS	125,000.00	.00	125,000.00	6,872.09	.00	6,872.09	118,127.91	5%	109,009.88
EXPENSE TOTALS	115,000.00	.00	115,000.00	.00	.00	.00	115,000.00	0%	.00
Fund 112 - Stormwater Impact Fee Fund Totals	\$10,000.00	\$0.00	\$10,000.00	\$6,872.09	\$0.00	\$6,872.09	\$3,127.91		\$109,009.88



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Fund 201 - Debt Service Fund									
REVENUE									
Department 000 - .	3,615,870.00	.00	3,615,870.00	73,811.08	.00	73,811.08	3,542,058.92	2	2,213,370.43
REVENUE TOTALS	\$3,615,870.00	\$0.00	\$3,615,870.00	\$73,811.08	\$0.00	\$73,811.08	\$3,542,058.92	2%	\$2,213,370.43
EXPENSE									
Department 000 - .	3,597,795.00	.00	3,597,795.00	.00	.00	.00	3,597,795.00	0	2,261,709.14
EXPENSE TOTALS	\$3,597,795.00	\$0.00	\$3,597,795.00	\$0.00	\$0.00	\$0.00	\$3,597,795.00	0%	\$2,261,709.14
Fund 201 - Debt Service Fund Totals									
REVENUE TOTALS	3,615,870.00	.00	3,615,870.00	73,811.08	.00	73,811.08	3,542,058.92	2%	2,213,370.43
EXPENSE TOTALS	3,597,795.00	.00	3,597,795.00	.00	.00	.00	3,597,795.00	0%	2,261,709.14
Fund 201 - Debt Service Fund Totals	\$18,075.00	\$0.00	\$18,075.00	\$73,811.08	\$0.00	\$73,811.08	(\$55,736.08)		(\$48,338.71)



Budget by Organization Report

Through 10/31/23
 Prior Fiscal Year Activity Excluded
 Summary Listing

Organization	Adopted Budget	Budget Amendments	Amended Budget	Current Month Transactions	YTD Encumbrances	YTD Transactions	Budget - YTD Transactions	% Used/ Rec'd	Prior Year Total
Fund 301 - Capital Projects Fund									
REVENUE									
Department 000 - .	16,438,355.00	.00	16,438,355.00	.00	.00	.00	16,438,355.00	0	11,556,402.61
REVENUE TOTALS	\$16,438,355.00	\$0.00	\$16,438,355.00	\$0.00	\$0.00	\$0.00	\$16,438,355.00	0%	\$11,556,402.61
EXPENSE									
Department 000 - .	150,000.00	.00	150,000.00	.00	.00	.00	150,000.00	0	41,877.38
Department 511 - Village Council	.00	.00	.00	.00	.00	.00	.00	+++	.00
Department 519 - General Government	82,500.00	.00	82,500.00	34,677.50	.00	34,677.50	47,822.50	42	7,167,283.70
Department 521 - Police Department	72,905.00	.00	72,905.00	.00	.00	.00	72,905.00	0	102,383.54
Department 524 - Building, Planning & Zoning -BPZ	13,900.00	.00	13,900.00	.00	.00	.00	13,900.00	0	.00
Department 539 - Public Works	2,042,200.00	.00	2,042,200.00	.00	.00	.00	2,042,200.00	0	83,007.11
Department 572 - Parks and Recreation	12,441,890.00	.00	12,441,890.00	.00	.00	.00	12,441,890.00	0	666,064.59
Department 575 - Pinecrest Gardens	1,434,960.00	.00	1,434,960.00	11,430.00	269,630.22	11,430.00	1,153,899.78	20	690,048.25
EXPENSE TOTALS	\$16,238,355.00	\$0.00	\$16,238,355.00	\$46,107.50	\$269,630.22	\$46,107.50	\$15,922,617.28	2%	\$8,750,664.57
Fund 301 - Capital Projects Fund Totals									
REVENUE TOTALS	16,438,355.00	.00	16,438,355.00	.00	.00	.00	16,438,355.00	0%	11,556,402.61
EXPENSE TOTALS	16,238,355.00	.00	16,238,355.00	46,107.50	269,630.22	46,107.50	15,922,617.28	2%	8,750,664.57
Fund 301 - Capital Projects Fund Totals	\$200,000.00	\$0.00	\$200,000.00	(\$46,107.50)	(\$269,630.22)	(\$46,107.50)	\$515,737.72		\$2,805,738.04
Grand Totals									
REVENUE TOTALS	61,447,544.00	.00	61,447,544.00	1,521,243.17	.00	1,521,243.17	59,926,300.83	2%	53,002,312.65
EXPENSE TOTALS	63,824,675.00	.00	63,824,675.00	1,849,325.65	746,028.65	1,849,325.65	61,229,320.70	4%	48,765,198.34
Grand Totals	(\$2,377,131.00)	\$0.00	(\$2,377,131.00)	(\$328,082.48)	(\$746,028.65)	(\$328,082.48)	(\$1,303,019.87)		\$4,237,114.31

INVESTMENT RETURNS

SOURCE	22-Nov	22-Dec	23-Jan	23-Feb	23-Mar	23-Apr	23-May	23-Jun	23-Jul	23-Aug	23-Sep	23-Oct	Investment***
STATE POOL	3.97%	4.51%	4.63%	4.76%	5.01%	5.03%	5.23%	5.33%	5.39%	5.58%	5.57%	5.57%	VILLAGE
T-BILLS													
6 Months	4.54%	4.59%	4.67%	5.17%	4.72%	4.86%	5.27%	5.24%	5.27%	5.30%	5.33%	5.33%	NA
3 Months	4.27%	4.35%	4.58%	4.88%	4.68%	4.95%	5.23%	5.17%	5.27%	5.32%	5.34%	5.33%	NA
National Rates													
One Year	1.16%	1.24%	1.43%	1.53%	1.64%	1.68%	1.71%	1.55%	1.55%	1.50%	1.78%	1.74%	NA
PRIME RATE	7.00%	7.50%	7.75%	7.75%	8.00%	8.00%	8.25%	8.25%	8.50%	8.50%	8.50%	8.50%	NA
CONSUMER PRICE IN	297.7	296.8	299.2	300.8	301.8	303.4	304.1	305.1	305.7	307.0	307.8		NA
Plus/Minus Year Ago	7.1%	6.5%	6.4%	6.0%	5.0%	4.9%	4.0%	2.0%	2.0%	3.7%	3.7%		NA
MORTGAGE/SECURITIES *													
30 Years -													
Fannie Mae (FNMA)	5.96%	5.89%	5.54%	6.21%	5.94%	5.77%	6.45%	6.40%	6.47%	6.73%	6.90%	7.26%	NA
NAPM ** / ISM	49.0	48.4	47.4	47.7	46.3	47.1	46.9	46.0	46.4	47.6	49.0	46.7	NA

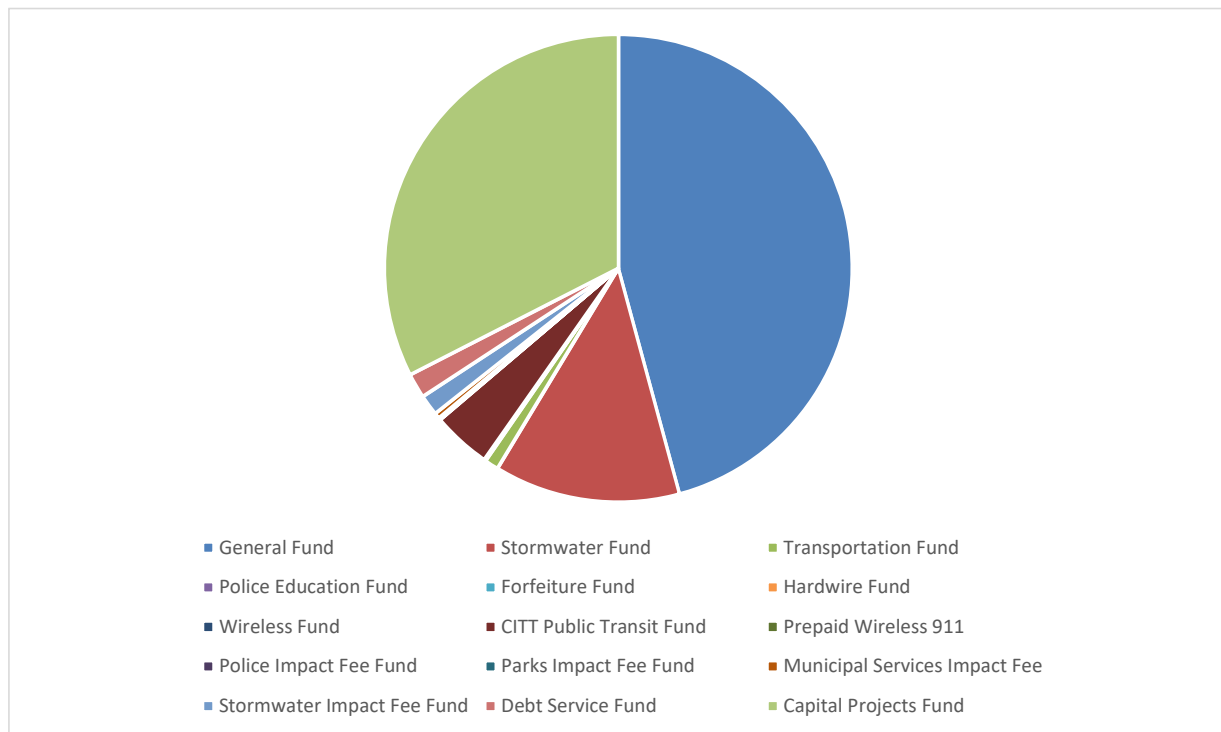
* Mortgage/Securities Return Principal and Interest on a Monthly Basis

** Institute for Supply Management, a reading of under 50 denotes contraction and a reading of above 50 denotes expansion in the manufacturing sector of the economy.

*** Only the investments with the notation "Village" are currently in place, the others are presented for comparison purposes.

**Cash Summary
FY 2023
October 31, 2023**

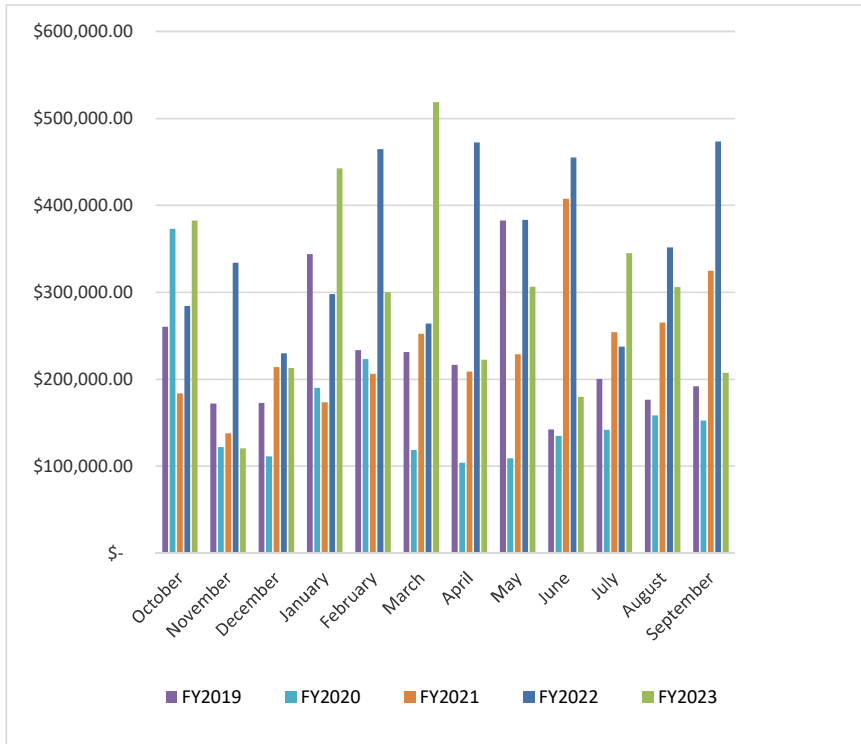
Fund #	Description of Fund	Total	City National	State Investment Pool
001	General Fund	\$ 12,332,394	\$ 2,268,364	\$ 10,064,031
101	Stormwater Fund	\$ 3,464,063	\$ 2,936,901	\$ 527,162
102	Transportation Fund	\$ 254,202	\$ 254,202	
103	Police Education Fund	\$ 20,075	\$ 20,075	
104	Forfeiture Fund	\$ -	\$ -	
105	Hardwire Fund	\$ 8,156	\$ 8,156	
106	Wireless Fund	\$ 9,889	\$ 9,889	
107	CITT Public Transit Fund	\$ 1,090,046	\$ 1,090,046	
108	Prepaid Wireless 911	\$ 4,146	\$ 4,146	
109	Police Impact Fee Fund	\$ 4,996	\$ 4,996	
110	Parks Impact Fee Fund	\$ 30,030	\$ 30,030	
111	Municipal Services Impact Fee	\$ 103,603	\$ 103,603	
112	Stormwater Impact Fee Fund	\$ 388,618	\$ 388,618	
201	Debt Service Fund	\$ 459,704	\$ 459,704	
301	Capital Projects Fund	\$ 8,761,980	\$ 7,403,697	\$ 1,358,283
Totals		\$ 26,931,901	\$ 14,982,426	\$ 11,949,475



**Building Permit Revenues
FY 2018-Present**

322.000

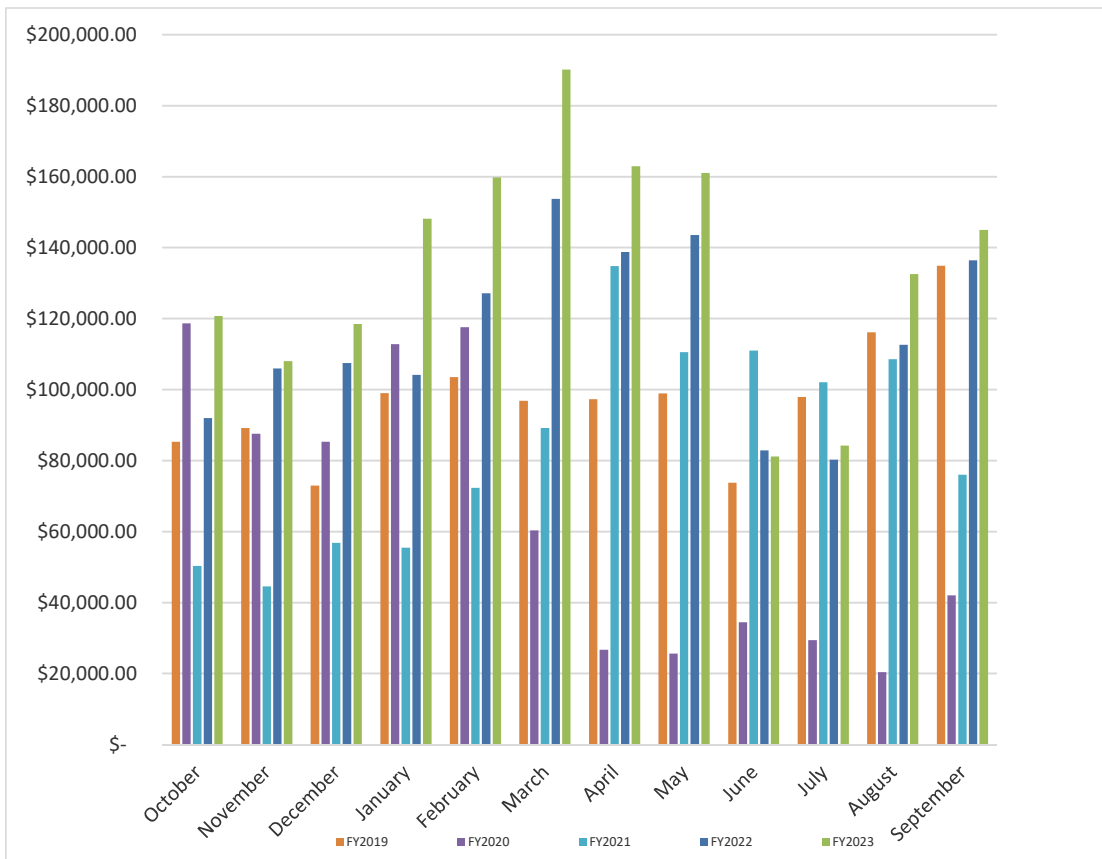
	FY2019	FY2020	FY2021	FY2022	FY2023
October	\$ 260,228.01	\$ 372,905.11	\$ 183,745.84	\$ 284,196.07	\$ 382,364.60
November	\$ 171,992.67	\$ 121,838.69	\$ 137,541.94	\$ 333,988.54	\$ 120,324.38
December	\$ 172,631.89	\$ 111,233.71	\$ 214,051.63	\$ 229,621.59	\$ 212,730.80
January	\$ 343,754.99	\$ 189,876.84	\$ 173,247.94	\$ 297,805.14	\$ 442,510.95
February	\$ 233,351.51	\$ 223,076.90	\$ 206,303.66	\$ 464,680.57	\$ 299,959.30
March	\$ 231,184.60	\$ 118,754.22	\$ 251,999.44	\$ 263,899.70	\$ 518,823.48
April	\$ 216,360.49	\$ 103,684.34	\$ 208,688.52	\$ 472,184.53	\$ 222,212.25
May	\$ 382,465.57	\$ 108,891.20	\$ 228,701.59	\$ 383,297.87	\$ 306,321.47
June	\$ 142,230.75	\$ 134,816.40	\$ 407,437.73	\$ 454,839.34	\$ 179,687.28
July	\$ 200,337.50	\$ 141,905.11	\$ 254,125.18	\$ 237,354.79	\$ 344,859.94
August	\$ 176,293.69	\$ 158,188.50	\$ 265,216.93	\$ 351,555.30	\$ 305,744.03
September	\$ 191,970.02	\$ 152,367.77	\$ 324,573.94	\$ 473,249.93	\$ 207,262.69
Totals	\$ 2,722,801.69	\$ 1,937,538.79	\$ 2,855,634.34	\$ 4,246,673.37	\$ 3,542,801.17



**Community Center Revenues
FY 2019-Present**

347.100

	FY2019	FY2020	FY2021	FY2022	FY2023
October	\$ 85,354.17	\$ 118,686.24	\$ 50,305.88	\$ 92,005.68	\$ 120,784.72
November	\$ 89,209.37	\$ 87,585.40	\$ 44,526.26	\$ 105,980.97	\$ 107,995.43
December	\$ 73,000.18	\$ 85,345.55	\$ 56,820.26	\$ 107,452.93	\$ 118,526.97
January	\$ 99,024.14	\$ 112,784.32	\$ 55,454.55	\$ 104,153.19	\$ 148,203.28
February	\$ 103,510.00	\$ 117,581.09	\$ 72,340.82	\$ 127,123.34	\$ 159,765.37
March	\$ 96,838.88	\$ 60,377.21	\$ 89,176.62	\$ 153,757.93	\$ 190,163.87
April	\$ 97,297.48	\$ 26,687.09	\$ 134,824.66	\$ 138,821.75	\$ 162,975.24
May	\$ 98,926.81	\$ 25,645.99	\$ 110,531.84	\$ 143,518.09	\$ 161,053.70
June	\$ 73,755.95	\$ 34,438.85	\$ 111,045.09	\$ 82,889.54	\$ 81,206.55
July	\$ 97,949.10	\$ 29,373.95	\$ 102,080.95	\$ 80,290.33	\$ 84,214.98
August	\$ 116,175.85	\$ 20,412.81	\$ 108,611.52	\$ 112,647.65	\$ 132,539.40
September	\$ 134,937.58	\$ 42,046.88	\$ 76,065.16	\$ 136,479.87	\$ 144,977.49
Totals	\$ 1,165,979.51	\$ 760,965.38	\$ 1,011,783.61	\$ 1,385,121.27	\$ 1,612,407.00





Budget Performance Report

Fiscal Year to Date 09/30/23

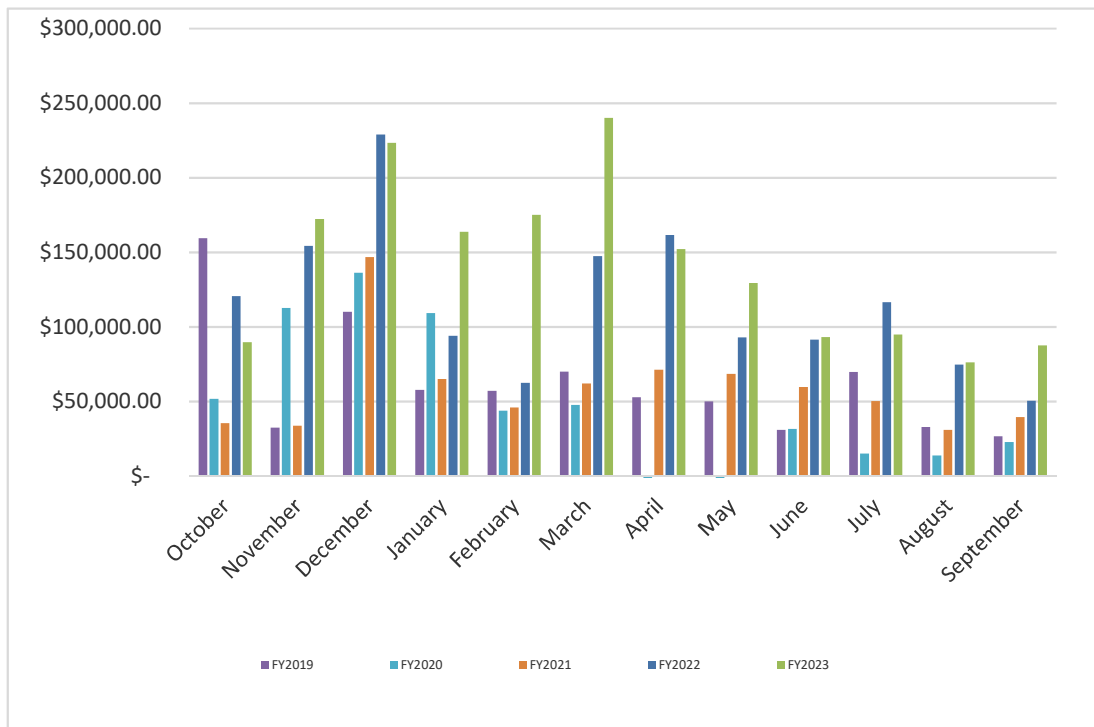
Include Rollup Account and Rollup to Object

Account	Account Description	Adopted Budget	Budget Amendments	Amended Budget	Current Month Transactions	YTD Encumbrances	YTD Transactions	Budget - YTD Transactions	% Used/ Rec'd	Prior Year Total
REVENUE										
Fund 001 - General Fund										
Department 000 - .										
Division 00 - .										
347	Culture									
347.100	Culture Community Center, Control	1,164,520.00	.00	1,164,520.00	.00	.00	.00	1,164,520.00	0	.00
347.101	Culture CC Building Rentals	.00	.00	.00	7,414.25	.00	54,445.50	(54,445.50)	+++	44,217.17
347.102	Culture CC Field Rentals	.00	.00	.00	.00	.00	4,775.00	(4,775.00)	+++	6,365.50
347.103	Culture CC User League Fees	.00	.00	.00	.00	.00	17,598.63	(17,598.63)	+++	16,398.75
347.104	Culture CC Camps	.00	.00	.00	38,750.00	.00	248,848.25	(248,848.25)	+++	244,962.35
347.105	Culture CC Concession Sales	.00	.00	.00	20.00	.00	385.00	(385.00)	+++	635.25
347.107	Culture CC Classes, Member	.00	.00	.00	50,514.00	.00	739,587.70	(739,587.70)	+++	641,531.58
347.108	Culture CC Trainer Fees	.00	.00	.00	2,400.00	.00	20,800.00	(20,800.00)	+++	12,000.00
347.109	Culture CC Day Passes	.00	.00	.00	1,020.00	.00	13,000.70	(13,000.70)	+++	10,760.30
347.113	Culture CC Memberships, One Week	.00	.00	.00	620.00	.00	10,949.30	(10,949.30)	+++	8,610.00
347.116	Culture CC, Special Events	.00	.00	.00	.00	.00	.00	.00	+++	1,892.45
347.123	Culture CC Senior Trips/Tours	.00	.00	.00	459.00	.00	2,436.60	(2,436.60)	+++	4,945.00
347.126	Culture CC Mind & Body Classes	.00	.00	.00	7,053.00	.00	76,589.50	(76,589.50)	+++	52,669.00
347.127	Culture CC Non- Resident Membership	.00	.00	.00	6,573.60	.00	70,975.90	(70,975.90)	+++	49,018.90
347.128	Culture CC Resident Memberships	.00	.00	.00	33,359.75	.00	384,022.39	(384,022.39)	+++	318,357.40
347.130	Culture CC Vending Machines	.00	.00	.00	37.88	.00	371.38	(371.38)	+++	76.81
347.199	Culture CC Credit Card Fees	.00	.00	.00	(3,243.99)	.00	(32,378.85)	32,378.85	+++	(27,279.32)
347 - Culture Totals		\$1,164,520.00	\$0.00	\$1,164,520.00	\$144,977.49	\$0.00	\$1,612,407.00	(\$447,887.00)	138%	\$1,385,161.14
Division 00 - . Totals		\$1,164,520.00	\$0.00	\$1,164,520.00	\$144,977.49	\$0.00	\$1,612,407.00	(\$447,887.00)	138%	\$1,385,161.14
Department 000 - . Totals		\$1,164,520.00	\$0.00	\$1,164,520.00	\$144,977.49	\$0.00	\$1,612,407.00	(\$447,887.00)	138%	\$1,385,161.14
REVENUE TOTALS		\$1,164,520.00	\$0.00	\$1,164,520.00	\$144,977.49	\$0.00	\$1,612,407.00	(\$447,887.00)	138%	\$1,385,161.14
Fund 001 - General Fund Totals										
REVENUE TOTALS		1,164,520.00	.00	1,164,520.00	144,977.49	.00	1,612,407.00	(447,887.00)	138%	1,385,161.14
EXPENSE TOTALS		.00	.00	.00	.00	.00	.00	.00	+++	.00
Fund 001 - General Fund Totals		\$1,164,520.00	\$0.00	\$1,164,520.00	\$144,977.49	\$0.00	\$1,612,407.00	(\$447,887.00)		\$1,385,161.14
Grand Totals										
REVENUE TOTALS		1,164,520.00	.00	1,164,520.00	144,977.49	.00	1,612,407.00	(447,887.00)	138%	1,385,161.14
EXPENSE TOTALS		.00	.00	.00	.00	.00	.00	.00	+++	.00
Grand Totals		\$1,164,520.00	\$0.00	\$1,164,520.00	\$144,977.49	\$0.00	\$1,612,407.00	(\$447,887.00)		\$1,385,161.14

Pinecrest Gardens Revenues FY 2019-Present

347.300

	FY2019	FY2020	FY2021	FY2022	FY2023
October	\$ 159,277.30	\$ 51,674.33	\$ 35,413.56	\$ 120,551.14	\$ 89,588.77
November	\$ 32,203.39	\$ 112,668.57	\$ 33,563.16	\$ 154,247.36	\$ 172,298.22
December	\$ 109,984.35	\$ 136,215.50	\$ 146,743.69	\$ 228,960.70	\$ 223,364.41
January	\$ 57,626.46	\$ 109,193.23	\$ 65,023.82	\$ 93,963.02	\$ 163,659.44
February	\$ 56,961.89	\$ 43,630.72	\$ 45,724.98	\$ 62,258.25	\$ 175,015.98
March	\$ 69,960.32	\$ 47,487.74	\$ 61,847.88	\$ 147,394.91	\$ 239,995.49
April	\$ 52,603.25	\$ (3,996.21)	\$ 71,173.37	\$ 161,418.96	\$ 152,001.67
May	\$ 49,966.05	\$ (8,785.23)	\$ 68,457.73	\$ 92,822.09	\$ 129,402.19
June	\$ 30,720.29	\$ 31,386.92	\$ 59,478.76	\$ 91,335.08	\$ 93,099.18
July	\$ 69,628.97	\$ 14,999.48	\$ 50,123.66	\$ 116,502.86	\$ 94,682.00
August	\$ 32,746.80	\$ 13,552.96	\$ 30,832.49	\$ 74,666.62	\$ 76,148.98
September	\$ 26,443.55	\$ 22,636.10	\$ 39,341.74	\$ 50,437.45	\$ 87,521.61
Totals Without Grants	\$ 748,122.62	\$ 570,664.11	\$ 707,724.84	\$ 1,394,558.44	\$ 1,696,777.94
Grants YTD	\$ 30,853.10	\$ 74,564.00	\$ 394,462.95	\$ 131,698.50	\$ 212,918.00
Donations YTD	\$ 35,900.00	\$ -	\$ 5,000.00	\$ 10,313.00	\$ -
Total Revenues incl Grants	\$ 814,875.72	\$ 645,228.11	\$ 1,107,187.79	\$ 1,536,569.94	\$ 1,909,695.94





Budget Performance Report

Fiscal Year to Date 09/30/23

Include Rollup Account and Rollup to Object

Account	Account Description	Adopted Budget	Budget Amendments	Amended Budget	Current Month Transactions	YTD Encumbrances	YTD Transactions	Budget - YTD Transactions	% Used/ Rec'd	Prior Year Total
REVENUE										
Fund 001 - General Fund										
Department 000 - .										
Division 00 - .										
347	Culture									
347.300	Culture Pinecrest Gardens, Control	1,775,000.00	.00	1,775,000.00	.00	.00	.00	1,775,000.00	0	.00
347.301	Culture PG Corporate Sponsorship	.00	.00	.00	.00	.00	107,700.00	(107,700.00)	+++	108,000.00
347.302	Culture PG Farmers Market	.00	.00	.00	12,000.00	.00	55,500.00	(55,500.00)	+++	40,800.00
347.308	Culture PG Memberships, Annual Passes	.00	.00	.00	4,900.00	.00	69,072.22	(69,072.22)	+++	41,401.00
347.309	Culture PG Concessions, Iguana Bite	.00	.00	.00	2,184.68	.00	37,181.51	(37,181.51)	+++	3,244.76
347.310	Culture PG Concessions, Events	.00	.00	.00	48.59	.00	48,978.03	(48,978.03)	+++	44,323.57
347.312	Culture PG Banyan Bowl Ticket Sales	.00	.00	.00	.00	.00	198,568.82	(198,568.82)	+++	163,965.23
347.313	Culture PG Fine Arts Festival, Booths	.00	.00	.00	191.68	.00	12,500.20	(12,500.20)	+++	11,344.29
347.315	Culture PG Eggstravaganza, Tickets	.00	.00	.00	.00	.00	.00	.00	+++	24,780.48
347.316	Culture PG Eggstravaganza, Baskets	.00	.00	.00	.00	.00	.00	.00	+++	(900.00)
347.317	Culture PG Eggstravaganza Booths	.00	.00	.00	.00	.00	.00	.00	+++	1,360.00
347.318	Culture PG Howl-O-Ween Parade Tickets	.00	.00	.00	.00	.00	13,319.16	(13,319.16)	+++	9,171.50
347.319	Culture PG General Admissions	.00	.00	.00	26,003.00	.00	359,897.50	(359,897.50)	+++	215,368.06
347.320	Culture PG Senior Admissions	.00	.00	.00	1,236.00	.00	18,345.00	(18,345.00)	+++	14,144.63
347.325	Culture PG Movie Tickets	.00	.00	.00	.00	.00	3,650.00	(3,650.00)	+++	3,977.37
347.326	Culture PG Movie Concession	.00	.00	.00	.00	.00	.00	.00	+++	608.42
347.327	Culture PG Vending Machine Sales	.00	.00	.00	204.54	.00	2,404.33	(2,404.33)	+++	1,124.39
347.328	Culture PG Venue, Patio Rental	.00	.00	.00	3,108.75	.00	11,002.50	(11,002.50)	+++	10,825.00
347.329	Culture PG, Pergola Rental	.00	.00	.00	.00	.00	150.00	(150.00)	+++	.00
347.330	Culture PG, Venue, Lakeview Rental	.00	.00	.00	2,500.00	.00	20,970.00	(20,970.00)	+++	18,400.00
347.331	Culture PG Venue, Meadows Rental	.00	.00	.00	3,100.00	.00	7,786.00	(7,786.00)	+++	11,892.00
347.332	Culture PG Venue Picnic Rentals	.00	.00	.00	3,650.00	.00	18,837.25	(18,837.25)	+++	.00
347.333	Culture PG Venue Rental, Hibiscus Rental	.00	.00	.00	2,500.00	.00	16,400.00	(16,400.00)	+++	15,462.00
347.334	Culture PG Venue Rental, Plant Societie	.00	.00	.00	875.00	.00	7,995.00	(7,995.00)	+++	10,565.00
347.335	Culture PG Banyan Bowl Rental	.00	.00	.00	350.00	.00	58,999.00	(58,999.00)	+++	49,305.61
347.336	Culture PG Original Entrance Rental	.00	.00	.00	1,000.00	.00	14,717.50	(14,717.50)	+++	9,024.50
347.337	Culture PG Parking Lot Rental	.00	.00	.00	240.00	.00	4,680.00	(4,680.00)	+++	4,716.00
347.338	Culture PG Commercial Video - Photo	.00	.00	.00	3,300.00	.00	9,840.00	(9,840.00)	+++	6,100.00
347.339	Culture PG Girl Scouts Programs	.00	.00	.00	.00	.00	(30.00)	30.00	+++	1,285.00
347.341	Culture PG Furniture Rental	.00	.00	.00	516.00	.00	3,566.00	(3,566.00)	+++	2,186.80
347.342	Culture PG Donations	.00	.00	.00	.00	.00	.00	.00	+++	12,089.64
347.343	Culture PG Fish Food	.00	.00	.00	.00	.00	8,554.00	(8,554.00)	+++	6.00
347.344	Culture PG Merchandise	.00	.00	.00	.00	.00	23.97	(23.97)	+++	.00
347.345	Culture PG Field Trips	.00	.00	.00	250.00	.00	13,821.00	(13,821.00)	+++	3,381.00
347.347	Culture PG Classes and Programs	.00	.00	.00	8,849.25	.00	106,137.89	(106,137.89)	+++	78,423.07
347.350	Culture PG Chili Cook-off Booths	.00	.00	.00	.00	.00	1,920.00	(1,920.00)	+++	.00



Budget Performance Report

Fiscal Year to Date 09/30/23

Include Rollup Account and Rollup to Object

Account	Account Description	Adopted Budget	Budget Amendments	Amended Budget	Current Month Transactions	YTD Encumbrances	YTD Transactions	Budget - YTD Transactions	% Used/ Rec'd	Prior Year Total
Fund 001 - General Fund										
REVENUE										
Department 000 - .										
Division 00 - .										
347	Culture									
347.351	Culture PG Chili Cook-off Admission	.00	.00	.00	.00	.00	12,902.78	(12,902.78)	+++	.00
347.352	Culture PG Holiday Festival Booths	.00	.00	.00	.00	.00	2,740.50	(2,740.50)	+++	5,410.00
347.354	Culture PG Nights of Lights Admission	.00	.00	.00	.00	.00	184,911.23	(184,911.23)	+++	253,954.18
347.356	Culture PG Hammock Pavilion	.00	.00	.00	1,000.00	.00	14,368.50	(14,368.50)	+++	17,400.00
347.357	Culture PG Summer Camps	.00	.00	.00	.00	.00	201,732.50	(201,732.50)	+++	153,066.00
347.358	Culture Secret Garden	.00	.00	.00	.00	.00	1,215.00	(1,215.00)	+++	1,411.00
347.359	Culture PG Cypress Hall Rental	.00	.00	.00	4,250.00	.00	48,512.00	(48,512.00)	+++	61,787.50
347.360	Culture PG Cafe Sales	.00	.00	.00	1,992.63	.00	25,750.97	(25,750.97)	+++	7,407.46
347.361	Culture PG Star Wars Ticket Sales	.00	.00	.00	.00	.00	.00	.00	+++	9,273.84
347.362	Culture PG Star Wars Booth Sales	.00	.00	.00	.00	.00	.00	.00	+++	140.00
347.363	Culture PG Cottage Rental	.00	.00	.00	.00	.00	.00	.00	+++	1.00
347.364	Culture PG Inspiration Room Rental	.00	.00	.00	4,500.00	.00	6,000.00	(6,000.00)	+++	.00
347.365	Culture PG Bridal Room Rental	.00	.00	.00	2,507.00	.00	2,957.00	(2,957.00)	+++	.00
347.399	Culture PG Credit card fees	.00	.00	.00	(3,735.51)	.00	(36,799.42)	36,799.42	+++	(31,466.50)
347 - Culture Totals		\$1,775,000.00	\$0.00	\$1,775,000.00	\$87,521.61	\$0.00	\$1,696,777.94	\$78,222.06	96%	\$1,394,759.80
Division 00 - . Totals		\$1,775,000.00	\$0.00	\$1,775,000.00	\$87,521.61	\$0.00	\$1,696,777.94	\$78,222.06	96%	\$1,394,759.80
Department 000 - . Totals		\$1,775,000.00	\$0.00	\$1,775,000.00	\$87,521.61	\$0.00	\$1,696,777.94	\$78,222.06	96%	\$1,394,759.80
REVENUE TOTALS		\$1,775,000.00	\$0.00	\$1,775,000.00	\$87,521.61	\$0.00	\$1,696,777.94	\$78,222.06	96%	\$1,394,759.80
Fund 001 - General Fund Totals										
REVENUE TOTALS		1,775,000.00	.00	1,775,000.00	87,521.61	.00	1,696,777.94	78,222.06	96%	1,394,759.80
EXPENSE TOTALS		.00	.00	.00	.00	.00	.00	.00	+++	.00
Fund 001 - General Fund Totals		\$1,775,000.00	\$0.00	\$1,775,000.00	\$87,521.61	\$0.00	\$1,696,777.94	\$78,222.06		\$1,394,759.80
Grand Totals										
REVENUE TOTALS		1,775,000.00	.00	1,775,000.00	87,521.61	.00	1,696,777.94	78,222.06	96%	1,394,759.80
EXPENSE TOTALS		.00	.00	.00	.00	.00	.00	.00	+++	.00
Grand Totals		\$1,775,000.00	\$0.00	\$1,775,000.00	\$87,521.61	\$0.00	\$1,696,777.94	\$78,222.06		\$1,394,759.80



Paul Buckler, R.A.
Building Official
building@pinecrest-fl.gov

MEMORANDUM
Department of Building and Planning

DATE: November 6, 2023
TO: Yocelyn Galiano, ICMA-CM, Village Manager
FROM: Paul W. Buckler, R.A., Building Official
RE: Building Division OCTOBER 2023 Monthly Report

A handwritten signature in blue ink, appearing to read "Yocelyn Galiano".

-
- All building permit activity year-to-date through OCTOBER decreased by 8.8% compared to the same period last year.
 - All building inspections year-to-date through OCTOBER decreased by 31.8% compared to the same period last year.
 - New code violations issued year-to-date through OCTOBER increased by 1400% compared to the same period last year.
 - New home permit applications year-to-date through OCTOBER decreased by 40% compared to the same period last year.
 - All building department functions-intake, reviews, and inspections are operating at full capacity.





Paul Buckler, R.A.
 Building Official
 building@pinecrest-fl.gov
 Stephen R. Olmsted, AICP
 Planning Director
 planning@pinecrest-fl.gov

VILLAGE OF PINECREST
 Department of Building and Planning

DATE: November 6, 2023
 TO: Yocelyn Galiano, ICMA-CM, Village Manager
 FROM: Paul W. Buckler, R.A., Building Official
 RE: Building Division OCTOBER 2023 Monthly Report

	OCTOBER 2022	OCTOBER 2023	10/01/21 - 10/31/2022 YTD	10/01/23 - 10/27/2023 YTD
PERMITS ISSUED:				
Building	139	120	139	120
Electrical	50	62	50	62
Mechanical	24	17	24	17
Plumbing / LPGX	61	51	61	51
TOTAL PERMITS ISSUED:	274	250	274	250
VALUE OF CONSTRUCTION	12,369,220	4,200,000	12,369,220	4,200,000
PERMITS FOR NEW HOUSES	5	3	5	3
CERTIFICATE OF OCCUPANCY & CC'S	4	6	4	6
CERTIFICATE OF USE & OCCUPANCY	0	0	0	0
BUILDING CODE CASES	0	14	0	14
INSPECTIONS:				
Building & Roofing	1,161	637	1,161	637
Electrical	181	176	181	176
Mechanical	99	89	99	89
Plumbing / LPGX	202	219	202	219
TOTAL INSPECTIONS:	1,643	1,121	1,643	1,121





Stephen R. Olmsted, AICP
 Planning Director
 planning@pinecrest-fl.gov

MEMORANDUM

Department of Building and Planning

DATE: November 6, 2023
 TO: Yocelyn Galiano, ICMA-CM, LEED-GA, Village Manager
 FROM: Stephen R. Olmsted, AICP, LEED-GA, Planning Director
 RE: Planning Division – October 2023 - Monthly Report

	October 2023	10/1/2022 10/31/2022 YTD	10/1/2023 - 10/31/2023 YTD
PLANNING			
Zoning Compliance – Plans Review	302	297	302
Zoning Letters/Code Interpretations	36	31	36
Zoning Permits	12	25	12
CODE COMPLIANCE			
Code Cases Opened	217 (Proactive 188)	187	217
Code Compliance Reminders	147	64	147
Notices to Appear Issued	30	39	30
Notice of Violation - Building	0	0	0
Zoning, Landscaping, Local Business Tax, and Foreclosure Inspections	489	407	489
Civil Violations	7	3	7
Special Magistrate Cases	37	17	37
Total Unclosed Cases (Active): 520	N/A	N/A	N/A
LICENSES			
Business Tax – New	17	7	17
Business Tax – Renewal	137	83	137
Total Licenses Issued & Renewed	151	90	151
Total Active Licenses: 1189			



Commercial and Residential Development/Redevelopment

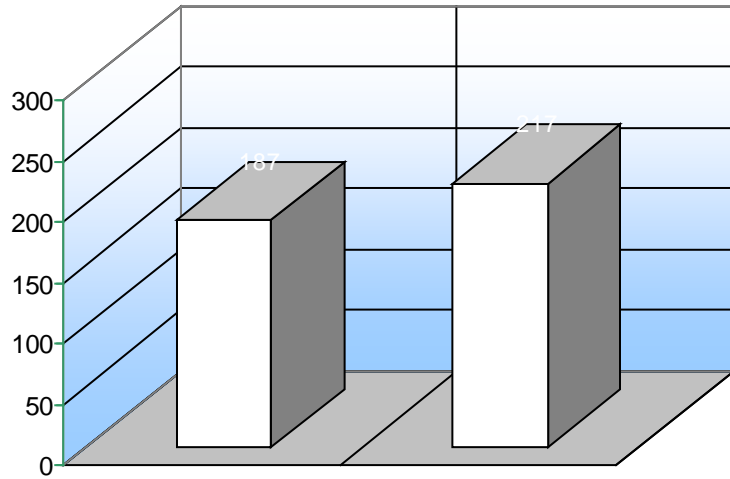
Within the Village of Pinecrest, commercial and residential development and redevelopment have been approved or proposed as follows:

1. Lexus of Kendall - Pre-owned – Issuance of building permit is pending assignment of a contractor.
2. Temple Beth Am - Construction of a new two-story and three-story classroom building, and a new combined gymnasium, auditorium, cafeteria, and welcome center building are nearing completion.
3. Crossbridge Church - Construction of the new Church building at the northeast corner of Ludlam Road and Kendall Drive is in progress.
4. Gulliver Schools, Inc. - Construction of a new parking garage, gymnasium, and classrooms is in progress at Gulliver Preparatory school.
5. Pine Park Villas – Completion of 18 new townhomes at 7520 SW 100 Street is in its final stages.
6. Volvo Dealership – Construction of a new Volvo Dealership at 8525 Pinecrest Parkway is complete and a temporary certificate of occupancy has been issued.
7. Chick-Fil-A - A site development plan for development of a new Chick-Fil-A restaurant at 13001 Pinecrest Parkway has been approved. An application and plans for building permits are under review.
8. Pinecrest Town Center – 12745 Pinecrest Parkway – This shopping center is in the process completing several architectural improvements and updates to its exterior façade and signage.
9. Temple Bet Shira - True North Academy at Temple Bet Shira has applied for an increase in student enrollment from 325 students to 600 students. Staff and the Village's traffic engineering consultant have provided review comments.

VILLAGE OF PINECREST
 BUILDING & PLANNING DEPARTMENT

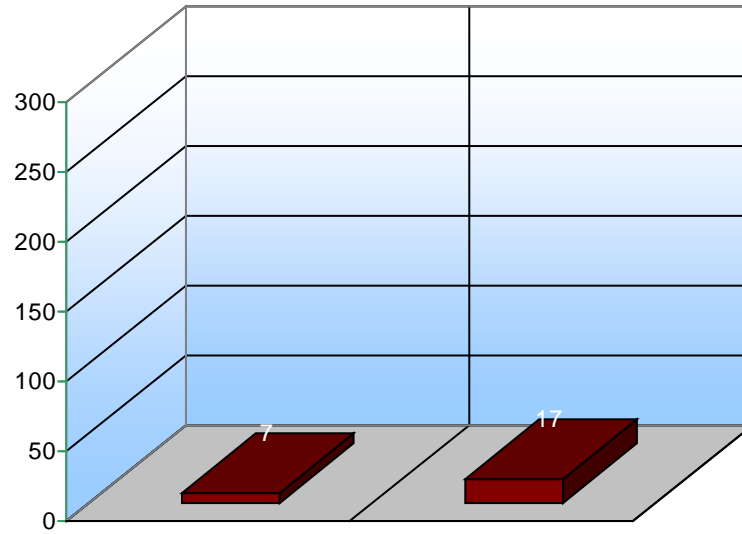
OCTOBER 2023 MONTHLY REPORT
 CODE COMPLIANCE CASES OPENED AND BUSINESS TAX RECEIPTS ISSUED
 10/01/2023 - 10/31/2023

CODE CASES OPENED



	October 2022	October 2023
□ Code	187	217

BUSINESS TAX RECEIPTS ISSUED

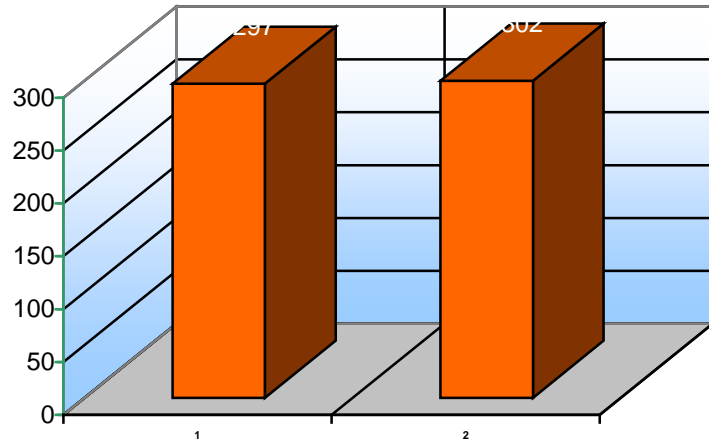


	October 2022	October 2023
■ Business Tax	7	17

VILLAGE OF PINECREST
 BUILDING & PLANNING DEPARTMENT

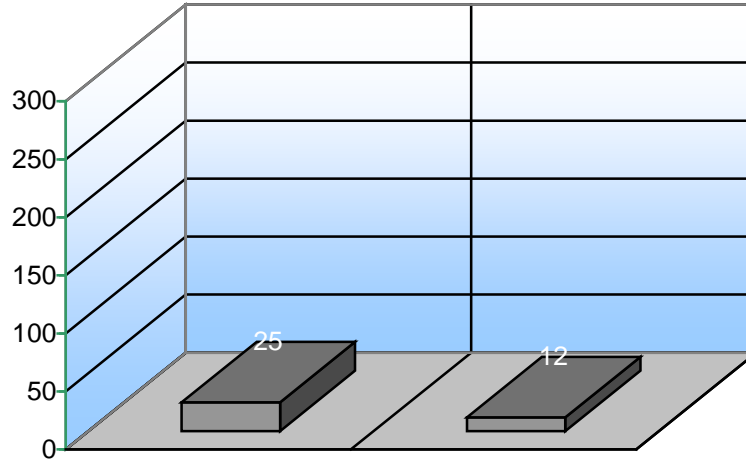
October 2023 MONTHLY REPORT
 ZONING COMPLIANCE PLANS REVIEWED AND ZONING PERMITS ISSUED
 10/01/2023 - 10/31/2023

ZONING PLANS REVIEWED



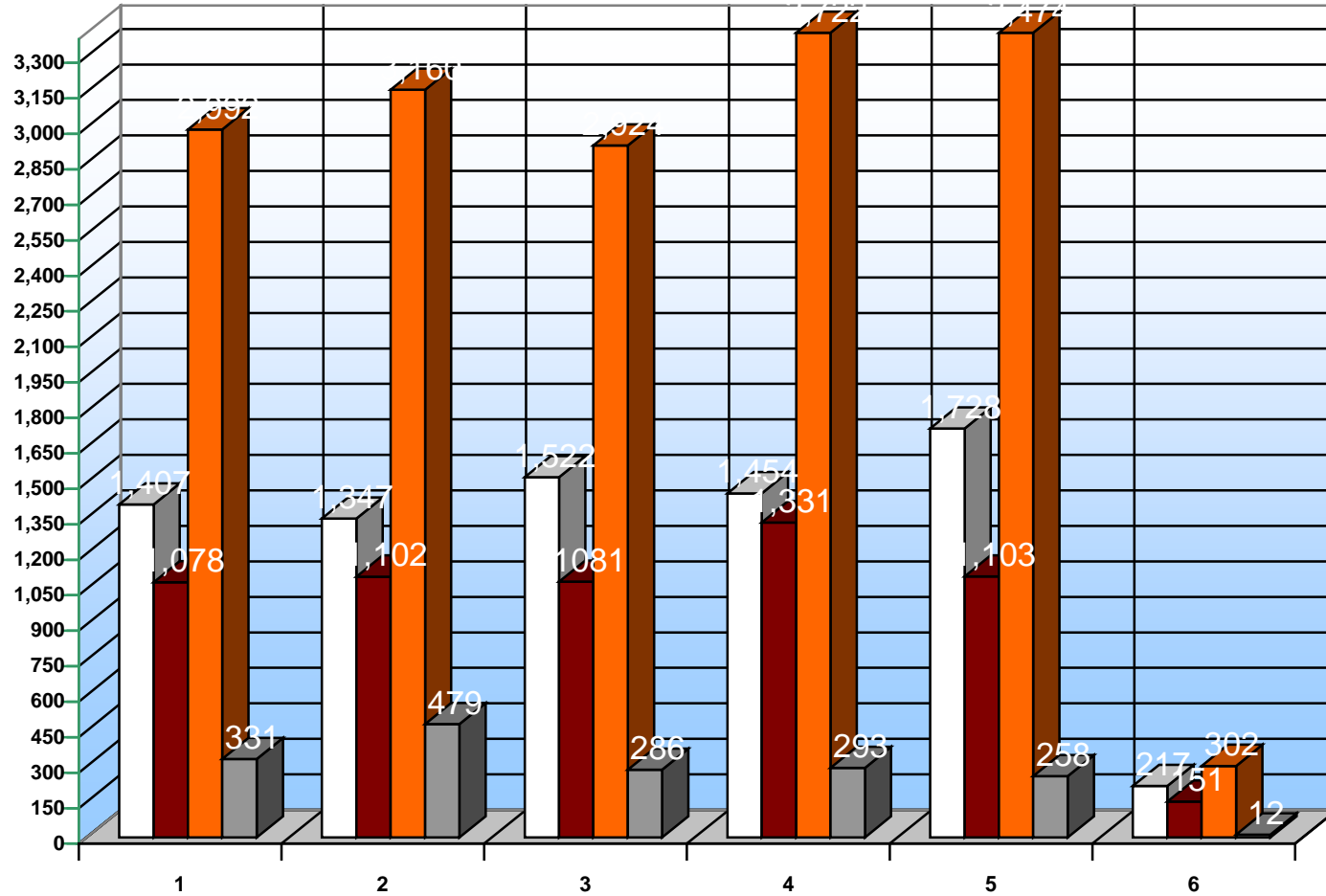
	October 2022	October 2023
■ Plan Review	297	302

ZONING PERMITS ISSUED



	October 2022	October 2023
■ Zoning Permits	25	12

**VILLAGE OF PINECREST BUILDING & PLANNING DEPARTMENT
HISTORICAL REPORT
CODE COMPLIANCE CASES OPENED, BUSINESS TAX RECEIPTS ISSUED
ZONING COMPLIANCE PLANS REVIEWED AND ZONING PERMITS ISSUED
FISCAL YEARS - 2018/19 TO 2023/24 - OCTOBER 1ST THROUGH SEPTEMBER 30TH**



	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Code Cases	1,407	1,347	1,522	1,454	1,728	217
Business Tax	1,078	1,102	1,081	1,331	1,103	151
Plan Review	2,992	3,160	2,924	3,722	3,474	302
Zoning Permits	331	479	286	293	258	12



Robert C. Mattes, CPRE
Parks and Recreation Director
parks@pinecrest-fl.gov

MEMORANDUM
Department of Parks and Recreation

DATE: November 6, 2023
TO: Yocelyn Galiano, ICMA-CM, Village Manager
FROM: Robert C. Mattes, CPRE, CPSI, Parks and Recreation Director
RE: October 2023 Monthly Report

October was a very busy month for the Parks and Recreation Department. The month started off with the Pinecrest Senior Games. The games brought in 76 athletes all over the age of 50. The athletes competed throughout the week in sporting events ranging from pickleball and race walking to bowling and shuffleboard. The week ended with a closing ceremony at Evelyn Greer Park to celebrate the athletes' accomplishments. Following the Pinecrest Senior Games was the second annual Zombie Run. This year, over three hundred and fifty participants registered to dodge zombies throughout the streets of Pinecrest. Nearly forty volunteers dressed up as zombies to make this community event one to remember. The month finished with the annual Track or Treat event at Evelyn Greer Park. This year, over 3500 participants gathered throughout the evening to show off their costumes and collect goodies from local businesses. The surprise treat of the evening came when one hundred multicolored drones took to the sky to put on a ten-minute light show before everyone settled in to watch a movie on the big screen in the park.



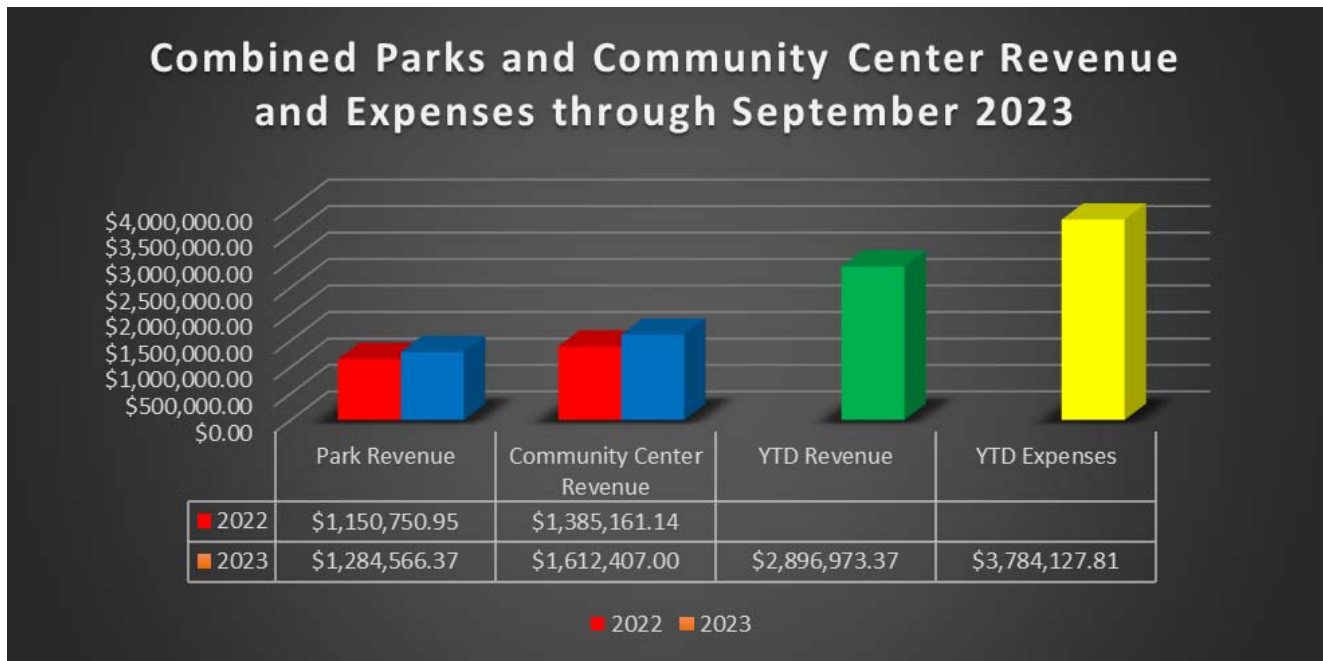
Track or Treat Costumed Family



Zombie Run Starting Line



The following graphics represent general performance metrics for the Parks and Recreation Department and Pinecrest Community Center.



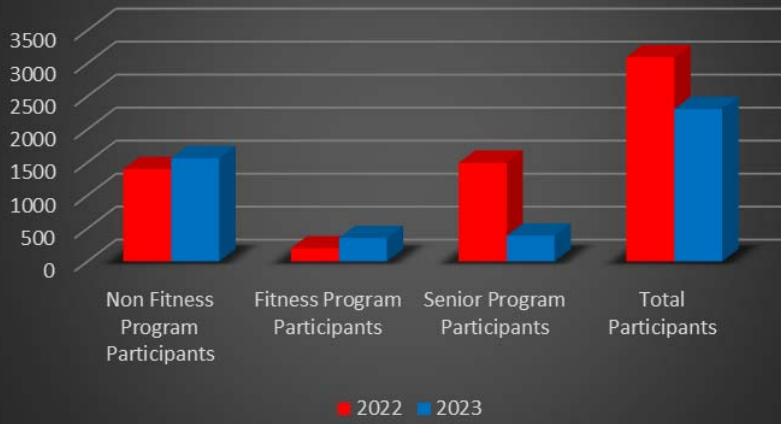
The Parks and Recreation Department operated at a **76.56% cost recovery** rate during the 2022-2023 Fiscal Year.



*Please note that the above graphic does not represent the final Community Center revenue or expenses for October. Updated October revenue and expenses will be reported in the November report.

General Parks and Recreation Data

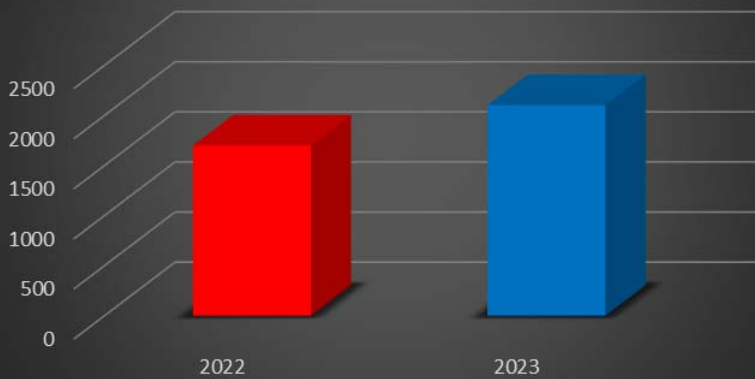
Program Participation October 2023



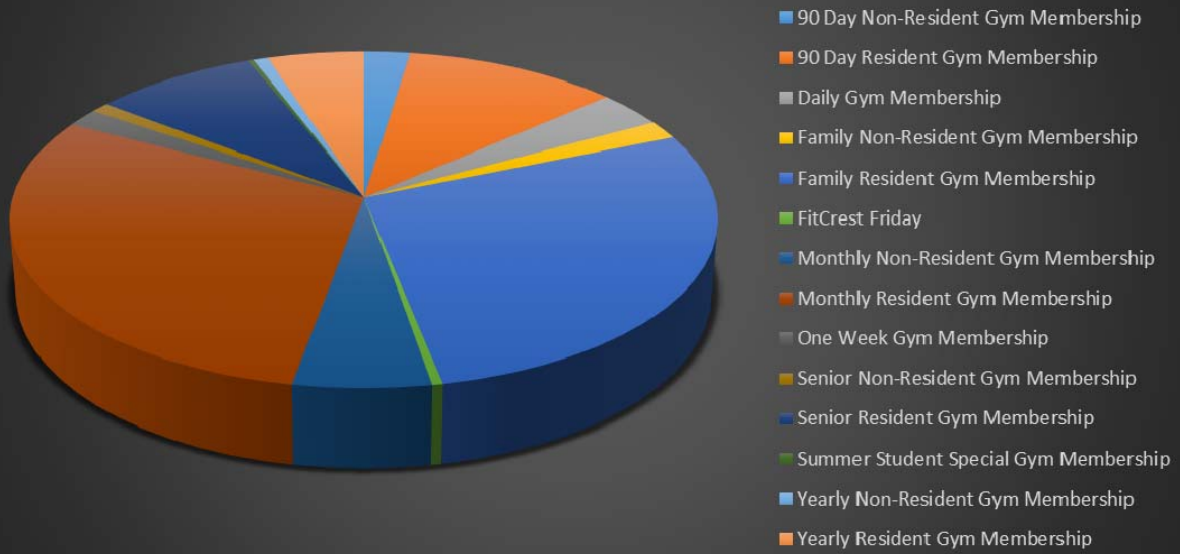
Total Programs Offered October 2023



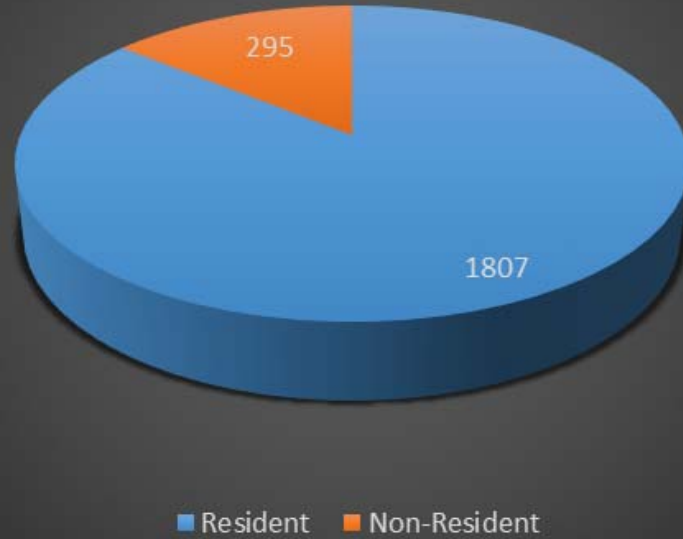
Total Fitness Center Memberships October 2023



Fitness Center Membership Breakdown October 2023

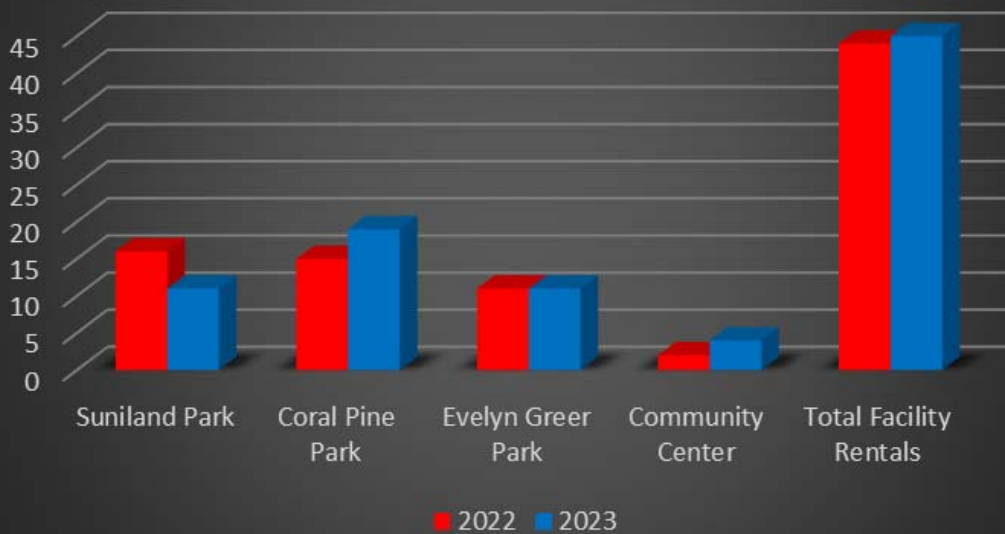


Fitness Center Patron Participation

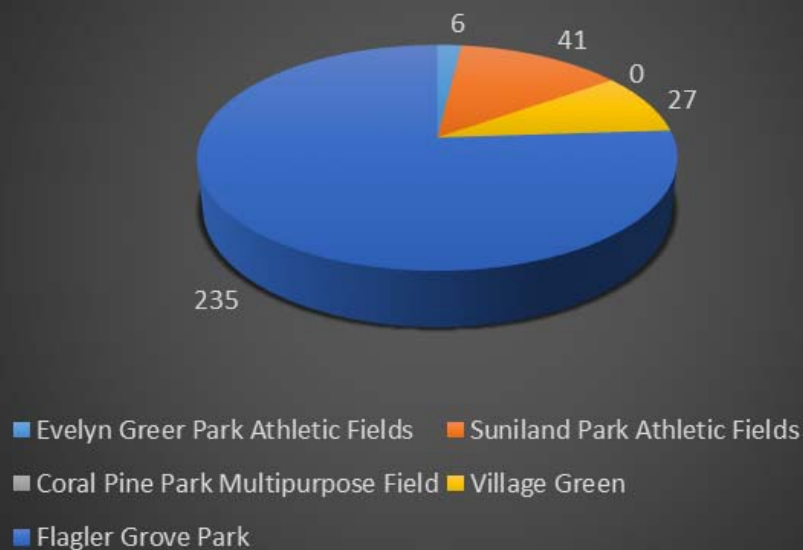


In October 2023, 85.9% of fitness center participants were Pinecrest Residents.

Facility Rentals October 2023



Athletic Field Rentals October 2023



The Pincrest Parks and Recreation Department is proud to partner with various youth sports associations to offer opportunities for young people to learn new skills and develop their athletic proficiencies. The above field rental chart represents the ratio of athletic field rentals outside of regular league play.

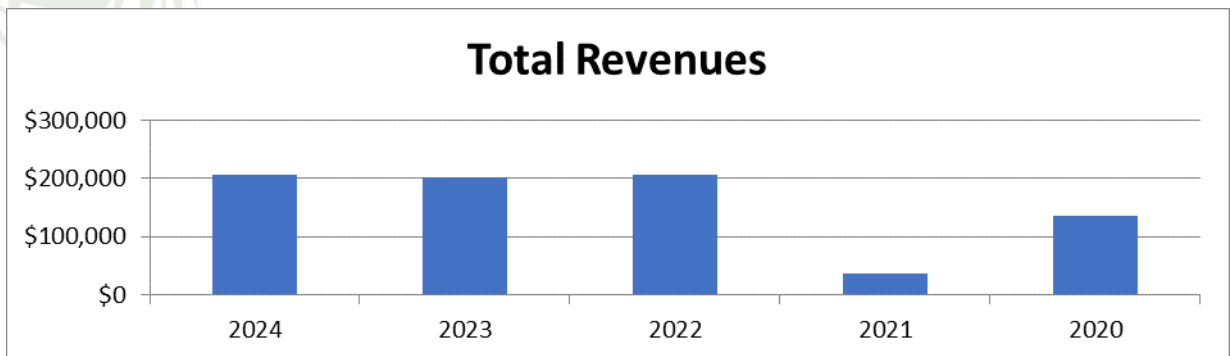
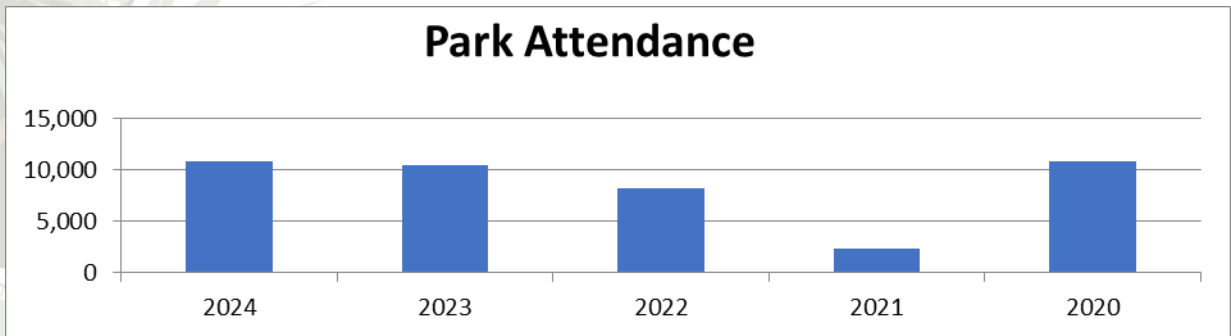
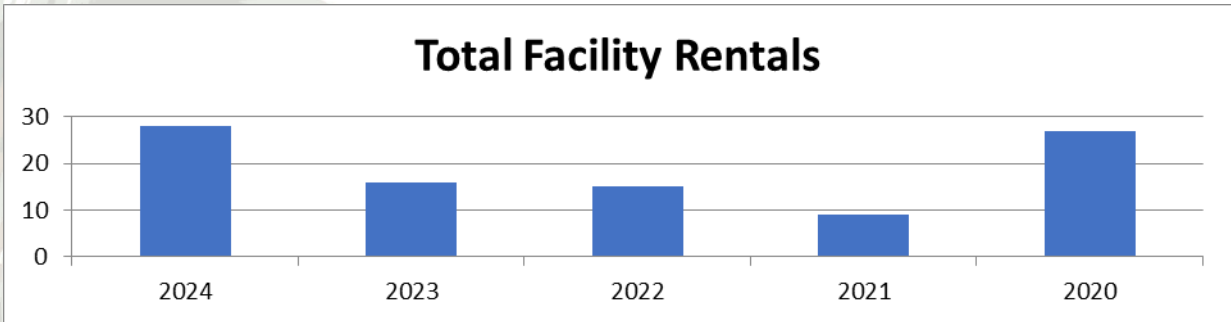


Cristina Blanco
Pinecrest Gardens Director
cblanco@pinecrest-fl.gov

MEMORANDUM
Pinecrest Gardens

DATE: November 6, 2023
TO: Yocelyn Galiano, Village Manager *Yocelyn Galiano*
FROM: Cristina Blanco, Pinecrest Gardens Director *Cristina Blanco*
RE: Pinecrest Gardens October 2023 Monthly Report

The following charts highlight five-year performance measures, YTD through October.



ADDENDUM
(For Council Review)
October Highlights

Sponsorships

- Confirmed
 - Panter, Panter, Sampedro: Art & Design Fair – \$5,000
 - Panter, Panter, Sampedro: Jazz - \$4,000
 - Pita, Weber, Del Prado: Art in the Gardens - \$5,000
 - Baptist Health: Farmers Market - \$15,000

Jazz/Tropical Nights Series

- Currently at 396 full-season subscribers for the 23-24 Jazz season. Single tickets are on sale now. First performance 11/4 – Rebirth Brass Band.
- Currently at 82 full-series subscriptions. Single tickets are on sale now. First performance 11/17 – “Tango Dreams” with Anibal Berraute.

Education

- Programming
 - PG Owned Programs
 - Little Lizards – October theme was Bats: 20 registrations.
 - Collaborative Adult Programs
 - Curious Gardner – Sip & Create: Painting Floral Skulls
 - 10/19 – 14 attendees.
 - Third Party Programs
 - The Paper Tree House: Co-School Home School Winter Semester Began: 14 registrations.
 - Pinecrest Dance Project - Parent & Me Sessions, currently at 80 active memberships.
 - Field Trips & Tours
 - Total number of field trips for October – 4
 - Total number of people (adults & children) – 220
 - Events
 - Arts for Wellness Day in partnership with Miami Dade Cultural Affairs on 10/21: Arts for Wellness is an event to explore expressive and healing arts in nature. Activations included Plant a Seed and learning garden tours, visual arts making, Tai Chi, book giveaways, and signing. Special needs students from Arts in the Parks participated, and the garden was open to the public.
- Upcoming/Other
 - 11/16 – Curious Gardener Workshop: Fall Floral Arrangements
 - 11/18 – Myth Makers Exhibit Opening Day
 - Learning Garden – ongoing maintenance and activations.
 - Interpretive, historical, and botanical signage development in progress.

Horticulture

Garden Maintenance continued with attention still paid to tropical storm development, as October can be a dangerous hurricane month!

- Horticulture took advantage of the seasonal warmth to continue reducing the number of Gardens' nursery plants by adding them to the landscape, as part of preparations for eventual nursery redesign.
- Even though the day length is shortening, fall brings a new crop of weeds to be. Selective weeding, as well as tree and shrub pruning continued.
- October brought the return of the Pinecrest Garden Club Helping at Pinecrest volunteers to the Gardens. They accomplished a significant amount of weeding, vine pulling, and general beautifying in the Lower Gardens North area.
- The 57th Avenue driveway redesign was completed with an installation of native grass and small flowering shrubs.
- The RSS Fund now officially supports a planted area near the Historic Entrance.
- Crotons that are not suitable for display or collection purposes were identified and removed.
- Collection of data review and preparation continued for transfer to a new database.

Banyan Bowl Events

Gardens Produced Shows

- 10/27 – Rocky Horror Picture Show: 270 people

Gardens Co-Produced Shows

- 10/5 – City Theater, Sips & Shorts (Cypress Hall): 90 people.
- 10/8 – University of Miami, Piano & Cello Recital: 200 people.

Outside Producers

- 10/6 – American Institute of Architects, Miami Design Awards (Banyan Bowl, Hibiscus, Cypress Hall): Approximately 400 people.
- 10/7 – Fred Astaire Dance Studio of Pinecrest, Annual Show to Support Breast Cancer Foundation: Approximately 200 people.
- 10/14 – Supported Howl-O-Ween Event, Costume Contest & Performances
- 10/15 – Encore Academy/Art of Hope Miami, Two Flutes and a Piano Benefit Concert: Approximately 250 people.
- 10/22 – Greater Miami Symphonic Band, Young Persons Concert: Approximately 300 people.
- 10/25 – Southwood Middle School, Latin Night Benefit Concert: Approximately 800 people.
- 10/28 – Halloween Candlelight Concert, 2 Shows 7 & 9:30 p.m.: Approximately 800 people combined.

Festivals & Events

Howl-O-Ween

Saturday, October 14 - 11 a.m. to 4 p.m.

- Patrons enjoyed a Doggie Fun Zone, Trick or Treating, a Dog Costume Contest in the Banyan Bowl and Pumpkin Patch pictures.
- All donations from the amenities and vendors fee benefited the PAWS4you Rescue mission
- Patrons also met some of PAWS4you rescue dogs currently looking for a home.
- Attendance: 1,133

Pinecrest Gardens

October 2023 Monthly Report

Festivals & Events Continued

The Rocky Horror Picture Show

Friday, October 27 – 8 p.m.

- Pinecrest Gardens hosted a costume contest with a total of 9 participants and showed the cult sensational movie right after.
- Attendance: 270



MEMORANDUM
Department of Public Works

DATE: November 6, 2023
TO: Yocelyn Galiano, ICMA-CM, Village Manager
FROM: David J. Mendez, P.E., Public Works Director
RE: Public Works Department October 2023 Monthly Report

A handwritten signature in blue ink, appearing to read "Yocelyn Galiano".

Project Updates:

Street Trees

- 160 street trees have been planted this fiscal year, including 67 with the County Tree Grant of which the Village is responsible to pay for 30.

Drainage

- **Stormwater Master Plan** – Basins **1, 2, 3, 4, & 6** are under design.
- **Three localized drainage projects** – under design

Streetscape Projects

- Decorative street sign installation commenced on October 2019 and completion is scheduled for 2023. The project is **95%** complete. Once ALL signs have been installed PW will begin updating the signs in a logical, predictable, area by area process.

Grants

- FDOT County Incentive Grant Program (CIGP) application was submitted December 6.
- Vulnerability Assessment - grant submitted 2-28-22 – Approved for \$195,000 from FDEP. Study underway.
- TA Grant for **Kendall Drive SUP** submitted February 2022. Power point was prepared and submitted on 3/16/22 for presentation on 3/31/22. FDOT awarded the Village \$720K for FY 2028. Project underway. 90% plans submitted to FDOT 9/15/23. Replies to comment are nearly complete. Submittal of 100% plans before end of month.
- TA Grant for **Ludlum Road SUP** was submitted February 2023. Village presented to FDOT on 3/13/23. FDOT awarded the Village \$1M for FY 2029. As this project is FDOT-LAP funded the advertisement for a design consultant must be reviewed and approved by FDOT. Submittal to FDOT for review in next two weeks.
- Village approved for a \$55,000 Planning Grant for SW 82 Ave Complete Streets from TPO as part of their Municipal Grant Program. A 20% match (minimum) is required by the Village. Project underway.



Traffic Studies and Signals Updates:

- Transportation Master Plan – Council approved the 2020 prioritization list. Public Works is implementing the Council approved prioritization list.
- Wayside Market – County has allowed use of pre-pandemic ped counts – design is underway.
- FDOT completed analysis of sidewalk connection at the NB SR826 ramp and determined that a sidewalk connection was not feasible. Subsequent meeting with FDOT: FDOT will re-visit the original analysis. In addition, this area is part of a PD&E study and the closure of the 100th St ramp to Palmetto NB may be closed
- MDC DTPW initiated a ped study for the intersection of Red Road and Kendall Drive. The County will implement their original conceptual plan and will include decorative concrete crosswalks by an ILA that will look like the cross walks at Ludlum and Kendall. County to hold a virtual meeting with Pinecrest residents as construction is imminent.

Traffic Calming

- Traffic Circle: SW 128 Street and 82 Avenue, per TMP; preliminary schematic returned 1 in favor, 1 against, pending Council policy.
- Radar speed limit sign: installation on Red Road (SB) south of 128 St.- New location proposed by PD. Installation by contractor is complete
- SW 132 Street and 82 Avenue – Ballot results: unanimous opposed.
- Construction of the roundabouts on Ludlum and Old Cutler Road and on 136 St and 67th Ct. has started.
- SW 81 Rd – one speed hump installed between 118th and 120th Streets complete. One other possible location in same area is under consideration.

Sidewalk/ Bikeways

- **SW 136th St Bridge Replacement Project (County)** – construction delayed for 8-12 months (from 9/2021) due to FPL conflict/relocation. No updates from DPTW. However, PW has witnessed FPL crews in the area relocating facilities, however there is no firm date from the County when this critical project will begin. County expects to begin work after the holidays (early 2024). County reported Howard Drive will not be completely closed until summer 2024 after school is out.
- **Ludlum Rd. SUP from Howard Dr. to Kendall** – see previous sections for update.
- **Kendall Dr SUP** - see previous sections for update.
- **SW 100 St from 72 Ave to 73 Ct.** sidewalk installation complete – sod/swale restoration pending
- **SW 132 St from 82 Ave to US 1** – sidewalk installation complete – sod/swale restoration pending
- **SW 104 St from 77th Ave. to east of US 1** – Sidewalk installation complete

Utilities, Plan Reviews, Inspections – for the month of September

- Permits Reviewed – 140
 - Building (BL) – 100
 - Public Works (PW) – 25
 - Tree Permits (PZ) – 15
 - PW Final Inspection - 27

Development Projects

- Gulliver/Crossbridge Church Phase 2 - has started. Project will include utility connections on Kendall Drive and widening on 67th Ave for a new driveway entrance for Gulliver. Construction on 67 Ave is mostly complete. The widening and curb & gutter is 90% complete. Utility work on Kendall Drive has been completed. The contractor is installing ped crossing lights on 67th. Asphalt restoration on 67th Ave is scheduled for this week.
- TBAM - all utility work in the ROW complete except for Fire Hydrant relocations. Several issues with the proposed restoration of Kendall Drive and SW 60th Ave. On SW 60th Ave the contractor neglected to install a planned retaining wall – no work has been accepted by PWD. On Kendall the design is incompatible with existing conditions.
- Watermain Project – for all intents and purposes is complete. Conveyance for Phase 4A – the final sub phase will be done in the next couple of weeks. Punch list items will continue until the end of the month.
- Active FPL UG permits: 14

Maintenance Activities:

- Tree Crew
 - **Tree canopy trimming Village wide is in progress.**
 - **Collect and dispose of palm fronds village wide. (on-going weekly)**
- Pothole / Shoulder Repair – 1
- Sign Repair - 18
- Storm Water Drains Inspected - 38
- Shopping Carts Removed –2
- Graffiti Removal – 0
- Sidewalk repaired – 5 flags

Additional Tasks / Work Orders

- **Village Hall & Police Department clean up (On going)**
- Remove oak branches blocking st sign on 106th st and 65th ave
- Pick up litter on 110th st and 67th ave
- Remove low hanging Poinciana branches blocking sign on 65th ave and 110 st
- Remove low hanging Poinciana branches- 114th st 74th ave
- Remove low hanging Poinciana branches off sign on 64th ave and 106th st
- Remove low hanging Poinciana branches off sidewalk on 72nd ct and 112th st
- Remove low hanging Poinciana palms blocking 30 MPH sign on 7211 sw 132nd st
- Remove low hanging branches off sidewalk on 62nd ct and 88th st
- Remove low hanging branches off street and stop sign on 64th ave
- Remove oak branch on 106th st and 63rd ave
- Remove low hanging branches blocking st and stop sign on n/e bound 74th ave and 130th st
- Remove low Poinciana branches on 104th st and 64th ave
- Remove oak branches hanging on 80th rd and 81st rd
-

- Remove low hanging Poinciana branches off sidewalk on 72nd ave and 132nd st
nw corner
- Remove oak branches blocking stop sign e bovd 132nd st and 72nd ave
- Remove low hanging Poinciana branches on 68th ave and 124th st
- Remove low hanging Poinciana branches off pedestrian sign on 104th st and 57th ave
- Remove low hanging Poinciana branches blocking stop sign on 68th ct and 124th st
- Remove low hanging Poinciana branches on 102nd st and 62nd ave
- Remove low hanging branches oak off the street on 68th ct and 135th
- Remove branches blocking 35mph sign on 77th ave and 132nd st
- Remove low hanging branches off sidewalk and 70th ct and 124th ct
- Move tables Village Hall
- Remove Poinciana branches blocking st and stop sign on 132nd st and 132nd ter
- Remove branches blocking stop sign N/B 124th st and 72nd ave
- Remove Poinciana branches blocking St and stop sign on 132nd st and 74th ave
- Remove low hanging Poinciana on 68th ct and 124th st
- Remove low hanging branches off street sign on 130th ter and 62nd ave
- Remove low hanging branches on 62nd ave and 135th ter
- Remove low hanging Poinciana on 75th ave and 132nd
- Remove low hanging branches on 68th ct and 136th st and clear stop sign
- Remove for rent sign and sticker o electric pole on 128th st and us
- Remove low hanging Poinciana branches 114th st and 74th ave
- Remove low hanging Poinciana branches blocking no right turn sign on 118th st and 74th ave
- Remove low hanging Poinciana branches on sidewalk nw corner of 118th and 74th
- Reinstall missing stop sign on 120th st and 62nd ave
- Delineators work 112th st and US 1
- PD tv install
- Remove overgrown oak suckers on 62nd ave and 112th st
- Pressure wash sidewalks 120th st -81st rd
- Remove (Howard Palmetto Baseball) sign on 60th ave and 111th st

- Remove (Tree service sign) 128th St and 82nd Ave NW corner
- Remove board sign Mario Knapp for sheriff on 132nd St and US1
- Clean Generator room
- Gate repair Public Works
- Pressure wash sidewalks Public works
- Pressure wash sidewalks 81rd and 80 Rd
- Pressure wash sidewalks 81st Rd and 112nd St
- Pressure wash sidewalks 9210 SW 73rd
- Pressure wash sidewalks 7880 SW 112nd St
- Pressure wash sidewalks 112th St -78th Ct
- Clean up on corner of 88th St and 68th Ct at traffic light shopping cart
- Unloading public works- staff
- Remove 1st load off truck
- Trim silver button wood on N/W corner for visibility on 74th Ave and 114th
- Remove low branches blocking stop sign on 84th Ave and 130th St
- Remove low hanging branches on 136th St and 84th Ave
- Remove 2nd load off truck
- Clean up on 88th St and 68th Ct at traffic light shopping cart overflowing

garbage can

- PD dispatch reported 7252 SW 98th st low hanging branch
- 57th St and 91st St pot hole repair
- Picked up tables on swale 11601 SW 68th Ct
- Large piece of glass picked up 67th Ave and 92nd St
- Fallen Tree picked up on 6240 SW 88th
- Assessed sidewalk on US1 and 120th St
- Tree trimming at 12301 SW 69th ct
- Clean art at 98th St and 72nd Ave
- Remove 2 basketball sign on n/e and s/w block on 112nd st and 77th ave
- Pick up litter on 81st rd and 120th st
- Pick up litter on 82nd Ave and air blast curb
- Remove Compro carro sign on elec pole on 120th St and US 1
- Repaint conference room and Gaby IT office (nail holes)
- Fan for IT room (Village Hall)
- Compressor for Public Works
- Sand wall on finance Dept office (Maria)
- Sand nail holes and patch on conference room (building dept) and It

office

- Remove 2x3 glass from detective office and dispose
- Remove boxes from clerk's office and store under ramp
- Great gate hinges on ramp (Police Dept)
- Hang Peg board (Village Hall)
- Paint and retouch conference room
- Blow leaves off yard
- Get home depot card buy dry wall patch and scrape
- Patch nail holes in conference room, IT office and finance directors office
- Remove garbage off truck
- Scoop file up clipping in yard and dispose of in dumpster
- Charge all blower batteries
- Work Order –Fix locker for Police Dept
- Work Order—Straighten leaning pedestrian sign on 111th St across library

- Work Order-remove branches blocking bus schedule sign on 111th St 59th Ave
- Work Order-Straighten T road sign on 59th Ave and 111th St
- Work Order-remove cabinet from building file room and store under ramp
- Work Order-cover vent for Roxanne
- Work Order-remove all boxes pile on ramp entrance
- Work Order- Install cork board for detective office
- Work Order- Hang big TV in chiefs conference room in PD
- Remove sign (Tapicera) on 112th st and 74th ave
- Blow- Hang TV and move furniture Village Hall
- Work Order- Police Dept- replace battery on faucet on men's handicap,
cap still
- Work Order- fix mailbox for traffic infractions enforcement office (PD)
- Work Order- building department relocate white board to IT office –
reinstall big picture frame on next wall on conference room.



Yocelyn Galiano, ICMA-CM
 Village Manager
 manager@pinecrest-fl.gov

MEMORANDUM
 Office of the Village Manager

DATE: November 6, 2023

TO: The Honorable Mayor and Members of the Village Council

FROM: Yocelyn Galiano, ICMA-CM, Village Manager

RE: **Police Department September 2023 Monthly Report**

	Sept - 22	Sept - 23	Jan - Sept 22	Jan - Sept 23
BAKER ACT-MENTAL	6	1	40	29
DECEASED PERSON	1	3	9	15
DISTURBANCE	37	30	427	394
DOMESTIC VIOLENCE	1	2	20	24
FALSE ALARMS	98	98	991	971
FRAUD/ECONOMIC CRIMES	7	10	68	104
FIELD INTERVIEWS	1	5	23	26
FOUND PROPERTY	3	2	8	30
MISSING PERSONS	0	0	3	4
NARCOTIC VIOLATIONS	0	2	1	9
INDECENT EXPOSURES	1	1	1	1
LEWD & LASCIVIOUS ACT	1	0	2	0
SIMPLE ASSAULT	3	4	28	32
SUSPICIOUS PERSON-VEHICLE	9	12	54	83
THEFT*	43	32	241	297
VANDALISM	3	0	28	17
VEHICLE RECOVERY	0	0	3	5
WARRANT ARRESTS	1	2	20	21
WEAPONS VIOLATION	0	0	0	0

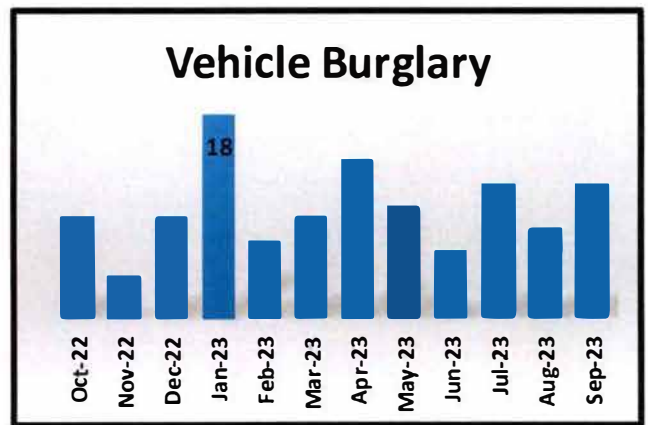
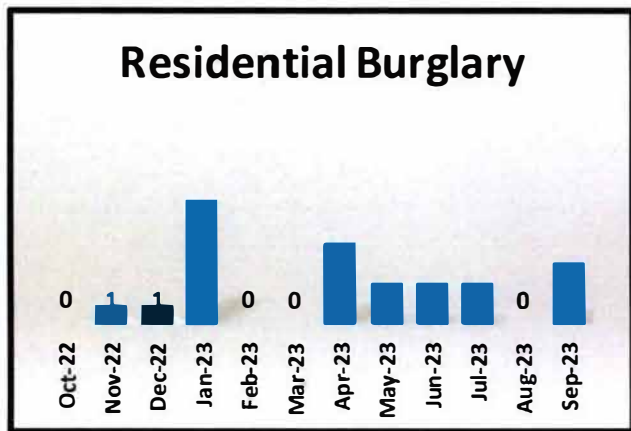
Note: * As of April 2022, Theft includes: Vehicle Burglary, Shoplifting, Theft, and Theft of Vehicle Parts (exterior). These categories were combined due to the state changing the method that they are reported. Comparisons from the same time.



UCR CRIME FOR PINECREST (Rolling 12 Months)

Types of Crimes	Oct 2022	Nov 2022	Dec 2022	Jan 2023	Feb 2023	Mar 2023	Apr 2023	May 2023	June 2023	July 2023	Aug 2023	Sept 2023
Homicide	0	0	0	0	0	0	0	0	0	0	0	0
Forcible Rape	0	0	0	0	0	0	0	0	1	0	0	0
Robbery	0	0	0	0	1	0	0	0	1	2	0	0
Aggravated Assault	2	1	4	1	2	1	0	0	0	0	3	0
Burglary	0	1	2	7	0	0	4	2	2	2	0	0
Larceny	31	35	24	35	36	33	30	35	22	36	23	20
Arson	0	0	0	0	0	0	0	0	0	0	0	0
Auto Theft	4	6	1	3	1	2	3	2	3	3	1	2
Total Part 1	37	43	31	46	40	36	37	39	29	43	27	22

NOTE: Totals are subject to revision as the result of follow up investigation or reclassification by the detective bureau, and therefore may not accurately reflect the final official figures subsequently submitted to FDLE.



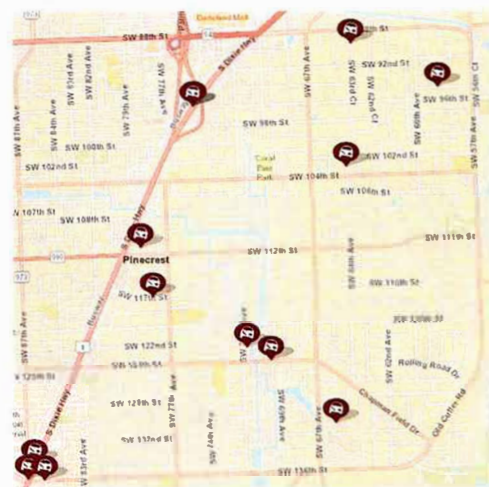
DETECTIVE BUREAU

The Criminal Investigation Section received a total of 36 cases for the month of September 2023. All were assigned to a member of the Investigations Section for follow-up. Eight cases were reclassified as inactive due to insufficient investigative leads, or no further police action required, one exceptionally cleared, and one cleared via arrest.

Residential Burglaries



Vehicle Burglary



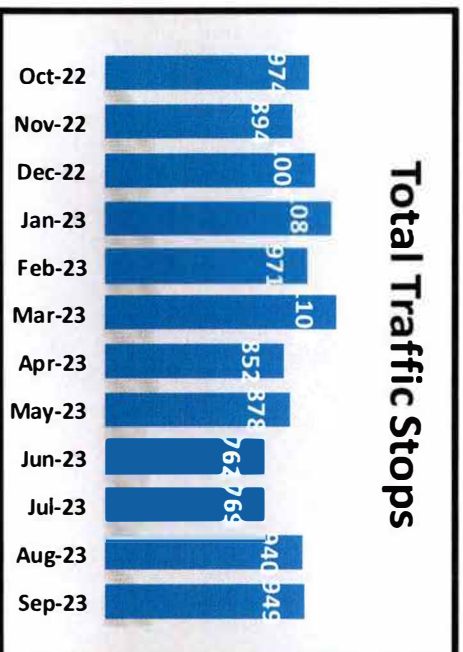
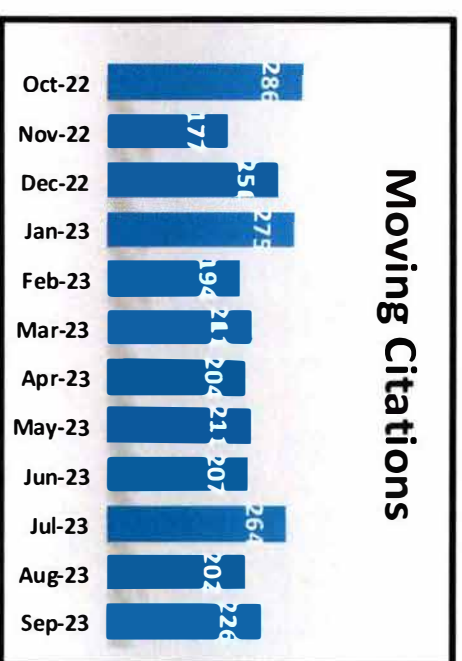
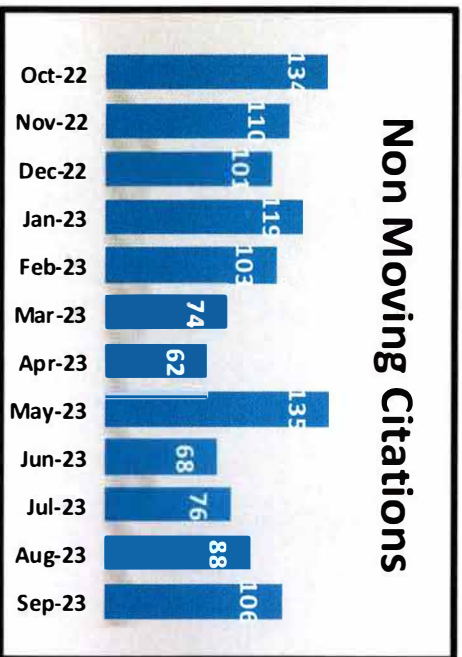
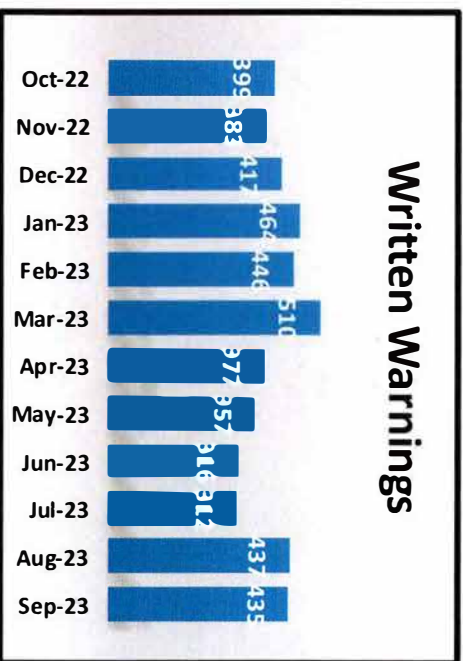
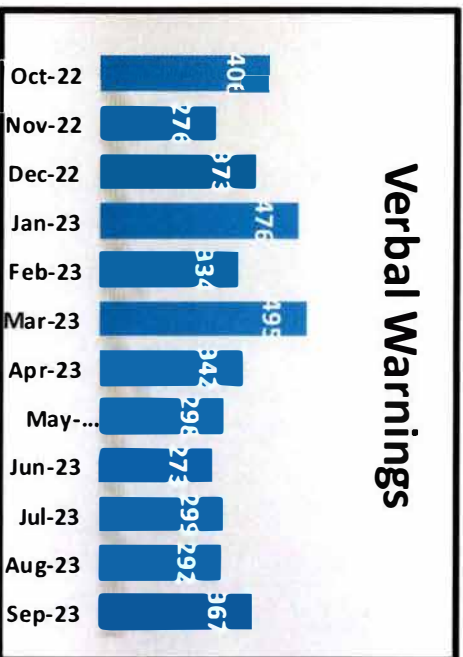
CRIME PREVENTION

There were 814 Crime Prevention tips handed out in the month of September 2023.

VICTIM SERVICES

During the month September 2023, the Victim Services Coordinator contacted 28 victims. All victims were provided with intervention services and support at some level.

TRAFFIC ENFORCEMENT



TRAFFIC CRASHES

	Oct 2022	Nov 2022	Dec 2022	Jan 2023	Feb 2023	Mar 2023	Apr 2023	May 2023	June 2023	July 2023	Aug 2023	Sept 2023	Totals
Crashes Interior	41	48	40	53	43	48	42	55	34	36	50	35	525
Crashes -US 1	30	26	28	36	20	28	28	22	32	26	19	23	318

VEHICLE PATROL MILEAGE

July 2023	August 2023	September 2023
21,584	22,164	24,129

TRAINING

July 2023	August 2023	September 2023
288	372	194

The department attended a total of 194 hours of training in the month of September 2023. Captain Osoros attended a Reginal Support Team training at C3 Church of Miami. Officers Morejon and Barriga attended FDOT School Crossing Guard Trainer at the Palm Beach Sheriffs Office. Detectives Alvarez and Cobo and Officer Paez attended a Social Nedia & Open-Source Investigations training at the Doral Police Training Center. Detective Cobo attended an Introduction of General Investigations and Advanced Proactive Investigations training at Miami Dade Public Safety Training Institute. Officer Waddell finished the DRE (Drug Recognition Expert) course at the TownPlace Suite Orlando. Records personal Alonso and Largaespada attended a Public Records Act Update Crash Reports & Citations training via Zoom.

MEETINGS WITH OTHER AGENCIES AND CITIZEN GROUPS

- Sept 7 - Chief Cohen and Captain Cruz attended the Miami Dade County Association of Chiefs of Police meeting at the City of Miami.
- Sept 11 - Captain Bridges attended a PSAP meeting online.
- Sept 13, 20 & 27 - Captain Bridges attended Miami Dade ESInet Project Call online.
- Sept 14 - Captain Osoros attended an Overview meeting with Propertyroom.com online.
- Sept 19 - Captain Osoros attended a Welcome Call with Propertroom.com online.
- Sept 20 - VSC Vivancos attended DVFRT & CADR meeting via Zoom.
- Sept 22 - Captain Osoros attended a Red-Light meeting online.
- Sept 28 - Captain Osoros attended a Building Hope for Families Affected by Substance Use and Mental Health Disorders meeting online.
- Sept 29 - VSC Vivancos attended a Domestic Violence Sexual Assault Council meeting at 33 SW 2nd Ave.



Camillus House

September 29, 2023

A Ministry of the Hospitaller Order of St. John of God

Ms. Yocelyn Galiano
Village of Pinecrest
12645 Pinecrest Parkway
Pinecrest, FL 33156

Dear Ms. Galiano,

Thank you and everyone at Village of Pinecrest for your recent donation of 4 bins weighing approximately 1,300lbs of clothing collected during the 1st annual clothing drive "Polishing Pinecrest."

We are very grateful for caring individuals and organizations like yours who support our work to care for our community's poorest and most vulnerable! Thank you for recognizing the needs of those we serve and contributing to this critical work.

For more than 60 years, Camillus House has counted on good people in our community – like you, our compassionate friends at Village of Pinecrest – to help us care for the poor and homeless of Miami-Dade County.

Such generosity has helped us grow from a small soup kitchen into a bustling, full-fledged human services center bringing hope to more than 12,500 of our neighbors in need. We couldn't have done it without the compassion of people like you!

So, on behalf of the many men, women, and children we help, thank you again for your donation. May God bless you for your kindness.

With gratitude,

Brother Gary Hill, OH
Camillus House

P.S. For more information on our work at Camillus House or for any question we might answer for you, you can reach us easily by email: development@camillus.org or by telephone: 305-374-1065, ext. 312.

Date Gift Received: 9/29/2023; Gift In-Kind Description: clothing collected during clothing drive; Receipt No: 109460

Your contribution is tax-deductible. No goods or services were provided to the donor in return for this contribution. Florida Registration #CH-12773.

A COPY OF THE OFFICIAL REGISTRATION AND FINANCIAL INFORMATION MAY BE OBTAINED FROM THE DIVISION OF CONSUMER SERVICES BY CALLING TOLL-FREE (800-435-7352) WITHIN THE STATE. REGISTRATION DOES NOT IMPLY ENDORSEMENT, APPROVAL OR RECOMMENDATION BY THE STATE.

HOPE IS WHERE THE HEART IS

1603 NW 7th Avenue, Miami, FL 33136 | Tel 305.374.1065 | camillus.org

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Report Profile



**CCi Leadership Assessment Survey (oeq)
International City/County Management Association
09/27/2023
Single Participant: Yocelyn Galiano**



Overall Results

There are a total of 21 respondents in groups including: Elected Officials A(5), Staff A(12), Staff B(4)

Strengths

These are the top 6 behaviors or practices identified by at least 50% of the respondent groups.

- | | |
|--|-------------------------------|
| 91. Work across functional groups to achieve company goals. | 15. Team Work |
| 50. Demonstrate confidence in your abilities by providing challenging assignments. | 8. Motivating |
| 7. Demonstrate a willingness to take the lead. | 1. Initiative and Risk Taking |
| 21. Set high standards for her/his own work performance. | 4. Quality of Results |
| 25. Allow you to use your judgment when making decisions. | 5. Empowerment |
| 43. Provide people with the training to do their job. | 7. Delegating |

Developmental Needs

These are the top 0 behaviors or practices identified by at least 50% of the respondent groups.

This report tells you (1) how many people in each rater group provided feedback; (2) your top strengths identified by 50% or more of your rater groups; and (3) your memberdevelopmental needs identified by 50% or more of your rater groups. For a full explanation of the report, refer to the Participant's Guide.

Overall Importance Ratings

By Rater Group

Self (N=1)

1. Initiative and Risk Taking
2. Personal Integrity
6. Communicating
8. Motivating

Staff A (N=12)

2. Personal Integrity
5. Empowerment
6. Communicating
8. Motivating

Elected Officials A (N=5)

1. Initiative and Risk Taking
2. Personal Integrity
11. Problem Solving and Decision Making
15. Team Work

Staff B (N=4)

1. Initiative and Risk Taking
2. Personal Integrity
3. Vision
4. Quality of Results

By Frequency of Occurrence

- Personal Integrity (3)
- Quality of Results (1)
- Motivating (1)
- Empowerment (1)
- Problem Solving and Decision Making (1)

- Initiative and Risk Taking (2)
- Vision (1)
- Communicating (1)
- Team Work (1)

This two-part report identifies **areas of importance not effectiveness**. It lists those competencies or themes identified as most important to each rater group and which competencies or themes were the most frequently identified by all rater groups. A total of 4 or 40% of all themes on the survey are listed for each rater group. *Self-data are not included under "By Frequency of Occurrence"* and the number in parenthesis (X) represents the number of rater groups who identified a specific theme as being more important. This report answers the questions: "Which competencies or themes are most important to each rater group when I interact with them?" and "Which themes are the most important for me to focus on overall?"

Strengths by Frequency of Occurrence

Initiative and Risk Taking

Initiative and Risk Taking (3 of 3)

7. Demonstrate a willingness to take the lead.
4. Display energy and drive to accomplish personal or work goals.
3. Persevere despite organizational obstacles.
2. Accept responsibility for her/his mistakes.
6. Promote her/his new ideas to you.
1. Take prompt action when unexpected opportunities arise.
5. Willingly take an unpopular stand.

Personal Integrity

Personal Integrity (3 of 3)

9. Follow through on agreed to actions.
10. Act in an honest and up front manner.
11. Exercise confidentiality when dealing with sensitive issues.
13. Build trust by openly sharing information.
12. Deal with you/others in a fair and consistent manner.
8. Support the decisions you make.

Vision

Vision (3 of 3)

14. Encourage you/others to work toward what your work group could become.
16. Describe a sense of purpose for your organization.
15. Align you/others toward a shared vision or ideal.
17. Keep people focused on future possibilities, rather than past accomplishments.
18. Communicate her/his vision in a way that inspires others.

This report shows the practice areas and the specific behaviors that were most frequently identified as strengths by at least two rater groups. For a full explanation of the report, refer to the Participant's Guide.

Strengths by Frequency of Occurrence

Quality of Results

Quality of Results (3 of 3)

21. Set high standards for her/his own work performance.
20. Work hard to satisfy customer requirements.
22. Look for ways to improve the quality of his/her work efforts.
19. Demonstrate a consistent commitment to quality.
23. Perform work that exceeds your expectations.

Empowerment

Empowerment (3 of 3)

25. Allow you to use your judgment when making decisions.
28. Allow you/others to initiate actions on your own.
27. Promote cooperation and collaboration within the work group.
30. Provide critical information for you/others to do your job.
24. Give you/others visibility on key projects, tasks
29. Involve you/others in up front planning on key projects.
26. Encourage you to challenge the system

Communicating

Communicating (3 of 3)

37. Write in a clear and concise style.
40. Appear to be approachable and easy to talk with.
33. Allow you to finish what you have to say.
34. Answer questions specifically and to the point.
35. Demonstrate that you have been heard and understood.
38. Display an interest in you while you are speaking.
32. Present ideas or information in a well organized manner.
31. Express ideas clearly.
39. Present ideas or information in a persuasive manner.
36. Ask questions to learn more about (or to clarify) what you are saying.

Delegating

Delegating (3 of 3)

43. Provide people with the training to do their job.
42. Provide diverse responsibilities to develop new skills in you/others.
44. Let people know what is expected of them before they begin a task.
46. Identify, up front, how you/others' performance will be measured.
41. Demonstrate patience when explaining new assignments.
45. Assign responsibilities that match individual capabilities.

This report shows the practice areas and the specific behaviors that were most frequently identified as strengths by at least two rater groups. For a full explanation of the report, refer to the Participant's Guide.

Strengths by Frequency of Occurrence

Motivating

Motivating (3 of 3)

- 48. Provide you/others with a sense of belonging to the work group.
- 50. Demonstrate confidence in your abilities by providing challenging assignments.
- 47. Set an appropriate example for others to follow.
- 52. Recognize you/others for high quality performance.
- 49. Praise you for a specific job well done.
- 51. Recognize your creative ideas.

Coaching

Coaching (3 of 3)

- 56. Maintain a system or procedure to evaluate your/others' performance.
- 57. Provide feedback when work does not meet his/her expectations.
- 55. Provide you with feedback in a constructive manner.
- 53. Take time to help develop your/others' effectiveness.
- 54. Treat mistakes as learning experiences.

Planning and Goal Setting

Planning and Goal Setting (3 of 3)

- 61. Use his/her time effectively.
- 62. Establish clear work priorities for tasks, projects.
- 58. Complete work within an agreed upon time frame.
- 60. Set measurable objectives for you/others.
- 59. Develop realistic plans for reaching goals.
- 63. Provide you/others with realistic time lines for projects.

Problem Solving and Decision Making

Problem Solving and Decision Making (3 of 3)

- 67. Respond promptly when unexpected problems arise.
- 68. Make decisions that reflect good financial judgment.
- 64. Quickly gain insights to complex problems.
- 66. Generate alternative solutions when resolving problems.
- 65. Involve you/others in the problem solving process.
- 69. Identify problems in their early stages.

This report shows the practice areas and the specific behaviors that were most frequently identified as strengths by at least two rater groups. For a full explanation of the report, refer to the Participant's Guide.

Strengths by Frequency of Occurrence

Creativity and Innovation

Creativity and Innovation (3 of 3)

- 70. Encourage you to be creative in your work efforts.
- 72. Adapt to new ways of doing things.
- 73. Develop new applications or procedures for existing products or services.
- 74. Engage in idea generating or "what if" discussions with you.
- 71. Challenge current thinking for the "way we have always done it."

Technical Competency

Technical Competency (3 of 3)

- 75. Display confidence in his/her own technical abilities.
- 76. Demonstrate technical competence when working with you/others.
- 77. Keep up to date with industry trends and developments.
- 78. Discuss technical matters so you can understand them.

Diversity

Diversity (3 of 3)

- 79. Make the effort to work cooperatively with you.
- 83. Express his/her point of view in a tactful way.
- 84. Bring together people with varied talents, perspectives to resolve work group problems.
- 85. Remain calm when confronted with different points of view.
- 81. Accept differences of opinion.
- 80. Negotiate differences of opinion openly and fairly.
- 82. Demonstrate a willingness to be flexible and open minded.

Team Work

Team Work (3 of 3)

- 91. Work across functional groups to achieve company goals.
- 90. Coordinate work priorities with you/others.
- 86. Share credit and recognition for accomplishments with others.
- 88. Capitalize on your personal strengths when leading group projects.
- 87. Explain how each person's performance impacts the work of others.
- 89. Know the capabilities of each group member.

This report shows the practice areas and the specific behaviors that were most frequently identified as strengths by at least two rater groups. For a full explanation of the report, refer to the Participant's Guide.

Strengths by Frequency of Occurrence

Mentoring

Mentoring (3 of 3)

- 92. Share technical expertise with you/others.
- 96. Provide suggestions for your/others' personal and professional development.
- 95. Share relevant personal insights or experiences with you.
- 93. Identify career opportunities for you/others in the organization.
- 94. Increase levels of responsibilities to prepare you/others for a higher level position.

This report shows the practice areas and the specific behaviors that were most frequently identified as strengths by at least two rater groups. For a full explanation of the report, refer to the Participant's Guide.

Strengths by Rater Group

Self (N = 1)

- 1) Initiative and Risk Taking 1,2,3,4,6,7
- 2) Personal Integrity 8,9,10,11,13,12
- 3) Vision 14,18,15,16,17
- 4) Quality of Results 19,20,21,22,23
- 5) Empowerment 24,27,25,28,30
- 6) Communicating 31,32,34,35,36,37,38,40,33,39
- 7) Delegating 43,41,42,44,46
- 8) Motivating 47,48,49,50,51,52
- 9) Coaching 55,56,57,53,54
- 10) Planning and Goal Setting 58,61,59,60,62,63
- 11) Problem Solving and Decision Making 64,65,66,67,68,69
- 12) Creativity and Innovation 70,71,72,73,74
- 13) Technical Competency 75,77,78,76
- 14) Diversity 81,82,84,79,80,83,85
- 15) Team Work 86,87,88,91,89,90
- 16) Mentoring 92,93,96,95

Elected Officials A (N = 5)

- 2) Personal Integrity 11,10,9,12,13,8
- 5) Empowerment 25,28,30,24,27,26,29
- 6) Communicating 38,40,32,33,31,34,35,37,39,36
- 7) Delegating 42,43,44,41,45,46
- 8) Motivating 49,50,47,48,52,51
- 14) Diversity 83,79,81,84,85,80,82
- 15) Team Work 90,91,88,87,86,89
- 16) Mentoring 93,94,92,96,95
- 1) Initiative and Risk Taking 3,7,2,4,6,1
- 3) Vision 16,17,14,15,18
- 4) Quality of Results 20,21,22,19,23
- 9) Coaching 54,56,53,55,57
- 13) Technical Competency 75,76,77,78
- 10) Planning and Goal Setting 61,62,60,58,59,63
- 11) Problem Solving and Decision Making 67,68,64,66,69,65
- 12) Creativity and Innovation 70,72,71,73,74

Staff A (N = 12)

- 1) Initiative and Risk Taking 7,4,3,6,2,1,5
- 4) Quality of Results 21,19,20,22,23
- 6) Communicating 37,34,33,35,40,31,32,38,39,36
- 9) Coaching 56,55,57,53,54
- 11) Problem Solving and Decision Making 67,68,64,69,65,66
- 14) Diversity 79,84,83,85,80,81,82
- 15) Team Work 91,90,86,89,87,88
- 2) Personal Integrity 9,10,13,11,12,8
- 3) Vision 14,16,15,17,18
- 5) Empowerment 28,27,30,24,25,29,26
- 8) Motivating 48,50,47,51,52,49
- 12) Creativity and Innovation 70,74,73,72,71
- 13) Technical Competency 75,76,78,77
- 16) Mentoring 95,92,96,93,94
- 7) Delegating 46,43,44,42,45,41
- 10) Planning and Goal Setting 61,62,60,58,59,63

Staff B (N = 4)


- 1) Initiative and Risk Taking 2,4,7,1,3,6,5
- 3) Vision 14,15,16,17,18
- 4) Quality of Results 20,21,22,19,23
- 5) Empowerment 25,27,24,30,28,29,26
- 7) Delegating 41,42,43,45,44,46
- 8) Motivating 48,50,52,47,49,51
- 9) Coaching 53,54,55,56,57
- 10) Planning and Goal Setting 58,62,59,61,60,63
- 11) Problem Solving and Decision Making 64,65,66,67,68,69
- 12) Creativity and Innovation 71,72,73,70,74
- 14) Diversity 79,83,84,80,81,82,85
- 15) Team Work 86,91,87,89,90,88
- 16) Mentoring 92,94,95,96,93
- 2) Personal Integrity 9,10,11,13,8,12
- 6) Communicating 31,32,33,35,37,38,39,40,34,36
- 13) Technical Competency 75,76,77,78

This report shows the strengths identified by each rater group. For a full explanation of the report, refer to the Participant's Guide.

Developmental Needs by Frequency of Occurrence

Developmental Needs by Rater Group

This report shows the practice areas identified as areas for development by each rater group. For a full explanation of the report, refer to the Participant's Guide.

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Analysis by Behavior - Question

Initiative and Risk Taking

1) To what extent does this person ... Take prompt action when unexpected opportunities arise.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.20							1	2		2	5
Staff A	4.67							4	8			12
Staff B	4.75							1	3			4
Overall Average	4.57							1	7	13		21

Initiative and Risk Taking

2) To what extent does this person ... Accept responsibility for her/his mistakes.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.60								2	3		5
Staff A	4.73							1		10		11
Staff B	5.00									4		4
Overall Average	4.75							1	2	17		20



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Initiative and Risk Taking

3) To what extent does this person ... Persevere despite organizational obstacles.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.80										1	4
Staff A	4.91										1	10
Staff B	4.75										1	3
Overall Average	4.85										3	17

Initiative and Risk Taking

4) To what extent does this person ... Display energy and drive to accomplish personal or work goals.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.60										2	3
Staff A	4.92										1	11
Staff B	5.00										4	4
Overall Average	4.86										3	18



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Initiative and Risk Taking

5) To what extent does this person ... Willingly take an unpopular stand.

Rater Group	AR	Average Response					Valid N Distribution					Total N		
		1	2	3	4	5	1	2	3	4	5			
Self	3.00									1				1
Elected Officials A	3.60						2		1		2			5
Staff A	4.00						3	1	1		7			12
Staff B	4.67									1	2			3
Overall Average	4.00						5	1	3	11				20

Initiative and Risk Taking

6) To what extent does this person ... Promote her/his new ideas to you.

Rater Group	AR	Average Response					Valid N Distribution					Total N		
		1	2	3	4	5	1	2	3	4	5			
Self	5.00												1	1
Elected Officials A	4.40									3	2			5
Staff A	4.75									3	9			12
Staff B	4.75									1	3			4
Overall Average	4.67									7	14			21



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Initiative and Risk Taking

7) To what extent does this person ... Demonstrate a willingness to take the lead.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.80									1	4	5
Staff A	5.00										12	12
Staff B	5.00										4	4
Overall Average	4.95									1	20	21

Initiative and Risk Taking Overall Average

	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Elected Officials A	4.43						2	1	12	20	35	
Staff A	4.71						4	1	10	67	82	
Staff B	4.85								4	23	27	



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Personal Integrity

8) To what extent does this person ... Support the decisions you make.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.00							2	1	2		5
Staff A	4.25						1	7	4			12
Staff B	4.50							2	2			4
Overall Average	4.24						3	10	8			21

Personal Integrity

9) To what extent does this person ... Follow through on agreed to actions.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.60							2	3			5
Staff A	4.92							1	11			12
Staff B	4.75							1	3			4
Overall Average	4.81							4	17			21



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Personal Integrity

10) To what extent does this person ... Act in an honest and up front manner.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.80									1	4	5
Staff A	4.83								1		11	12
Staff B	4.75									1	3	4
Overall Average	4.81								1	2	18	21

Personal Integrity

11) To what extent does this person ... Exercise confidentiality when dealing with sensitive issues.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	5.00										5	5
Staff A	4.67								1	1	10	12
Staff B	4.75									1	3	4
Overall Average	4.76								1	2	18	21



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Personal Integrity

12) To what extent does this person ... Deal with you/others in a fair and consistent manner.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	4.00									1		1
Elected Officials A	4.60								2	3		5
Staff A	4.67								4	8		12
Staff B	4.50								2	2		4
Overall Average	4.62								8	13		21

Personal Integrity

13) To what extent does this person ... Build trust by openly sharing information.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.60								2	3		5
Staff A	4.75								1	1	10	12
Staff B	4.75									1	3	4
Overall Average	4.71								1	4	16	21



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Personal Integrity Overall Average

	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Elected Officials A	4.60						2	8	20			30
Staff A	4.68						1	3	14	54		72
Staff B	4.67							8	16			24

Vision

14) To what extent does this person ... Encourage you/others to work toward what your work group could become.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.20						1	1	3			5
Staff A	4.92							1	11			12
Staff B	5.00								4			4
Overall Average	4.76						1	2	18			21



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Vision

15) To what extent does this person ... Align you/others toward a shared vision or ideal.

Rater Group	AR	Average Response					Valid N Distribution					Total N		
		1	2	3	4	5	1	2	3	4	5			
Self	4.00										1			1
Elected Officials A	4.20										1	2	2	5
Staff A	4.67										4	8		12
Staff B	4.75										1	3		4
Overall Average	4.57										1	7	13	21

Vision

16) To what extent does this person ... Describe a sense of purpose for your organization.

Rater Group	AR	Average Response					Valid N Distribution					Total N			
		1	2	3	4	5	1	2	3	4	5				
Self	4.00												1	1	
Elected Officials A	4.80												1	4	5
Staff A	4.83												2	10	12
Staff B	4.75												1	3	4
Overall Average	4.81												4	17	21



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Vision

17) To what extent does this person ... Keep people focused on future possibilities, rather than past accomplishments.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	4.00									1		1
Elected Officials A	4.40							1	1		3	5
Staff A	4.50							2	2		8	12
Staff B	4.75								1		3	4
Overall Average	4.52							3	4		14	21

Vision

18) To what extent does this person ... Communicate her/his vision in a way that inspires others.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.20							2			3	5
Staff A	4.42							2	3		7	12
Staff B	4.50								2		2	4
Overall Average	4.38							4	5		12	21



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Vision Overall Average

	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Elected Officials A	4.36						1	4	5	15		25
Staff A	4.67						4	12	44			60
Staff B	4.75							5	15			20

Quality of Results

19) To what extent does this person ... Demonstrate a consistent commitment to quality.

Rater Group	AR	Average Response					Valid N Distribution					Total N	
		1	2	3	4	5	1	2	3	4	5		
Self	5.00											1	1
Elected Officials A	4.40						1	1	3				5
Staff A	4.92								1	11			12
Staff B	4.75								1	3			4
Overall Average	4.76						1	3	17				21



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Quality of Results

20) To what extent does this person ... Work hard to satisfy customer requirements.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.80									1	4	5
Staff A	4.92									1	11	12
Staff B	5.00										4	4
Overall Average	4.90									2	19	21

Quality of Results

21) To what extent does this person ... Set high standards for her/his own work performance.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.80									1	4	5
Staff A	5.00										12	12
Staff B	5.00										4	4
Overall Average	4.95									1	20	21



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Quality of Results

22) To what extent does this person ... Look for ways to improve the quality of his/her work efforts.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.60								1		4	5
Staff A	4.92								1	11	12	
Staff B	5.00									4	4	
Overall Average	4.86							1	1	19	21	

Quality of Results

23) To what extent does this person ... Perform work that exceeds your expectations.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.20							1	2	2	5	
Staff A	4.75								3	9	12	
Staff B	4.67								1	2	3	
Overall Average	4.60							1	6	13	20	



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Quality of Results Overall Average

	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Elected Officials A	4.56						3	5	17			25
Staff A	4.90							6	54			60
Staff B	4.89							2	17			19

Empowerment

24) To what extent does this person ... Give you/others visibility on key projects, tasks

Rater Group	AR	Average Response					Valid N Distribution					Total N	
		1	2	3	4	5	1	2	3	4	5		
Self	5.00											1	1
Elected Officials A	4.25						1	1	2				4
Staff A	4.75						1	1	10				12
Staff B	4.75							1	3				4
Overall Average	4.65						2	3	15				20



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Empowerment

25) To what extent does this person ... Allow you to use your judgment when making decisions.

Rater Group	AR	Average Response					Valid N Distribution					Total N	
		1	2	3	4	5	1	2	3	4	5		
Self	4.00									1			1
Elected Officials A	5.00											5	5
Staff A	4.75								1	1		10	12
Staff B	5.00											4	4
Overall Average	4.86								1	1		19	21

Empowerment

26) To what extent does this person ... Encourage you to challenge the system

Rater Group	AR	Average Response					Valid N Distribution					Total N		
		1	2	3	4	5	1	2	3	4	5			
Self	3.00										1		1	
Elected Officials A	4.00										1	1	1	3
Staff A	3.90								1	2		1	6	10
Staff B	4.33											2	1	3
Overall Average	4.00								1	2	1	4	8	16



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Empowerment

27) To what extent does this person ... Promote cooperation and collaboration within the work group.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.20							1	2	2		5
Staff A	4.83							2	10			12
Staff B	5.00									4		4
Overall Average	4.71							1	4	16		21

Empowerment

28) To what extent does this person ... Allow you/others to initiate actions on your own.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	4.00										1	1
Elected Officials A	4.80							1	4			5
Staff A	4.92							1	11			12
Staff B	4.67							1	2			3
Overall Average	4.85							3	17			20



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Empowerment

29) To what extent does this person ... Involve you/others in up front planning on key projects.

Rater Group	AR	Average Response					Valid N Distribution					Total N	
		1	2	3	4	5	1	2	3	4	5		
Self	3.00								1				1
Elected Officials A	3.80						1	1	1	2			5
Staff A	4.33								8	4			12
Staff B	4.50								2	2			4
Overall Average	4.24						1	1	11	8			21

Empowerment

30) To what extent does this person ... Provide critical information for you/others to do your job.

Rater Group	AR	Average Response					Valid N Distribution					Total N	
		1	2	3	4	5	1	2	3	4	5		
Self	4.00										1		1
Elected Officials A	4.40								1	1	3		5
Staff A	4.83								2	10			12
Staff B	4.75								1	3			4
Overall Average	4.71								1	4	16		21



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Empowerment Overall Average

	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Elected Officials A	4.38						1	5	7	19		32
Staff A	4.63						1	2	2	16	61	82
Staff B	4.73								7	19		26

Communicating

31) To what extent does this person ... Express ideas clearly.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.60									2	3	5
Staff A	4.67									4	8	12
Staff B	4.75									1	3	4
Overall Average	4.67									7	14	21



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Communicating

32) To what extent does this person ... Present ideas or information in a well organized manner.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.80									1	4	5
Staff A	4.67								4	8	12	
Staff B	4.75								1	3	4	
Overall Average	4.71								6	15	21	

Communicating

33) To what extent does this person ... Allow you to finish what you have to say.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	4.00										1	1
Elected Officials A	4.80								1	4	5	
Staff A	4.83								2	10	12	
Staff B	4.75								1	3	4	
Overall Average	4.81								4	17	21	



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Communicating

34) To what extent does this person ... Answer questions specifically and to the point.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.60								1		4	5
Staff A	4.92								1	11	12	
Staff B	4.50								2	2	4	
Overall Average	4.76								1	3	17	21

Communicating

35) To what extent does this person ... Demonstrate that you have been heard and understood.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.60								2	3	5	
Staff A	4.83								2	10	12	
Staff B	4.75								1	3	4	
Overall Average	4.76								5	16	21	



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Communicating

36) To what extent does this person ... Ask questions to learn more about (or to clarify) what you are saying.

Rater Group	AR	Average Response					Valid N Distribution					Total N		
		1	2	3	4	5	1	2	3	4	5			
Self	5.00											1	1	
Elected Officials A	4.40							1					4	5
Staff A	4.42								2	3		7	12	
Staff B	4.25								1	1		2	4	
Overall Average	4.38							1	3	4		13	21	

Communicating

37) To what extent does this person ... Write in a clear and concise style.

Rater Group	AR	Average Response					Valid N Distribution					Total N	
		1	2	3	4	5	1	2	3	4	5		
Self	5.00											1	1
Elected Officials A	4.60								1			4	5
Staff A	5.00											12	12
Staff B	4.75									1		3	4
Overall Average	4.86								1	1		19	21



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Communicating

38) To what extent does this person ... Display an interest in you while you are speaking.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	5.00										5	5
Staff A	4.67								4	8	12	
Staff B	4.75								1	3	4	
Overall Average	4.76								5	16	21	

Communicating

39) To what extent does this person ... Present ideas or information in a persuasive manner.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	4.00										1	1
Elected Officials A	4.60								2	3	5	
Staff A	4.58								5	7	12	
Staff B	4.75								1	3	4	
Overall Average	4.62								8	13	21	



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Communicating

40) To what extent does this person ... Appear to be approachable and easy to talk with.

Rater Group	AR	Average Response					Valid N Distribution					Total N	
		1	2	3	4	5	1	2	3	4	5		
Self	5.00											1	1
Elected Officials A	5.00											5	5
Staff A	4.83										2	10	12
Staff B	4.75										1	3	4
Overall Average	4.86										3	18	21

Communicating Overall Average

	AR	Average Response					Valid N Distribution					Total N			
		1	2	3	4	5	1	2	3	4	5				
Elected Officials A	4.70										1	2	8	39	50
Staff A	4.74										2	27	91	120	
Staff B	4.68										1	11	28	40	



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Delegating

41) To what extent does this person ... Demonstrate patience when explaining new assignments.

Rater Group	AR	Average Response					Valid N Distribution					Total N	
		1	2	3	4	5	1	2	3	4	5		
Self	4.00										1	1	
Elected Officials A	4.80										1	4	5
Staff A	4.50										6	6	12
Staff B	5.00											4	4
Overall Average	4.67										7	14	21

Delegating

42) To what extent does this person ... Provide diverse responsibilities to develop new skills in you/others.

Rater Group	AR	Average Response					Valid N Distribution					Total N		
		1	2	3	4	5	1	2	3	4	5			
Self	4.00										1	1		
Elected Officials A	5.00											3	3	
Staff A	4.73										1	1	9	11
Staff B	5.00												2	2
Overall Average	4.81										1	1	14	16



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Delegating

43) To what extent does this person ... Provide people with the training to do their job.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	5.00										3	3
Staff A	4.75								1	1	10	12
Staff B	5.00										3	3
Overall Average	4.83								1	1	16	18

Delegating

44) To what extent does this person ... Let people know what is expected of them before they begin a task.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	4.00										1	1
Elected Officials A	5.00										3	3
Staff A	4.75								3	9	12	
Staff B	4.67								1	2	3	
Overall Average	4.78								4	14	18	



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Delegating

45) To what extent does this person ... Assign responsibilities that match individual capabilities.

Rater Group	AR	Average Response					Valid N Distribution					Total N	
		1	2	3	4	5	1	2	3	4	5		
Self	3.00									1			1
Elected Officials A	4.67										1	2	3
Staff A	4.58										5	7	12
Staff B	5.00											2	2
Overall Average	4.65										6	11	17

Delegating

46) To what extent does this person ... Identify, up front, how you/others' performance will be measured.

Rater Group	AR	Average Response					Valid N Distribution					Total N	
		1	2	3	4	5	1	2	3	4	5		
Self	4.00											1	1
Elected Officials A	4.50										1	1	2
Staff A	4.83										2	10	12
Staff B	4.67										1	2	3
Overall Average	4.76										4	13	17



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Delegating Overall Average

	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Elected Officials A	4.84									3	16	19
Staff A	4.69						2	18	51			71
Staff B	4.88									2	15	17

Motivating

47) To what extent does this person ... Set an appropriate example for others to follow.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.80									1	4	5
Staff A	4.75									3	9	12
Staff B	4.75									1	3	4
Overall Average	4.76									5	16	21



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Motivating

48) To what extent does this person ... Provide you/others with a sense of belonging to the work group.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.80									1	4	5
Staff A	4.92								1	11	12	
Staff B	5.00									4	4	
Overall Average	4.90								2	19	21	

Motivating

49) To what extent does this person ... Praise you for a specific job well done.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	5.00										4	4
Staff A	4.50								2	2	8	12
Staff B	4.75									1	3	4
Overall Average	4.65								2	3	15	20



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Motivating

50) To what extent does this person ... Demonstrate confidence in your abilities by providing challenging assignments.

Rater Group	AR	Average Response					Valid N Distribution					Total N	
		1	2	3	4	5	1	2	3	4	5		
Self	5.00											1	1
Elected Officials A	5.00											2	2
Staff A	4.83								1			11	12
Staff B	5.00											3	3
Overall Average	4.88								1			16	17

Motivating

51) To what extent does this person ... Recognize your creative ideas.

Rater Group	AR	Average Response					Valid N Distribution					Total N	
		1	2	3	4	5	1	2	3	4	5		
Self	5.00											1	1
Elected Officials A	4.60								2			3	5
Staff A	4.67								4			8	12
Staff B	4.67								1			2	3
Overall Average	4.65								7			13	20



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Motivating

52) To what extent does this person ... Recognize you/others for high quality performance.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.75									1	3	4
Staff A	4.58								1	3	8	12
Staff B	5.00										4	4
Overall Average	4.70								1	4	15	20

Motivating Overall Average

	AR	Average Response					Valid N Distribution					Total N	
		1	2	3	4	5	1	2	3	4	5		
Elected Officials A	4.80										5	20	25
Staff A	4.71								4	13	55	72	
Staff B	4.86										3	19	22



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Coaching

53) To what extent does this person ... Take time to help develop your/others' effectiveness.

Rater Group	AR	Average Response					Valid N Distribution					Total N		
		1	2	3	4	5	1	2	3	4	5			
Self	4.00										1			1
Elected Officials A	4.60										2	3		5
Staff A	4.58										5	7		12
Staff B	5.00												3	3
Overall Average	4.65										7	13		20

Coaching

54) To what extent does this person ... Treat mistakes as learning experiences.

Rater Group	AR	Average Response					Valid N Distribution					Total N			
		1	2	3	4	5	1	2	3	4	5				
Self	4.00												1	1	
Elected Officials A	4.80												1	4	5
Staff A	4.33										1	1	3	7	12
Staff B	4.75												1	3	4
Overall Average	4.52										1	1	5	14	21



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Coaching

55) To what extent does this person ... Provide you with feedback in a constructive manner.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.20						1			1	3	5
Staff A	4.75								3	9	12	
Staff B	4.75								1	3	4	
Overall Average	4.62						1		5	15	21	

Coaching

56) To what extent does this person ... Maintain a system or procedure to evaluate your/others' performance.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.67								1	2	3	
Staff A	5.00										12	12
Staff B	4.50								2	2	4	
Overall Average	4.84								3	16	19	



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Coaching

57) To what extent does this person ... Provide feedback when work does not meet his/her expectations.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.00									1		1
Staff A	4.75								1	1	10	12
Staff B	4.50								1		3	4
Overall Average	4.65								2	2	13	17

Coaching Overall Average

	AR	Average Response					Valid N Distribution					Total N	
		1	2	3	4	5	1	2	3	4	5		
Elected Officials A	4.53								1		6	12	19
Staff A	4.68								1	2	12	45	60
Staff B	4.68								1		4	14	19



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Planning and Goal Setting

58) To what extent does this person ... Complete work within an agreed upon time frame.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.40							1	1		3	5
Staff A	4.64							1	2	8	11	
Staff B	5.00									4	4	
Overall Average	4.65							2	3	15	20	

Planning and Goal Setting

59) To what extent does this person ... Develop realistic plans for reaching goals.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	4.00										1	1
Elected Officials A	4.40							1	1	3	5	
Staff A	4.58							1	3	8	12	
Staff B	4.75								1	3	4	
Overall Average	4.57							2	5	14	21	



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Planning and Goal Setting

60) To what extent does this person ... Set measurable objectives for you/others.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	4.00										1	1
Elected Officials A	4.67									1	2	3
Staff A	4.67								4	8	12	
Staff B	4.50								2	2	4	
Overall Average	4.63								7	12	19	

Planning and Goal Setting

61) To what extent does this person ... Use his/her time effectively.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.75									1	3	4
Staff A	4.82								1	10	11	
Staff B	4.75									1	3	4
Overall Average	4.79								1	2	16	19



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Planning and Goal Setting

62) To what extent does this person ... Establish clear work priorities for tasks, projects.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	4.00									1		1
Elected Officials A	4.75									1	3	4
Staff A	4.75									3	9	12
Staff B	5.00										4	4
Overall Average	4.80									4	16	20

Planning and Goal Setting

63) To what extent does this person ... Provide you/others with realistic time lines for projects.

Rater Group	AR	Average Response					Valid N Distribution					Total N	
		1	2	3	4	5	1	2	3	4	5		
Self	4.00										1	1	
Elected Officials A	4.40									1	1	3	5
Staff A	4.33									2	4	6	12
Staff B	4.50									1		3	4
Overall Average	4.38									4	5	12	21



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Planning and Goal Setting Overall Average

	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Elected Officials A	4.54						3	6	17			26
Staff A	4.63						5	16	49			70
Staff B	4.75						1	4	19			24

Problem Solving and Decision Making

64) To what extent does this person ... Quickly gain insights to complex problems.

Rater Group	AR	Average Response					Valid N Distribution					Total N	
		1	2	3	4	5	1	2	3	4	5		
Self	5.00											1	1
Elected Officials A	4.40						1	1	3				5
Staff A	4.75							3	9				12
Staff B	5.00											4	4
Overall Average	4.71						1	4	16				21



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Problem Solving and Decision Making

65) To what extent does this person ... Involve you/others in the problem solving process.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.20						1			1	3	5
Staff A	4.58								5	7	12	
Staff B	4.75								1	3	4	
Overall Average	4.52						1		7	13	21	

Problem Solving and Decision Making

66) To what extent does this person ... Generate alternative solutions when resolving problems.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.40							1	1	3	5	
Staff A	4.58							1	3	8	12	
Staff B	4.75								1	3	4	
Overall Average	4.57							2	5	14	21	



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Problem Solving and Decision Making

67) To what extent does this person ... Respond promptly when unexpected problems arise.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.60									2	3	5
Staff A	5.00										12	12
Staff B	4.75									1	3	4
Overall Average	4.86									3	18	21

Problem Solving and Decision Making

68) To what extent does this person ... Make decisions that reflect good financial judgment.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.60									2	3	5
Staff A	4.92									1	11	12
Staff B	4.75									1	3	4
Overall Average	4.81									4	17	21



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Problem Solving and Decision Making

69) To what extent does this person ... Identify problems in their early stages.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	4.00									1		1
Elected Officials A	4.40							1	1	3		5
Staff A	4.67							4	8			12
Staff B	4.50							2	2			4
Overall Average	4.57						1	7	13			21

Problem Solving and Decision Making Overall Average

	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Elected Officials A	4.43							1	3	8	18	30
Staff A	4.75							1	16	55		72
Staff B	4.75								6	18		24



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Creativity and Innovation

70) To what extent does this person ... Encourage you to be creative in your work efforts.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.50									2	2	4
Staff A	4.92								1	11	12	
Staff B	4.67								1	2	3	
Overall Average	4.79								4	15	19	

Creativity and Innovation

71) To what extent does this person ... Challenge current thinking for the "way we have always done it."

Rater Group	AR	Average Response					Valid N Distribution					Total N	
		1	2	3	4	5	1	2	3	4	5		
Self	5.00										1	1	
Elected Officials A	4.00								2	1	2	5	
Staff A	4.08								1	3	2	6	12
Staff B	5.00										3	3	
Overall Average	4.20								1	5	3	11	20



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Creativity and Innovation

72) To what extent does this person ... Adapt to new ways of doing things.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.20							1	2	2		5
Staff A	4.33						1	1	3	7		12
Staff B	5.00									4		4
Overall Average	4.43						1	2	5	13		21

Creativity and Innovation

73) To what extent does this person ... Develop new applications or procedures for existing products or services.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	4.00									1		1
Elected Officials A	4.00						1		2	2		5
Staff A	4.45							1	4	6		11
Staff B	5.00									4		4
Overall Average	4.45						1	1	6	12		20



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Creativity and Innovation

74) To what extent does this person ... Engage in idea generating or "what if" discussions with you.

Rater Group	AR	Average Response					Valid N Distribution					Total N	
		1	2	3	4	5	1	2	3	4	5		
Self	4.00									1			1
Elected Officials A	4.00						1	2	2				5
Staff A	4.58						2	1	9				12
Staff B	4.67							1	2				3
Overall Average	4.45						1	2	4	13			20

Creativity and Innovation Overall Average

	AR	Average Response					Valid N Distribution					Total N	
		1	2	3	4	5	1	2	3	4	5		
Elected Officials A	4.13						2	3	9	10			24
Staff A	4.47						2	7	11	39			59
Staff B	4.88								2	15			17



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Technical Competency

75) To what extent does this person ... Display confidence in his/her own technical abilities.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.80										1	4
Staff A	4.92										1	11
Staff B	4.75										1	3
Overall Average	4.86										3	18

Technical Competency

76) To what extent does this person ... Demonstrate technical competence when working with you/others.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	4.00										1	1
Elected Officials A	4.80										1	4
Staff A	4.92										1	11
Staff B	4.75										1	3
Overall Average	4.86										3	18



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Technical Competency

77) To what extent does this person ... Keep up to date with industry trends and developments.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.80									1	4	5
Staff A	4.58						1	2	9			12
Staff B	4.75							1	3			4
Overall Average	4.67						1	4	16			21

Technical Competency

78) To what extent does this person ... Discuss technical matters so you can understand them.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.40						1	1	3			5
Staff A	4.78							2	7			9
Staff B	4.67							1	2			3
Overall Average	4.65						1	4	12			17



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Technical Competency Overall Average

	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Elected Officials A	4.70								1	4	15	20
Staff A	4.80							1	6	38	45	
Staff B	4.73								4	11	15	

Diversity

79) To what extent does this person ... Make the effort to work cooperatively with you.

Rater Group	AR	Average Response					Valid N Distribution					Total N	
		1	2	3	4	5	1	2	3	4	5		
Self	4.00										1	1	
Elected Officials A	4.60									2	3	5	
Staff A	5.00										12	12	
Staff B	5.00										4	4	
Overall Average	4.90										2	19	21



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Analysis by Behavior - Question

Diversity

80) To what extent does this person ... Negotiate differences of opinion openly and fairly.

Rater Group	AR	Average Response					Valid N Distribution					Total N	
		1	2	3	4	5	1	2	3	4	5		
Self	4.00									1			1
Elected Officials A	4.20									2		3	5
Staff A	4.58									1	3	8	12
Staff B	4.75									1	3		4
Overall Average	4.52									3	4	14	21

Diversity

81) To what extent does this person ... Accept differences of opinion.

Rater Group	AR	Average Response					Valid N Distribution					Total N	
		1	2	3	4	5	1	2	3	4	5		
Self	5.00											1	1
Elected Officials A	4.40										3	2	5
Staff A	4.50									2	2	8	12
Staff B	4.75									1	3		4
Overall Average	4.52									2	6	13	21



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Diversity

82) To what extent does this person ... Demonstrate a willingness to be flexible and open minded.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.20							2			3	5
Staff A	4.50						1	4			7	12
Staff B	4.75								1		3	4
Overall Average	4.48							3	5		13	21

Diversity

83) To what extent does this person ... Express his/her point of view in a tactful way.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	4.00										1	1
Elected Officials A	5.00										5	5
Staff A	4.67							4			8	12
Staff B	5.00										4	4
Overall Average	4.81									4	17	21



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Diversity

84) To what extent does this person ... Bring together people with varied talents, perspectives to resolve work group problems.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.40							1	1		3	5
Staff A	4.82							2	9			11
Staff B	5.00									4		4
Overall Average	4.75							1	3	16		20

Diversity

85) To what extent does this person ... Remain calm when confronted with different points of view.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	4.00										1	1
Elected Officials A	4.40							3	2			5
Staff A	4.67							2	10			12
Staff B	4.75								1	3		4
Overall Average	4.62							2	4	15		21



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Diversity Overall Average

	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Elected Officials A	4.46						5	9	21			35
Staff A	4.67						6	15	62			83
Staff B	4.86							4	24			28

Team Work

86) To what extent does this person ... Share credit and recognition for accomplishments with others.

Rater Group	AR	Average Response					Valid N Distribution					Total N	
		1	2	3	4	5	1	2	3	4	5		
Self	5.00											1	1
Elected Officials A	4.40						1	1	3				5
Staff A	4.75							3	9				12
Staff B	5.00											4	4
Overall Average	4.71						1	4	16				21



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Team Work

87) To what extent does this person ... Explain how each person's performance impacts the work of others.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.50									2	2	4
Staff A	4.73								3	8	11	
Staff B	4.75								1	3	4	
Overall Average	4.68								6	13	19	

Team Work

88) To what extent does this person ... Capitalize on your personal strengths when leading group projects.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.80								1	4	5	
Staff A	4.67							1	2	9	12	
Staff B	4.67								1	2	3	
Overall Average	4.70								1	4	15	20



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Analysis by Behavior - Question

Team Work

89) To what extent does this person ... Know the capabilities of each group member.

Rater Group	AR	Average Response					Valid N Distribution					Total N			
		1	2	3	4	5	1	2	3	4	5				
Self	4.00										1				1
Elected Officials A	4.40										1	1	3		5
Staff A	4.75										3	9			12
Staff B	4.75										1	3			4
Overall Average	4.67										1	5	15		21

Team Work

90) To what extent does this person ... Coordinate work priorities with you/others.

Rater Group	AR	Average Response					Valid N Distribution					Total N			
		1	2	3	4	5	1	2	3	4	5				
Self	4.00													1	1
Elected Officials A	5.00														4
Staff A	4.83										2	10			12
Staff B	4.75										1	3			4
Overall Average	4.85										3	17			20



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Analysis by Behavior - Question

Team Work

91) To what extent does this person ... Work across functional groups to achieve company goals.

Rater Group	AR	Average Response					Valid N Distribution					Total N	
		1	2	3	4	5	1	2	3	4	5		
Self	5.00											1	1
Elected Officials A	5.00											5	5
Staff A	5.00											11	11
Staff B	5.00											4	4
Overall Average	5.00											20	20

Team Work Overall Average

	AR	Average Response					Valid N Distribution					Total N			
		1	2	3	4	5	1	2	3	4	5				
Elected Officials A	4.68											2	5	21	28
Staff A	4.79											1	13	56	70
Staff B	4.83											4	19	23	



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Mentoring

92) To what extent does this person ... Share technical expertise with you/others.

Rater Group	AR	Average Response					Valid N Distribution					Total N	
		1	2	3	4	5	1	2	3	4	5		
Self	5.00										1	1	
Elected Officials A	4.80										1	4	5
Staff A	4.82										2	9	11
Staff B	5.00										4	4	4
Overall Average	4.85										3	17	20

Mentoring

93) To what extent does this person ... Identify career opportunities for you/others in the organization.

Rater Group	AR	Average Response					Valid N Distribution					Total N	
		1	2	3	4	5	1	2	3	4	5		
Self	5.00										1	1	
Elected Officials A	5.00										3	3	
Staff A	4.75										2	6	8
Staff B	4.67										1	2	3
Overall Average	4.79										3	11	14



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Mentoring

94) To what extent does this person ... Increase levels of responsibilities to prepare you/others for a higher level position.

Rater Group	AR	Average Response					Valid N Distribution					Total N		
		1	2	3	4	5	1	2	3	4	5			
Self	3.00									1				1
Elected Officials A	5.00												3	3
Staff A	4.67								1	1			7	9
Staff B	5.00												4	4
Overall Average	4.81									1	1		14	16

Mentoring

95) To what extent does this person ... Share relevant personal insights or experiences with you.

Rater Group	AR	Average Response					Valid N Distribution					Total N		
		1	2	3	4	5	1	2	3	4	5			
Self	4.00												1	1
Elected Officials A	4.60											2	3	5
Staff A	4.92											1	11	12
Staff B	5.00												4	4
Overall Average	4.86											3	18	21



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Analysis by Behavior - Question

Mentoring

96) To what extent does this person ... Provide suggestions for your/others' personal and professional development.

Rater Group	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Self	5.00										1	1
Elected Officials A	4.75									1	3	4
Staff A	4.82								2	9	11	
Staff B	5.00									3	3	
Overall Average	4.83									3	15	18

Mentoring Overall Average

	AR	Average Response					Valid N Distribution					Total N
		1	2	3	4	5	1	2	3	4	5	
Elected Officials A	4.80									4	16	20
Staff A	4.80								1	8	42	51
Staff B	4.94									1	17	18



This report illustrates how each rater group responded to each item or question on the assessment. The bars show the Average Gap Size, the difference between ratings of current performance (C) and expected performance (E). For a full explanation of the report, refer to the Participant's Guide.

Open-Ended Questions

97) What could this person START DOING to become more effective?

- Review of all projects or expectations and prioritize them.

Review past priorities or expectations and recalibrate them when new projects or expectations come on line.

- Be more open minded to the changing generations of the younger workforce.
- In all honesty, the Village Manager appears to constantly be at 110% effectiveness; it is difficult to see how she might improve on this.
- Hiring more staff.
- Workshop the budget with individual councilmembers over the summer.
- Na
- N/A.
- She is already very effective
- Ms. Galiano is unquestionably the most effective Manager I have had the privilege of working for. She leads by example, sets the bar high, and inspires everyone to strive for excellence.
- increase the amount/depth of discussion with regards to the details of project or action.
- Consider integrating more technology to improve efficiencies. Hold people to set deadlines.
- Very little. Yocie is the best superior I have ever had. More one on one meetings - which are enormously productive for me - would be positive.
- Nothing. Yocie is at the top of her game. I feel privileged and am grateful that we have her in our Village, both as an elected official and as a resident.
- Shorten the time for staff meetings. Bi-weekly staff meetings are an effective way to share information, remain up to date, and hold team members accountable for assigned tasks. Perhaps sending out a chart of the tasks in table form and obtaining a written update, rather than going through the status of each item during the meeting would make the meeting more efficient.

98) What could this person STOP DOING to become more effective?

- Weekly or bi-weekly check in with individual councilmembers (who want one).
- Na
- The Village Manager is always tackling more projects, so the assumption would be that fewer projects would increase her effectiveness; however, I have not seen where her workload has impeded her effectiveness.
- Impossible.
- N/A
- She's wonderful I can't think of anything
- Nothing.
- She can worry less. She is doing great work and has the confidence of the team as well as the elected officials and the public we serve. She need not worry that she will disappoint anyone. She won't.
- Nothing
- Very little - nothing seriously tangible.

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99) What could this person CONTINUE DOING to become more effective?

- Everything they are currently doing.
- No opinion.
- ...continue communicating expectations that include timeframes, allocation of resources, and connection to goal.
- Our Manager is outstanding.
- Continue being a fair and compassionate leader.
- innovator, inclusive,
- Continue to do what she has been doing.
- keep being positive
- I can't imagine her being more effective, again she's at the top right now.
- As described above, the manager is extremely effective and is delivering optimal performance. She does this with joy and kindness. She also continues to strive to outperform her prior excellent results.
- Being approachable and understanding as she usually is
- Keep being Yoci.
- The manager should continue the general leadership skills she has been employing to get the organization where it is today. She is a highly communicative, objective, fair and consistent leader.
- Being open, kind and caring.
- Yocie is very inclusive and shares important information freely and effectively. She is selfless and cheers on her staff to be successful. She does not compete with staff for attention but takes pride in her staff's accomplishments. She always encourages everyone to do their best and be as successful as possible.
- Weird question! continue to be more? I guess professional development.

100) Other comments you want to share with this person ...

- The Village wouldn't be where it is without her and her staff. I view being elected in this community as more of a board of directors role, providing general direction on issues, and monitoring progress as well as acting as a liaison with the community. With out a high level of trust and functionality the results we have seen over the years couldn't be attained. This relationship goes both ways. It's highly dependent on a mature body of elected officials and a secure, capable and talented manager. She fills that role expertly. I couldn't be more proud or satisfied with her performance. She makes us look good, when sometimes we shouldn't. She gives us the latitude to be ourselves and explore our ideas, while not being afraid to have frank conversations about those ideas and their viability. Keep it up.
 - Love her management style. Not micromanagement and very effective
 - I think the VOP Manager is an effective leader, adviser, and is always willing to support her staff to achieve results.
 - Thank you for your dedication to our Village and your unwavering support of our Council and Village staff. I am proud to work with you.
 - Yocie is easily the best superior I have ever had. I have worked in all types of private companies and many levels of government - to include the U.S. military and her leadership is exemplary. Yocie leads by example. Much of her success stems from simply being a very good person at her core. She has had her share of trials and tribulations in her own life and can easily identify with the same in her staff.
 - Ms. Galiano is a pleasure to work for. She allows me to run my division and trusts my judgement.
 - I genuinely enjoy working for the Manager and am grateful for the possibilities she has provided.
- I feel the Manager's enthusiasm for Pinecrest has a trickle-down effect, making working for the VOP a positive experience.
- Thank you.
 - Keep doing what you are doing.
 - The Village is a model of excellence and one of the country's finest communities. Surely it helps to have so many resources, but even in a posh area, it only works if the people responsible for delivering services are great at it and want it to succeed. The manager has chosen an outstanding team and leads them to continued greatness and they love her for that.
 - None
 - Ms. Galiano has perfected the professional, technical, and social skills necessary to be an outstanding Manager. She excels at what she does and has developed a high performance culture that inspires excellence, accountability, and innovation.
 - Great work, great leadership, great work ethic.
 - Yocelyn is a great mentor and leader. I am proud to work with her.

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