



Village of Royal Palm Beach: Strategic Plan

VISION 2040

ROYAL PALM BEACH 2040 is a

Hometown Community

Family Community

Royal Palm Beach Village Government Mission

The mission of the Village of Royal Palm Beach

is to provide *Desired Municipal Services* and

Well-Designed, Well-Built and Well-Maintained Facilities and Infrastructure

to create an *Aesthetically Pleasing, Active and*

Connected Community.

GOALS 2030

Financially Sound Government

Responsive Village Services

Exceptional Parks and Leisure Choices for All

RPB – a Unique Community

POLICY AGENDA 2025 – 2026
Top Priority
<p>Village Competitive Compensation and Preferred Employer, COLA and Benefits: Direction and Funding</p> <p>State Road 7 Corridor Redevelopment Policy and Land Use: Next Steps</p> <p>Balanced Budget FY26 without Tax Increase: Direction</p> <p>Tuttle Royale Development: Stay strong with Agreement Concept: Developer’s Response</p> <p>Village Support for Schools: Desired Outcomes, Village Role, Options, Direction and Funding</p>
High Priority
<p>Community Events and Festivals Marketing and Resident Information Expansion: Report with Options, Direction and Village Actions</p> <p>Old Commercial Centers Redevelopment/Revitalization Strategy/Actions: Direction and Village Actions</p> <p>Comprehensive Major Events Assessment and Strategy: Evaluation Report on Community Benefits, Strategic Development, Direction, Funding, and Village Actions</p> <p>Comprehensive Information Security Action Plan to Protect Data and Systems: Direction, Funding and Implementation</p> <p>Public Information Enhancements: Next Steps and Plan for 2025 – 2026</p>

MANAGEMENT AGENDA 2025 – 2026
Top Priority
<p>Village Capital Planning – Revenue Projections and Plan (5-Year): Direction and Funding</p> <p>Financial Projections and Tax Rate: Report and Direction</p> <p>Regional Transportation Plan Development: Participation and Update Reports</p> <p>Cypress Key-Southern Boulevard Traffic Signal: Project Completion</p> <p>Royal Palm Beach Boulevard Maintenance – Turnover to Residents: Direction and Funding</p>
High Priority
<p>Comprehensive Plan Update: Completion and Adoption</p> <p>ERP: Scope of Consultant Services, ERP Evaluation, Direction and Funding</p> <p>Talent Development Programs: Programs and Funding</p> <p>Water Supply Plan: Completion</p> <p>East-West Corridor Connection to the Turnpike and I-95: Next Steps</p>

MANAGEMENT IN PROGRESS 2025 – 2026

Federal American Rescue Dollars: Reporting	Community Connection with New Photos of the Cultural Center and Commons Park Venue: Completions
Contract for Services: Opportunities Identification	Contract with Impound Company to Remove and Auction of Abandoned RV Lot Vehicles: Completion
Purchasing Procedures and Standardized Bid Templates: Development	Using Palm Beach County Legal Notice Website for Village Legal Advertising: Completion
Laserfiche Connect: Engineering	Project Dox and Electronic Permitting: Monitoring
Project Maps and Various Zoning Maps: Update	Virtual Inspection System Program: Implementation
New Resident/Business Packet: Update	Trades Inspection and Plan Review Internship Programs: Implementation
HRIS System: Make it Work	Private Provider Data Process: Refinement
Development Application Manual Update	Compliance with State “Milestone Inspection” Program for Buildings 3 Stories or Greater: Establish and Monitoring
Parks Web Maps: Engineering Program Improvements and Map Redesign	New Timekeeping System: Report and Funding
Village Code of Ordinance Revisions through CivicPlus (Municode)	FPL Franchise Fees Audit: Completion
Election Materials (i.e., Candidate Information Handbook, Municipal Election Schedule, etc.): Update	New ERP Migration from Mainframe to Modern System: Planning
Artificial Intelligence Functions (and How They May Potentially Be Applied within Community Development Service Delivery): Evaluation and Actions	Build IT Roadmap:
Community Summit 2025: Direction	Re-Evaluating Current Systems and Applications
Workforce Tracking for Public Works Using ESRI GIS Tools for Work Order Assignments, Implementation	Microsoft Office Email & Applications to O365 Cloud Suite w/One Drive for Improved Productivity Tools; Upgrade
Financial Policies and Procedures to Ensure Regulatory Compliance: Completion	SharePoint/One Drive: Rollout
Customized Departmental Budget Dashboards in OpenGov: Creation	Firewall Replacement: Completion
Standard Operating Procedures Specific to HR and Risk: Development	DBF Subnet Migration
Job Descriptions: Edit and Rewrite	Cultural Center Subnet Migration
Worker’s Comp and Liability Suits: Resolution	Debris Removal Contract for the 2025 Hurricane Season
Windows Hello Login: Completion	Fire/Security Systems at all Village Buildings: Completion
10GB Network to Remote Facilities, Primarily Rec Center, Commons, and Cultural Center	Equipment Replacement Schedule Update: Completion
Aruba Wi-Fi at All Facilities, Replacing Older Ubiquiti System: Deployment	Shakespeare under the Palms in RPB Commons Park 2025-2026
Network Segregation Topology: Deployment	Mayor’s Benefit Golf Tournament
Use of AI Technologies: Investigation and Report with Options	RPB Commons Park Access (EN1902) – Easements for Interconnect Plan Future Access Points to Royal Palm Beach Commons Park; Lot 179 Grouse Lane Entrance to Amphitheater: Construction
Permitting of Community Residential Homes (According to the Requirements of Florida State Statute 419.001)	Semi-Annual Parks Recreation Program Guide Renewal: Implementation
Vehicle Replacements: Purchase Order and Receive Vehicles (CIP FY 25)	Community Education: “Lock Your Vehicle”
Outdated Speed Measuring Equipment Replacement (Budget FY 25)	Sector Patrol Boundaries Analysis (Linked to Tuttle Royale Development)
Enhanced Bathroom Maintenance (Budget FY 25): Kick Off	Crime Reduction through Directed Patrol Plans
Standardized Forms for Resolution, Ordinances and Agenda Item Summaries: Development	Neighborhood Watch/Crime Reduction Program: Expansion
Outdated Park Videos on the Website: Update	ALDI Park PID Remaining Parcels (Developer Driven)
	Community Residential Homes Administration Mapping
	Manufacturing and Limited Processing Parking Requirements: Evaluation and Direction (Council Decision)
	Village-Owned Utility Boxes Wrapping: Completion

MAJOR PROJECTS 2025 – 2026

Farber Building Renovations: Construction	David Farber Building Renovation (PRJ#- EN2401 / Fund-303): Design and Construction
Sidewalk Trip Hazards Elimination	
Bus Stop: Installation (2): Permitting	Landscape Plan for Entry Sign on Okeechobee Boulevard: Design and Construction
LaMancha Underdrain (ARPA PW2204): Construction	Street Light Disconnect Replacement, PW2502
Canal Bank Stabilization (APRA PW1806) Round 2: Construction	Roof Drains @ FOC: Completion
Water Treatment Plant (PW1802/PW1902): Completed	Flag Pole and Lighting at Village Hall: Installation
SR 80 Street Lights Replacement Fixtures: 5 per Year Completion Transfer to FDOT or FPL	Homeplace Park Pickle Ball Courts (2): Design and Construction
Drainage System Improvements (PW 1903): Heron Bay Parkway: Grant and Construction	Royal Palm Beach Bike and Pedestrian Access to the Pond Cypress Trail System: Creation
Annual Backflow Preventer Replacement (PWXXBF)	Camellia Park Renovation (PR2402) – Tennis Court Lights, Pro Office and Restroom Building: Design and Construction
Storm Drain Outfall Replacement (ARPA – PW22SD): Grant	Splash Pad Re-Purpose at Veterans Park (PRJ#- PR2307 / Fund-302)
Aquatic Vegetation Maintenance	Cultural Center Entry Enhancement: Design and Construction (PRJ#- PR2401 / Fund-303)
Canal Back Maintenance (ARPA PW2205): Construction	Comprehensive All Access Playscape: Construction (CIP FY 25)
Annual Repairs/Replacements Bus Shelters, (PWXXBS)	Recreation Center Remodel/Expansion: Final Design, Construction and Opening
Lamstein Lane Street Lights (CIP FY 27): Funding	Bob Marcello Lighting Upgrade (PR2501-303): Design and Construction
ADA Improvements Phase II Grant Notice to Proceed (PRJ#- EN2302 / Fund-303): Notice to Proceed Construction	Bob Marcello Park's Ballfields Infield Areas Re-Grading
Asphalt Walkways on the Village Hall Campus with Concrete Sidewalks (PRJ#- EN25XX / Fund-TBD) Replacement: Design and Construction	Fountain Replacement, PWXXFR
Street Sign R&R (PWXXSS)	Boat Dock Repair & Replacement
Street Sign R&R (PWXXSS)	Annual Vegetation Maintenance
Fountain Replacement (PWXXFR)	Annual Sidewalk Trip Hazards Repair
New Roof on the Katz Field Building (PR2405): Construction	Bilbao Street to Okeechobee Boulevard Pathway Replacement (2305): Grant Approval
Boat Dock Repair and Replacement: Direction and Funding (CIP FY 25): Design and Construction	Road Resurfacing Projects: Completion
Park Bathrooms Upgrade: Review, Direction and Funding	

STRATEGIC PLAN *2025 → 2030 → 2040*

EXECUTIVE SUMMARY

Mayor and Village Council



Royal Palm Beach, Florida
April 2025



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Table of Contents

EXECUTIVE SUMMARY

Strategic Framework for the Village of Royal Palm Beach	1
Royal Palm Beach Vision 2040	2
Royal Palm Beach Village Government: Our Mission	3
Village of Royal Palm Beach: Plan 2025 – 2030	4
Village of Royal Palm Beach: Action Agenda 2025 – 2026	15

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STRATEGIC FRAMEWORK MODEL FOR VILLAGE OF ROYAL PALM BEACH

VISION 2040

“Desired Destination for Royal Palm Beach”

PLAN 2030

“Map to Royal Palm Beach’s Destination”

EXECUTION

“Route for Next Year”

MISSION

*“Responsibilities of Royal Palm Beach’s Village
Government”*

BELIEFS

*“Performance Expectations for
Royal Palm Beach Village Employees”*

**Royal Palm Beach
Vision 2040**

ROYAL PALM BEACH 2040 *is a*
Hometown Community,
Family Community.

Royal Palm Beach Village Government: Our Mission

The mission of the Village of Royal Palm Beach

is to provide
Desired Municipal Services
and
*Well-Designed, Well-Built and Well-Maintained
Facilities and Infrastructure*

to create an
*Aesthetically Pleasing,
Active and Connected Community.*

Village of Royal Palm Beach Goals 2030

FINANCIALLY SOUND GOVERNMENT

RESPONSIVE VILLAGE SERVICES

**EXCEPTIONAL PARKS AND LEISURE
CHOICES FOR ALL**

RPB - A UNIQUE COMMUNITY

GOAL 1 FINANCIALLY SOUND GOVERNMENT

»» Objectives

1. Have a responsible Village ad valorem tax rate
2. Maintain and update a financially sustainable model for expenditures/revenues to make fiscal responsible decisions
3. Attract, hire, retain and train a quality workforce dedicated to serving the Royal Palm Beach community
4. Provide Village services in the most cost-effective, efficient manner responsive to the community
5. Have a tax levy to support desired levels of services and to make the reserves last as long as possible

»» Short-Term Challenges and Opportunities

1. Maintaining fiscal responsibility
2. State of Florida legislation impacting Village revenues and services, impact fees, sovereign immunity, home rule, etc.
3. Significant number of retirements coming up over the next year and five years
4. Finding quality and qualified candidates for Village employment
5. Deciding when to increase the tax rate
6. Rising operational costs for Village governments: employee benefits and pensions, electric rates, raw materials, fuel, construction materials, contractors, labor rate
7. Continuing to expand residents' understanding of Village's plans, projects, services, finances, programs and activities
8. Increasing cost of living for Village employees and the costs of living in South Florida
9. Helping the residents to understand the value of the services and facilities that they receive and the future need for a tax increase

»» Actions 2025 – 2026

Policy Agenda

1. Village Competitive Compensation and Preferred Employer, COLA and Benefits: Direction and Funding *Top Priority*
2. Balanced Budget FY26 without Tax Increase: Direction *Top Priority*
3. Village Support for Schools: Desired Outcomes, Village Role, Best Practices, Direction and Funding *Top Priority*
4. Intergovernmental Strategy and Action Plan: Direction, Funding and Village Actions

Management Agenda

1. Village Capital Planning – Revenue Projections and Plan (5-Year): Direction and Funding *Top Priority*
2. Financial Projections and Tax Rate: Report and Direction *Top Priority*
3. ERP: Scope of Consultant Services, ERP Evaluation, Direction and Funding *High Priority*

Management in Progress

1. Federal American Rescue Dollars: Reporting
2. Contract for Services: Opportunities Identification
3. Purchasing Procedures and Standardized Bid Templates: Development

Major Projects

1. Farber Building Renovations: Construction

GOAL 2 RESPONSIVE VILLAGE SERVICES

»» Objectives

1. Listen to and understanding the service needs of residents and families in context of Village service responsibilities and capacity
2. Enhance residents' positive engagement with Village government
3. Maintain top-quality and qualified Village workforce with appropriate and competitive compensation
4. Maintain and upgrade Village facilities, buildings and equipment at a high level
5. Invest in the maintenance and upgrade of Village infrastructure
6. Invest in technology to enhance service delivery and to reduce the cost-of-service delivery

»» Short-Term Challenges and Opportunities

1. Maintaining a highly skilled, customer-oriented workforce dedicated to serving the Royal Palm Beach community
2. Maintaining residents' confidence and trust in Village government
3. Increasing volume of Public Records Request and keeping pace to ensure a timely and accurate response.
4. Monitoring/filling Board/Commission Seats with resident volunteers.
5. Maintaining a safe environment in public areas and events
6. Continuing and enhancing the effective methods for communicating with the community
7. Upcoming retirement and succession planning and talent development
8. Increasing State of Florida mandates and regulations impacting Village finances and service delivery
9. Paying for and funding the desired service levels
10. Limitations of Current Financial (ERP) & Legacy Systems

»» Actions 2025 – 2026

Policy Agenda

1. Royal Palm Beach Boulevard Maintenance Turnover to Residents: *Top Priority*
Direction and Funding
2. Comprehensive Information Security Action Plan to Protect Data & Systems: Direction and Funding *High Priority*
3. Public Information Enhancements: Next Steps and Plan for 2025 – 2026 *High Priority*
4. Village App: Goal –Easy Access and Key Information: Direction and Funding
5. Code Ordinances: Refinements and Adoption of Changes
6. Customer Service Enhancements: Performance Review, Report with Findings and Options, Direction and Village Actions

Management Agenda

1. Talent Development Programs: Programs and Funding *High Priority*

Management in Progress

1. Laserfiche Connect: Engineering
2. Project Maps and Various Zoning Maps: Update
3. New Resident/Business Packet: Update
4. HRIS System: Make it Work
5. Development Application Manual Update
6. Parks Web Maps: Engineering Program Improvements and Map Redesign
7. Village Code of Ordinance Revisions through CivicPlus (Municode)
8. Election Materials (i.e., Candidate Information Handbook, Municipal Election Schedule, etc.): Update
9. Artificial Intelligence Functions (and How They May Potentially Be Applied within Community Development Service Delivery): Evaluation and Actions
10. Community Summit 2025: Direction
11. Workforce Tracking for Public Works Using ESRI GIS Tools for Work Order Assignments, Implementation
12. Financial Policies and Procedures to Ensure Regulatory Compliance: Completion
13. Customized Departmental Budget Dashboards in OpenGov: Creation
14. Standard Operating Procedures Specific to HR and Risk: Development
15. Job Descriptions: Edit and Rewrite
16. Worker's Comp and Liability Suits: Resolution
17. Windows Hello Login: Completion
18. 10GB Network to Remote Facilities, Primarily Rec Center, Commons, and Cultural Center

»» Actions 2025 – 2026

Management in Progress (continued)

19. Aruba Wi-Fi at All Facilities, Replacing Older Ubiquiti System: Deployment
20. Network Segregation Topology: Deployment
21. Use of AI Technologies: Investigation and Report with Options
22. Permitting of Community Residential Homes (According to the Requirements of Florida State Statute 419.001)
23. Vehicle Replacements: Purchase Order and Receive Vehicles (CIP FY 25)
24. Outdated Speed Measuring Equipment Replacement (Budget FY 25)
25. Enhanced Bathroom Maintenance (Budget FY 25): Kick Off
26. Standardized Forms for Resolution, Ordinances and Agenda Item Summaries: Development
27. Outdated Park Videos on the Website: Update
28. Community Connection with New Photos of the Cultural Center and Commons Park Venue: Completions
29. Contract with Impound Company to Remove and Auction of Abandoned RV Lot Vehicles: Completion
30. Using Palm Beach County Legal Notice Website for Village Legal Advertising: Completion
31. Project Dox and Electronic Permitting: Monitoring
32. Virtual Inspection System Program: Implementation
33. Trades Inspection and Plan Review Internship Programs: Implementation
34. Private Provider Data Process: Refinement
35. Compliance with State “Milestone Inspection” Program for Buildings 3 Stories or Greater: Establish and Monitoring
36. New Timekeeping System: Report and Funding
37. FPL Franchise Fees Audit: Completion
38. New ERP Migration from Mainframe to Modern System: Planning
39. Build IT Roadmap: Re-Evaluating Current Systems and Applications
40. Microsoft Office Email & Applications to O365 Cloud Suite w/One Drive for Improved Productivity Tools; Upgrade
41. SharePoint/One Drive: Rollout
42. Firewall Replacement: Completion
43. DBF Subnet Migration
44. Cultural Center Subnet Migration
45. Debris Removal Contract for the 2025 Hurricane Season
46. Fire/Security Systems at all Village Buildings: Completion
47. Equipment Replacement Schedule Update: Completion

»» Actions 2025 – 2026

Major Projects

1. Sidewalk Trip Hazards Elimination
2. Bus Stop: Installation (2): Permitting
3. LaMancha Underdrain (ARPA PW2204): Construction
4. Canal Bank Stabilization (APRA PW1806) Round 2: Construction
5. Water Treatment Plant (PW1802/PW1902): Completed
6. SR 80 Street Lights Replacement Fixtures: 5 per Year Completion Transfer to FDOT or FPL
7. Drainage System Improvements (PW 1903):Heron Bay Parkway: Grant and Construction
8. Annual Backflow Preventer Replacement (PWXXBF)
9. Storm Drain Outfall Replacement (ARPA – PW22SD): Grant
10. Aquatic Vegetation Maintenance
11. Canal Back Maintenance (ARPA PW2205): Construction
12. Annual Repairs/Replacements Bus Shelters, (PWXXBS)
13. Lamstein Lane Street Lights (CIP FY 27): Funding
14. ADA Improvements Phase II Grant Notice to Proceed (PRJ#- EN2302 / Fund-303): Notice to Proceed Construction
15. Asphalt Walkways on the Village Hall Campus with Concrete Sidewalks (PRJ#- EN25XX / Fund-TBD) Replacement:
 - a. Design
 - b. Construction
16. PBSO Bathroom Renovations (PW2404): Completion
17. Street Restriping (PWXXSR)
18. Street Sign R&R (PWXXSS)
19. Fountain Replacement (PWXXFR)
20. New Roof on the Katz Field Building (PR2405): Construction
21. Boat Dock Repair and Replacement: Direction and Funding (CIP FY 25):
 - a. Design
 - b. Construction5
22. Park Bathrooms Upgrade: Review, Direction and Funding
23. David Farber Building Renovation (PRJ#- EN2401 / Fund-303): Design and Construction
24. Landscape Plan for Entry Sign on Okeechobee Boulevard
 - a. Design
 - b. Construction
25. Street Light Disconnect Replacement, PW2502
26. Roof Drains @ FOC: Completion
27. Flag Pole and Lighting at Village Hall: Installation

GOAL 3 EXCEPTIONAL PARKS AND LEISURE CHOICES FOR ALL

»» Objectives

1. Maintain existing parks at a high service level
2. Develop and enhance recreation programs and services for all ages
3. Maintain and enhance venues at RPB Commons Park
4. Complete Recreation Center construction while maintaining programs and activities during construction
5. Enhance quality of community events
6. Develop bike/pedestrian access points to RPB Commons Park through easements between houses
7. Expand teen and senior programming and activities responsive to the needs of our residents

»» Short-Term Challenges and Opportunities

1. Defining Village's role in arts and culture
2. Maintaining safe parks, facilities and events
3. Recreation Center hiring and retaining staff (part-time and full-time).
4. Aging facilities needing repairs and upgrades, replacements
5. Excessive use of athletic facilities and maintenance
6. High costs of the Seafood Festival with no gate and the Village paying \$25,000 for entertainment/relationship to Westfest
7. Relocation of programs and activities during the Recreation Center expansion project.
8. Getting the senior population to utilize our online (tech related) resources

»» Actions 2025 – 2026

Policy Agenda

1. Community Events and Festivals Marketing and Resident Information Expansion: Report with Options, Direction and Village Actions *High Priority*
2. Comprehensive Major Events Assessment and Strategy: Evaluation Report on Community Benefits, Strategic Development, Direction, Funding, and Village Actions *High Priority*
3. Public Arts Program Re-Evaluation: Outcomes, Village Role, New Initiatives, Report with Options, Direction and Funding
4. Outdated Playscapes, Play Surfaces, Furniture and Pavilions Village-Wide Replacement: Direction and Funding

Management Agenda

1. Preservation Park to Crestwood Connection (Grant)
- 1.

Management in Progress

1. Shakespeare under the Palms in RPB Commons Park 2025-2026
2. Mayor's Benefit Golf Tournament
3. RPB Commons Park Access (EN1902) – Easements for Interconnect Plan Future Access Points to Royal Palm Beach Commons Park; Lot 179 Grouse Lane Entrance to Amphitheater: Construction
4. Semi-Annual Parks Recreation Program Guide Renewal: Implementation

Major Projects

1. Homeplace Park Pickle Ball Courts (2):
 - a. Design
 - b. Construction
2. Royal Palm Beach Bike and Pedestrian Access to the Pond Cypress Trail System: Meet with Environmental Resources Management
3. Camellia Park Renovation (PR2402) – Tennis Court Lights, Pro Office and Restroom Building
 - a. Design
 - b. Construction
4. Splash Pad Re-Purpose at Veterans Park (PRJ#- PR2307 / Fund-302)
5. Cultural Center Entry Enhancement: Design and Construction (PRJ#- PR2401 / Fund-303)
6. Comprehensive All Access Playscape: Construction (CIP FY 25)
7. Recreation Center Remodel/Expansion: Final Design, Construction and Opening
8. Bob Marcello Lighting Upgrade (PR2501-303): Design and Construction
9. Bob Marcello Park's Ballfields Infield Areas Re-Grading
10. Fountain Replacement, PWXXFR
11. Boat Dock Repair & Replacement

GOAL 4 RPB - A UNIQUE COMMUNITY

»» Objectives

1. Redevelop the State Road 7 Corridor consistent with the Village vision
2. Have a successful Tuttle Royale development as a mixed-use social center
3. Maintain a beautiful community
4. Maintain a safe community
5. Improve mobility for Village residents within Royal Palm Beach and to the region
6. Expand arts and culture facilities and opportunities

»» Short-Term Challenges and Opportunities

1. Defining and following through on common visions for State Road 7 corridor, mobility
2. Business attraction and investment in Royal Palm Beach
3. Maintaining the character of Royal Palm Beach – the reasons that residents make the choice to live here
4. State of Florida actions impacting Village
5. Direction on Tuttle development of POD #6
6. Development in West County and the impacts on Royal Palm Beach: Minto West, Arden, GL Homes, Avenir
7. High cost of housing the impacts on community demographics
8. Developing underutilized properties
9. Advocating for a new east-west corridor connecting western communities to the Turnpike and I-95
10. Creating new maps and apps showing site plans and various setbacks for properties throughout the Village that would allow staff and residents, business owners and developers conveniently view site plans and setback requirements.

»» Actions 2025 – 2026

Policy Agenda

1. State Road 7 Corridor Redevelopment Policy and Land Use: Direction *Top Priority*
2. Tuttle Royale Development: Stay Strong with Agreement Concept: Developer's Response *Top Priority*
3. Old Commercial Centers Redevelopment/ Revitalization Strategy/Actions: Direction and Village Actions *High Priority*
4. Crestwood Boulevard Speeding Limitation: Problem Analysis, Report, Direction, and Actions
5. Accessory Structures/ Dwelling Units (ADU): Direction

Management Agenda

1. Regional Transportation Plan Development: Participation and Update Reports *Top Priority*
2. Cypress Key-Southern Boulevard Traffic Signal: Project *Top Priority*
3. Comprehensive Plan Update: Completion and Adoption *High Priority*
4. Water Supply Plan: Completion *High Priority*
5. East-West Corridor Connection to the Turnpike and I-95 *High Priority*
6. Pond Cypress Natural Area Connection at Target

Management in Progress

1. Community Education: "Lock Your Vehicle"
2. Sector Patrol Boundaries Analysis (Linked to Tuttle Royale Development)
3. Crime Reduction through Directed Patrol Plans
4. Neighborhood Watch/Crime Reduction Program: Expansion
5. ALDI Park PID Remaining Parcels (Developer Driven)
6. Community Residential Homes Administration Mapping
7. Manufacturing and Limited Processing Parking Requirements: Evaluation and Direction (Council Decision)
8. Village-Owned Utility Boxes Wrapping: Completion

Major Projects

1. Annual Vegetation Maintenance
2. Annual Sidewalk Trip Hazards Repair
3. Bilbao Street to Okeechobee Boulevard Pathway Replacement (2305): Grant Approval
4. Road Resurfacing Projects: Completion

Policy Agenda 2025 – 2026

Targets for Action

Village of Royal Palm Beach

TOP PRIORITY

**Village Competitive Compensation and Preferred Employer, COLA and Benefits:
Direction and Funding**

**State Road 7 Corridor Redevelopment Policy and Land Use:
Next Steps**

**Balanced Budget FY26 without Tax Increase:
Direction**

**Tuttle Royale Development: Stay strong with Agreement Concept:
Developer's Response**

**Village Support for Schools:
Desired Outcomes, Village Role, Options, Direction and Funding**

HIGH PRIORITY

**Community Events and Festivals Marketing and Resident Information Expansion:
Report with Options, Direction and Village Actions**

**Old Commercial Centers Redevelopment/Revitalization Strategy/Actions:
Direction and Village Actions**

**Comprehensive Major Events Assessment and Strategy:
Evaluation Report on Community Benefits, Strategic Development, Direction, Funding,
and Village Actions**

**Comprehensive Information Security Action Plan to Protect Data and Systems:
Direction, Funding and Implementation**

**Public Information Enhancements:
Next Steps and Plan for 2025 – 2026**

Management Agenda 2025 – 2026

Targets for Action

Village of Royal Palm Beach

TOP PRIORITY

**Village Capital Planning – Revenue Projections and Plan (5-Year):
Direction and Funding**

**Financial Projections and Tax Rate:
Report and Direction**

**Regional Transportation Plan Development:
Participation and Update Reports**

**Cypress Key-Southern Boulevard Traffic Signal:
Project Completion**

**Royal Palm Beach Boulevard Maintenance – Turnover to Residents:
Direction and Funding**

HIGH PRIORITY

**Comprehensive Plan Update:
Completion and Adoption**

**ERP:
Scope of Consultant Services, ERP Evaluation, Direction and Funding**

**Talent Development Programs:
Programs and Funding**

**Water Supply Plan:
Completion**

**East-West Corridor Connection to the Turnpike and I-95:
Next Steps**

Management in Progress 2025 – 2026

Village of Royal Palm Beach

1. Federal American Rescue Dollars: Reporting
2. Contract for Services: Opportunities Identification
3. Purchasing Procedures and Standardized Bid Templates: Development
4. Laserfiche Connect: Engineering
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38. Compliance with State “Milestone Inspection” Program for Buildings 3 Stories or Greater: Establish and Monitoring
39. New Timekeeping System: Report and Funding
40. FPL Franchise Fees Audit: Completion
41. New ERP Migration from Mainframe to Modern System: Planning
42. Build IT Roadmap: Re-Evaluating Current Systems and Applications
43. Microsoft Office Email & Applications to O365 Cloud Suite w/One Drive for Improved Productivity Tools; Upgrade
44. SharePoint/One Drive: Rollout
45. Firewall Replacement: Completion
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55. Community Education: “Lock Your Vehicle”
56. Sector Patrol Boundaries Analysis (Linked to Tuttle Royale Development)

57. Crime Reduction through Directed Patrol Plans
58. Neighborhood Watch/Crime Reduction Program: Expansion
59. ALDI Park PID Remaining Parcels (Developer Driven)
60. Community Residential Homes Administration Mapping
61. Manufacturing and Limited Processing Parking Requirements: Evaluation and Direction (Council Decision)
62. Village-Owned Utility Boxes Wrapping: Completion

Major Projects 2025 – 2026

Village of Royal Palm Beach

1. Farber Building Renovations: Construction
2. Sidewalk Trip Hazards Elimination
3. Bus Stop: Installation (2): Permitting
4. LaMancha Underdrain (ARPA PW2204): Construction
5. Canal Bank Stabilization (APRA PW1806) Round 2: Construction
6. Water Treatment Plant (PW1802/PW1902): Completed
7. SR 80 Street Lights Replacement Fixtures: 5 per Year Completion Transfer to FDOT or FPL
8. Drainage System Improvements (PW 1903):Heron Bay Parkway: Grant and Construction
9. Annual Backflow Preventer Replacement (PWXXBF)
10. Storm Drain Outfall Replacement (ARPA – PW22SD): Grant
11. Aquatic Vegetation Maintenance
12. Canal Back Maintenance (ARPA PW2205): Construction
13. Annual Repairs/Replacements Bus Shelters, (PWXXBS)
14. Lamstein Lane Street Lights (CIP FY 27): Funding
15. ADA Improvements Phase II Grant Notice to Proceed (PRJ#- EN2302 / Fund-303): Notice to Proceed Construction
16. Asphalt Walkways on the Village Hall Campus with Concrete Sidewalks (PRJ#- EN25XX / Fund-TBD) Replacement:
 - a. Design
 - b. Construction
17. PBSO Bathroom Renovations (PW2404): Completion
18. Street Restriping (PWXXSR)
19. Street Sign R&R (PWXXSS)
20. Fountain Replacement (PWXXFR)
21. New Roof on the Katz Field Building (PR2405): Construction
22. Boat Dock Repair and Replacement: Direction and Funding (CIP FY 25):
 - a. Design
 - b. Construction5
23. Park Bathrooms Upgrade: Review, Direction and Funding

24. David Farber Building Renovation (PRJ#- EN2401 / Fund-303): Design and Construction
25. Landscape Plan for Entry Sign on Okeechobee Boulevard
 - a. Design
 - b. Construction
26. Street Light Disconnect Replacement, PW2502
27. Roof Drains @ FOC: Completion
28. Flag Pole and Lighting at Village Hall: Installation
29. Homeplace Park Pickle Ball Courts (2):
 - a. Design
 - b. Construction
30. Royal Palm Beach Bike and Pedestrian Access to the Pond Cypress Trail System: Meet with Environmental Resources Management
31. Camellia Park Renovation (PR2402) – Tennis Court Lights, Pro Office and Restroom Building
 - a. Design
 - b. Construction
32. Splash Pad Re-Purpose at Veterans Park (PRJ#- PR2307 / Fund-302)
33. Cultural Center Entry Enhancement: Design and Construction (PRJ#- PR2401 / Fund-303)
34. Comprehensive All Access Playscape: Construction (CIP FY 25)
35. Recreation Center Remodel/Expansion: Final Design, Construction and Opening
36. Bob Marcello Lighting Upgrade (PR2501-303): Design and Construction
37. Bob Marcello Park's Ballfields Infield Areas Re-Grading
38. Fountain Replacement, PWXXFR
39. Boat Dock Repair & Replacement
40. Annual Vegetation Maintenance
41. Annual Sidewalk Trip Hazards Repair
42. Bilbao Street to Okeechobee Boulevard Pathway Replacement (2305): Grant Approval
43. Road Resurfacing Projects: Completion

ACTION AGENDA

2025 – 2026

Mayor and Village Council



Royal Palm Beach, Florida
April 2025



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Village of Royal Palm Beach Goals 2030

FINANCIALLY SOUND GOVERNMENT



RESPONSIVE VILLAGE SERVICES



**EXCEPTIONAL PARKS AND LEISURE
CHOICES FOR ALL**



RPB – A UNIQUE COMMUNITY

Definitions of Terms

POLICY –

is an issue that needs direction or a policy decision by the Mayor and Village Council; or needs a major funding decision by the Mayor and Village Council; or an issue that needs Mayor and Village Council leadership by the governing body in the community; or with other governmental bodies (Village government, other Village governments, state government, federal government) – questions of “WHAT: IS THE DIRECTION; IS THE GOAL; IS THE BUDGET OR RESOURCES; IS THE VILLAGE'S POLICY OF REGULATION?”

MANAGEMENT –

a management action which the Mayor and Village Council has set the overall direction and provided initial funding (e.g., phased project), may require further Mayor and Village Council action on funding; or a major management project particularly multiple years (e.g., upgrade to the information system) – questions of “HOW: DO WE ADDRESS THE ISSUE, MANAGE THE VILLAGE; IMPLEMENT A DECISION OR PROGRAM; CAN WE IMPROVE THE MANAGEMENT OR ORGANIZATIONAL PROCESS?”

MANAGEMENT IN PROGRESS –

a management or organization action which Mayor and Village Council has set the direction, needs staff work before going to Mayor and Village Council for direction next year or beyond, no choice mandated by an outside governmental agency or institution, management process improvement budgeted or funded by the Mayor and Village Council.

MAJOR PROJECT –

a capital project funded in the CIP or by Mayor and Village Council action which needs design or to be constructed (e.g., Road project, Village facility project, park project, etc.).

ON THE HORIZON –

an issue or project that will not be addressed during the year by management or the Mayor and Village Council but should be addressed in the next five years; it could become an action item for this year if another party moves the issue or project forward – it depends on them.

Policy Agenda 2025 – 2026

Targets for Action

Royal Palm Beach

TOP PRIORITY

- 1 **Village Competitive Compensation and Preferred Employer, COLA and Benefits:
Direction and Funding**
- 4 **State Road 7 Corridor Redevelopment Policy and Land Use:
Direction**
- 1 **Balanced Budget FY26 without Tax Increase:
Direction**
- 4 **Tuttle Royale Development: Stay Strong with Agreement Concept:
Developer's Response**
- 1 **Village Support for Schools:
Desired Outcomes, Village Role, Options, Direction and Funding**

HIGH PRIORITY

- 3 **Community Events and Festivals Marketing and Resident Information Expansion:
Report with Options, Direction and Village Actions**
- 4 **Old Commercial Centers Redevelopment/Revitalization Strategy/Actions:
Direction and Village Actions**
- 3 **Comprehensive Major Events Assessment and Strategy:
Evaluation Report on Community Benefits, Strategic Development,
Direction, Funding, and Village Actions**
- 2 **Comprehensive Information Security Action Plan to Protect Data and Systems:
Direction, Funding and Implementation**
- 2 **Public Information Enhancements:
Next Steps and Plan for 2025 – 2026**

Management Agenda 2025 – 2026

Targets for Action

Royal Palm Beach

TOP PRIORITY

- | | |
|---|--|
| 1 | Village Capital Planning – Revenue Projections and Plan (5-Year):
Direction and Funding |
| 1 | Financial Projections and Tax Rate:
Report and Direction |
| 4 | Regional Transportation Plan Development:
Participation and Update Reports |
| 4 | Cypress Key-Southern Boulevard Traffic Signal:
Project |
| 2 | Royal Palm Beach Boulevard Maintenance – Turnover to Residents:
Direction and Funding |

HIGH PRIORITY

- | | |
|---|---|
| 4 | Comprehensive Plan Update:
Completion and Adoption |
| 1 | ERP:
Scope of Consultant Services, ERP Evaluation, Direction and Funding |
| 2 | Talent Development Programs:
Programs and Funding |
| 4 | Water Supply Plan:
Completion |
| 4 | East-West Corridor Connection to the Turnpike and I-95 |

Royal Palm Beach Action Outlines 2025 – 2026

GOAL 1 FINANCIALLY SOUND GOVERNMENT

ACTION: Village Competitive Compensation and Preferred Employer, COLA and Benefits: Direction and Funding

PRIORITY

Policy Top

Key Issues

- Goals: 50-60 percentile
- Cost of Living (COLA)
- Merit-Based Compensation
- Same Benefits
- Balancing between Market and Funding Capacity

Activities/Milestones

1. Complete Market Analysis and Report
2. Prepare budget proposal
3. **BUDGET WORKSHOP: Budget FY 26 Discussion and Direction**
4. **DECISION: Budget FY26 Adoption and Funding**
5. Implementation

Time

6/25

7.25

7/25

9/25

10/25

Responsibility: Human Resources Director

ACTION: Balanced Budget FY26 without Tax Increase: Direction

PRIORITY
Policy

Key Issues

Activities/Milestones

Time

F	• Village Services and Levels of Service	1. Prepare initial budget document	7/25
	• Village Staffing Levels	2. BUDGET WORKSHOP: Budget FY26 Discussion and Direction	7/25
	• Village Employee Compensation	3. DECISION: Budget FY 26 Adoption	9/25
	• Tax Rate – No Increase		

Responsibility: Finance Director

ACTION: Village Support for Schools: Desired Outcomes, Village Role, Best Practices, Direction and Funding

PRIORITY

Policy Top

Key Issues

Activities/Milestones

Time

- Legal Framework: Primary Responsibilities
- Village Government Mission
- Village Government Role
- Less than 10% Households Have School Age Children
- School Use of Village Facilities
- Village Costs to Support School Events
- Private School in Royal Palm Beach: Direction
- Advocacy to School Board Representative
- Village Scholarship Funding: \$10,000
- School Use of Village Facilities: \$10,000+ in Wages and Fees
- High Schools Reputation
- Clubs Have Free Use of Village Facilities
- Education Advisory Council Responsibilities and Activities
- City Government Week Presentation
- Youth Council: Purposes and Structure
- Teacher of the Month Recognition
- Designated Teacher Friendly Businesses: Criteria and List
- Desire: “A” Rated Schools
- School Boundary
- Consistency of School Leadership

1. Prepare presentation on Youth Council Concept
2. **PRESENTATION: Youth Council Concept**
3. Request meeting with School Board Representative
4. **MEETING/PRESENTATION: School Board Representative**
5. **DECISION: Youth Council Direction**

5/25
6/25
6/25
8/25
10/25

Responsibility: Mayor/Village Manager

ACTION: Intergovernmental Strategy and Action Plan: Direction, Funding and Village Actions**PRIORITY**

Policy

- a. NLC/FLC
- b. State Lobbying
- c. Project for Outside Funding

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> Level of Participation Funding Level 	A. NLC/FLC <ol style="list-style-type: none"> Identify level of participation Prepare budget proposal 	5/25 6/25
	3. BUDGET WORKSHOP: Budget FY 26 Discussion and Direction	7/25
	4. DECISION: Budget FY 26 Adoption Funding	9/25
<ul style="list-style-type: none"> Key Issues for Village of Royal Palm Beach 	B. State Lobbying <ol style="list-style-type: none"> Identify key issues for Legislative Session Convey Legislative Agenda to Lobbyist 	12/25 1/26
<ul style="list-style-type: none"> Potential Project for Funding 	C. Project for Outside Funding <ol style="list-style-type: none"> Review Capital Projects List Review Projects with Lobbyist and Congressional Representative 	12/25 12/25 2/26
	3. REPORT: Update	

Responsibility: Village Manager/Village Engineer

ACTION: Village Capital Planning – Revenue Projections and Plan
(5-Year): Direction and Funding

PRIORITY

Mgmt Top

Key Issues

- Projects
- Project Costs
- Funding Level
- Separating Maintenance from New Projects

Activities/Milestones

1. Update Village Projects List 6/25
2. Prepare Project List by Departments 6/25
3. Prepare draft Village Capital Plan with Costs and Revenue Projections 6/25
4. **WORKSHOP: Capital Plan FY 26 Presentation, Discussion and Direction** 7/25
5. **DECISION: Capital Plan FY 26 Adoption and Funding** 9/25

Time

Responsibility: Village Engineer/Finance Director

ACTION: Financial Projections and Tax Rate: Report and Direction

PRIORITY

Mgmt Top

Key Issues

- Expenditure Projections
- Revenue Projections
- Uncertain National and Global Economy
- Potential Cutbacks and Efficiencies
- New Revenue Sources
- MSTU Fire Review
- Tax Increase
- Public Information to Residents

Activities/Milestones

1. **COUNCIL DISCUSSION: Village Services and Financial Projections**
2. Develop Communications Strategy/Action Plan on Village Services and Finances
3. Update Financial Projections and Tax Rate
4. **STRATEGIC PLANNING WORKSHOP: Report Presentation, Discussion and Direction**

Time

8/25

10/25

2/26

4/26

Responsibility: Finance Director

ACTION: ERP: Scope of Consultant Services, ERP Evaluation, Direction and Funding

PRIORITY
Mgmt High

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Scope • Costs • Funding • Outcomes Evaluation • Village Process Improvements 	<ol style="list-style-type: none"> 1. Create RFP for consultation services 2. Receive bids 3. Selection Committee evaluates bids and prepare recommendations 4. DECISION: Award Contract for ERP 5. Kick-off ERP Project 6. Complete ERP Project 	<p>4/25</p> <p>6/25</p> <p>8/25</p> <p>9/25</p> <p>10/25</p> <p>12/27</p>

Responsibility: Information Services Director

☐ Management in Progress 2025 – 2026			TIME
1	1. Federal American Rescue Dollars: Reporting	Finance	Quarterly 12/26
1	2. Contract for Services: Opportunities Identification	Village Manager	Ongoing
1	3. Purchasing Procedures and Standardized Bid Templates: Development	Finance	12/25

☐ Major Projects 2025 – 2026			TIME
1	1. Farber Building Renovations: Construction	Engr	10/25

GOAL 2	RESPONSIVE VILLAGE SERVICES
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ACTION: Royal Palm Beach Boulevard Maintenance Turnover to Residents: Direction and Funding

PRIORITY

Policy Top

Key Issues

- Residents' Responsibility
- Irrigation System Connection
- Costs
- Funding
- Public Information

Activities/Milestones

1. Prepare budget proposal
2. Finalize budget recommendations
3. **BUDGET WORKSHOP: Budget FY 26 Presentation, Discussion and Direction**
4. **DECISION: Budget FY 26 Adoption and Funding**

Time

6/25
6/25
7/25
9/25

Responsibility: Public Works Director

ACTION: Comprehensive Information Security Action Plan to
Protect Data & Systems: Direction and Funding

PRIORITY

Policy High

Key Issues

- Training Human Firewall
- Physical Firewall Replacement
- Cyber Insurance

Activities/Milestones

1. Prepare budget proposal
2. Finalize budget recommendations
3. **BUDGET WORKSHOP: Budget FY 26 Presentation, Discussion and Direction**
4. **DECISION: Budget FY 26 Adoption Funding**
5. Replace Physical Firewall

Time

6/25
6/25
7/25
9/25
12/25

Responsibility: Information Services Director

ACTION: Public Information Enhancements: Next Steps and Plan for 2025 – 2026

PRIORITY

Policy High

Key Issues

- Vector: Future Direction
- Village Voice: Future Direction
- Community Connection: Future Direction
- Channel 18: Future Direction
- Village Website: Upgrade
- Village Digital Billboards
- Volume of Information from the Clerk's Office
- Getting Residents' Attention
- Use of Social Media

Activities/Milestones

1. Review current activities and prepare a Report with Action Plan for 2025-2026
2. **REPORT: Village Public Information Report and Plan**
3. Provide feedback to City Clerk for improvements/enhancements
4. Implement actions

Time

5/25

6/25

8/25

10/25

Responsibility: Village Clerk/Village Manager

ACTION: Village App: Goal –Easy Access and Key Information
for Our Community: Direction and Funding

PRIORITY
Policy

Key Issues

- App Content
- Centralized Engagement Tool
- Residents’ Service Request Mechanisms
- Ease of Use
- Community Calendar

Activities/Milestones

1. Prepare budget proposal
2. **BUDGET WORKSHOP: Budget FY 26 Presentation, Discussion and Direction**
3. **DECISION: Budget FY 26 Adoption and Funding**
4. Identify provider
5. Implement App

Time

6/25
7/25
9/25
10/25
3/26

Responsibility: Information Services Director

ACTION: Code Ordinances: Refinements and Adoption of Changes**PRIORITY**

Policy

Key Issues

- Code Simplification
- Code Clarification

Activities/MilestonesTime**A. Increase Staff Sign-Off**

1. Prepare Report 2/26
2. **BREIFING: Report** 4/26

B. Tree Mitigation

1. Prepare recommendation 6/25
2. TSR Review 7/25
3. P&Z Review 8/25
4. **DECISION: Tree Mitigation Code Approval** 10/25

C. Minor Site Plans Modification Approval

1. Prepare recommendation 7/25
2. TSR Review 8/25
3. P&Z Review 9/25
4. **DECISION: Minor Site Plans Modification Code Approval** 11/25

D. Residential Lighting

1. Prepare recommendations 7/25
2. TSR Review 8/25
3. P&Z Review 9/25
4. **DECISION: Residential Lighting Code Approval** 11/25

Responsibility: Planning and Zoning Director

ACTION: Customer Service Enhancements: Performance Review, Report with Findings and Options, Direction and Village Actions

PRIORITY

Policy

Key Issues

- Service with Empathy
- Response Standards
- Customer Feedback Mechanism
- Training Staff on Customer Interface
- Part-Time Employee Service
- Information on Follow-up to Mayor and Village Council
- Feedback to Employees

Activities/Milestones

1. Prepare budget proposal for Customer Service Training
2. **BUDGET WORKSHOP: Budget FY 26 Presentation, Discussion and Direction**
3. **DECISION: Budget FY 26 Adoption and Funding**
4. Kick-off Customer Training
5. Complete Initial Customer Training

Time

6/25
7/25
9/25
1/26
12/26

Responsibility: Human Resources Director

ACTION: Talent Development Programs: Programs and Funding

PRIORITY
Mgmt High

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Employee Training Requests • Internship Programs • Apprentice Programs • College Reimbursement • Leadership Development • Succession Planning • Future Retirements 	<ol style="list-style-type: none"> 1. Receive individual employee training requests 2. Prepare budget proposal for Talent Development 3. BUDGET WORKSHOP: Budget FY 26 Presentation, Discussion and Direction 4. DECISION: Budget FY 26 Adoption and Funding 	<p>4/25</p> <p>6/25</p> <p>7/25</p> <p>9/25</p>

Responsibility: Human Resources Director

☐ Management in Progress 2025 – 2026			TIME	
2	1. Laserfiche Connect: Engineering	Engr	TBD	
2	2. Project Maps and Various Zoning Maps: Update	P & Z	10/25	
2	3. New Resident/Business Packet: Update	Village Clerk	7/25	
2	4. HRIS System: Make it Work	Human Resources	12/26	
2	5. Development Application Manual Update	P&Z	8/25	
2	6. Parks Web Maps: Engineering Program Improvements and Map Redesign	Engr	Ongoing	
2	7. Village Code of Ordinance Revisions through CivicPlus (Municode)	Village Clerk	Ongoing	
2	8. Election Materials (i.e., Candidate Information Handbook, Municipal Election Schedule, etc.): Update	Village Clerk	8/24	
2	9. Artificial Intelligence Functions (and How They May Potentially Be Applied within Community Development Service Delivery): Evaluation and Actions	Comm Dev	Ongoing	
2	10. Community Summit 2025: Direction	VM	4/25	
2	11. Workforce Tracking for Public Works Using ESRI GIS Tools for Work Order Assignments, Implementation	Engr	9/25	
2	12. Financial Policies and Procedures to Ensure Regulatory Compliance: Completion	Finance	Ongoing	
2	13. Customized Departmental Budget Dashboards in OpenGov: Creation	Finance	10/25	
2	14. Standard Operating Procedures Specific to HR and Risk: Development	Human Resources	6/25	
2	15. Job Descriptions: Edit and Rewrite	Human Resources	Ongoing	
2.	16. Worker's Comp and Liability Suits: Resolution	Human Resources	Ongoing	
2	17. Windows Hello Login: Completion	Info Services	19/25	
2	18. 10GB Network to Remote Facilities, Primarily Rec Center, Commons, and Cultural Center	Info Services	1/26	
2	19. Aruba Wi-Fi at All Facilities, Replacing Older Ubiquiti System: Deployment	Info Services	5/25	
2	20. Network Segregation Topology: Deployment	Info Services	10/25	

☐ Management in Progress 2025 – 2026 (continued)				TIME
2	21.	Use of AI Technologies: Investigation and Report with Options	Info Services	7/25
2	22.	Permitting of Community Residential Homes (According to the Requirements of Florida State Statute 419.001)	P&Z	Ongoing
2	23.	Vehicle Replacements: Purchase Order and Receive Vehicles (CIP FY 25)	Public Works	4/25
2	24.	Outdated Speed Measuring Equipment Replacement (Budget FY 25)	PBSO	1/26
2	25.	Enhanced Bathroom Maintenance (Budget FY 25): Kick Off	P&R	Ongoing
2	26.	Standardized Forms for Resolution, Ordinances and Agenda Item Summaries: Development	City Clerk	11/25
2	27.	Outdated Park Videos on the Website: Update	City Clerk	10/25
2	28.	Community Connection with New Photos of the Cultural Center and Commons Park Venue: Completions	City Clerk	11/25
2	29.	Contract with Impound Company to Remove and Auction of Abandoned RV Lot Vehicles: Completion	City Clerk	5/25
2	30.	Using Palm Beach County Legal Notice Website for Village Legal Advertising: Completion	City Clerk	6/25
2	31.	Project Dox and Electronic Permitting: Monitoring	Com Dev	Ongoing
2	32.	Virtual Inspection System Program: Implementation	Com Dev	Ongoing
2	33.	Trades Inspection and Plan Review Internship Programs: Implementation	Com Dev	6/25
2	34.	Private Provider Data Process: Refinement	Com Dev	Ongoing
2	35.	Compliance with State “Milestone Inspection” Program for Buildings 3 Stories or Greater: Establish and Monitoring	Com Dev	6/26
2	36.	New Timekeeping System: Report and Funding	Finance	12/25
2	37.	FPL Franchise Fees Audit: Completion	Finance	9/25
2	38.	New ERP Migration from Mainframe to Modern System: Planning	Info Services	10/27
2	39.	Build IT Roadmap: Re-Evaluating Current Systems and Applications	Info Services	7/25
2	40.	Microsoft Office Email & Applications to O365 Cloud Suite w/One Drive for Improved Productivity Tools; Upgrade	Info Services	10/25
2	41.	SharePoint/One Drive: Rollout	Info Services	10/25
2	42.	Firewall Replacement: Completion	Info Services	10/25

☐ Management in Progress 2025 – 2026 (continued)			TIME	
2	43. DBF Subnet Migration	Info Services	10/25	
2	44. Cultural Center Subnet Migration	Info Services	6/25	
2	45. Debris Removal Contract for the 2025 Hurricane Season	Public Works	5/25	
2	46. Fire/Security Systems at all Village Buildings: Completion	Public Works	5/25	
2	47. Equipment Replacement Schedule Update: Completion	Public Works	7/25	

□Major Projects 2025 – 2026			TIME	
2.	1. Sidewalk Trip Hazards Elimination	Public Works	Ongoing	
2	2. Bus Stop: Installation (2): Permitting	Public Works	12/25	
2	3. LaMancha Underdrain (ARPA PW2204): Construction	Public Works	4/26	
2	4. Canal Bank Stabilization (APRA PW1806) Round 2: Construction	Public Works	8/25	
2	5. Water Treatment Plant (PW1802/PW1902): Completed	Public Works	11/25	
2.	6. SR 80 Street Lights Replacement Fixtures: 5 per Year Completion Transfer to FDOT or FPL	Public Works	5/25	
2	7. Drainage System Improvements (PW 1903):Heron Bay Parkway: Grant and Construction	Public Works	12/25	
2	8. Annual Backflow Preventer Replacement (PWXXBF)	Public Works	8/26	
2	9. Storm Drain Outfall Replacement (ARPA – PW22SD): Grant	Public Works	12/25	
2	10. Aquatic Vegetation Maintenance	Public Works	Ongoing	
2	11. Canal Back Maintenance (ARPA PW2205): Construction	Public Works	9/25	
2	12. Annual Repairs/Replacements Bus Shelters, (PWXXBS)	Public Works	Ongoing	
2	13. Lamstein Lane Street Lights (CIP FY 27): Funding	Public Works	2027	
2	14. ADA Improvements Phase II Grant Notice to Proceed (PRJ#- EN2302 / Fund-303): Notice to Proceed Construction	Engr	4/26	
2	15. Asphalt Walkways on the Village Hall Campus with Concrete Sidewalks (PRJ#- EN25XX / Fund-TBD) Replacement:	Engr		
	a. Design		9/25	
	b. Construction		9/26	
2	16. PBSO Bathroom Renovations (PW2404): Completion	Public Works	5/25	
2	17. Street Restriping (PWXXSR)	Public Works	Ongoing	

□Major Projects 2025 – 2026 (continued)			TIME	
2	18. Street Sign R&R (PWXXSS)	Public Works	Ongoing	
2	19. Fountain Replacement (PWXXFR)	Public Works	Ongoing	
2.	20. New Roof on the Katz Field Building (PR2405): Construction	Public Works	12/25	
2	21. Boat Dock Repair and Replacement: Direction and Funding (CIP FY 25): a. Design b. Construction5	Public Works	5/25 3/25	
2	22. Park Bathrooms Upgrade: Review, Direction and Funding	P&R	3/26	
2	23. David Farber Building Renovation (PRJ#- EN2401 / Fund-303): Design and Construction	Engr	10/25	
2	24. Landscape Plan for Entry Sign on Okeechobee Boulevard a. Design b. Construction	Public Works	5/25 7/25	
2	25. Street Light Disconnect Replacement, PW2502	Public Works	12/25	
2	26. Roof Drains @ FOC: Completion	Public Works	9/25	
2	27. Flag Pole and Lighting at Village Hall: Installation	Public Works	12/25	

GOAL 3	EXCEPTIONAL PARKS AND LEISURE CHOICES FOR ALL
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ACTION: Community Events and Festivals Marketing and Resident Information Expansion: Report with Options, Direction and Village Actions

PRIORITY

Policy High

Key Issues

- Informing Residents
- Greater Awareness of Events

Activities/Milestones

1. Review current approach and prepare Report with Recommendations for Enhancements
2. **BRIEFING: Community Events and Festivals Marketing Report**

Time

6/25

7/25

Responsibility: Village Clerk

ACTION: Comprehensive Major Events Assessment and Strategy:
Evaluation Report on Community Benefits, Strategic
Development, Direction, Funding, and Village Actions

PRIORITY

Policy High

Key Issues

- Events Audience: Residents/RPB
Community vs. Regional Draw
- Combining Events
- Security at Events – Larger the Events
the More Security Issues
- Mayor – Inviting Other Elected
Officials to VIP Area
- Size of Events

Activities/Milestones

1. Prepare Report with Cost
2. **BUDGET WORKSHOP:**
Budget FY 26 Presentation,
Discussion and Direction
3. **DECISION: Budget FY 26**
Adoption and Funding

Time

7/25

7/25

9/25

Responsibility: Parks and Recreation Director

ACTION: Public Arts Program Re-Evaluation: Outcomes, Village Role, New Initiatives, Report with Options, Direction and Funding

PRIORITY

Policy

Key Issues

- Potential Loss of Funding Source
- Purposes/Desire Outcomes
- Current Program and Activities
- Community Benefit
- Staffing Level

Activities/Milestones

1. Monitor actions by the State of Florida
2. Re-evaluate Arts Program and Activities
3. **DECISION: Public Arts Program Direction**

Time

7/25
8/25
9/25

Responsibility: Planning and Zoning Director

ACTION: Outdated Playscapes, Play Surfaces, Furniture and Pavilions Village-Wide Replacement: Direction and Funding

PRIORITY

Policy

Key Issues

- Old – 20-25 years old
- Need for Replacement
- Visual Appearance
- Safety Concerns

Activities/Milestones

1. Prepare Report with Replacement Schedule and Costs
2. Prepare budget request
3. **BUDGET WORKSHOP: Budget FY 26 Presentation, Discussion and Direction**
4. **DECISION: Budget FY 26 Adoption and Funding**

Time

6/25

6/25

7/25

9/25

Responsibility: Parks and Recreation Director

ACTION: Preservation Park to Crestwood Connection (Grant)

PRIORITY
Mgmt

Key Issues

- Wetlands
- Link to Recreation Center Project

Activities/Milestones

1. Update meeting with SFWMD
2. Find a non-NEPA Grant

Time

10/25
12/26

Responsibility: Village Engineer

☐ Management in Progress 2025 – 2026			TIME
3	1. Shakespeare under the Palms in RPB Commons Park 2025-2026	P&R	1/26
3	2. Mayor's Benefit Golf Tournament	P&R	7/25
3	3. RPB Commons Park Access (EN1902) – Easements for Interconnect Plan Future Access Points to Royal Palm Beach Commons Park; Lot 179 Grouse Lane Entrance to Amphitheater: Construction	Engr	TBD
3	4. Semi-Annual Parks Recreation Program Guide Renewal: Implementation	P&R	8/25 1/26

☐ Major Projects 2025 – 2026			TIME
3	1. Homeplace Park Pickle Ball Courts (2): a. Design b. Construction	P&R	12/25 12/26
3	2. Royal Palm Beach Bike and Pedestrian Access to the Pond Cypress Trail System: Meet with Environmental Resources Management	Engr	9/25
3	3. Camellia Park Renovation (PR2402) – Tennis Court Lights, Pro Office and Restroom Building a. Design b. Construction	Engr	12/25 12/26
3	4. Splash Pad Re-Purpose at Veterans Park (PRJ#- PR2307 / Fund-302)	P&R	4/26
3	5. Cultural Center Entry Enhancement: Design and Construction (PRJ#- PR2401 / Fund-303)	Engr	1/26
3	6. Comprehensive All Access Playscape: Construction (CIP FY 25)	P&R	1/27
3	7. Recreation Center Remodel/Expansion: Final Design, Construction and Opening	Engr	1/27
3	8. Bob Marcello Lighting Upgrade (PR2501-303): Design and Construction	Engr	12/25
3	9. Bob Marcello Park's Ballfields Infield Areas Re-Grading	P&R	7/25
3	10. Fountain Replacement, PWXXFR	Public Works	Ongoing
3	11. Boat Dock Repair & Replacement	Public Works	3/26

GOAL 4	RPB – A UNIQUE COMMUNITY
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ACTION: State Road 7 Corridor Redevelopment Policy and Land Use: Direction

PRIORITY
Policy Top[

Key Issues

Activities/Milestones

Time

A. Code Amendments

- | | |
|---|-------|
| 1. Finalize Code Amendments | 8/25 |
| 2. TSR Review | 9/25 |
| 3. P&Z Review | 10/25 |
| 4. DECISION: State Road 7 Corridor Code Amendments | 12/25 |

B. Comprehensive Plan

- | | |
|---|------|
| 1. Finalize Comprehensive Plan | 5/25 |
| 2. TSR Review | 6/25 |
| 3. P&Z Review | 7/25 |
| 4. DECISION: State Road 7 Corridor Comprehensive Plan Adoption | 9/25 |

Responsibility: Planning and Zoning Director

ACTION: Tuttle Royale Development: Stay Strong with Approved Concept: Developer’s Response

PRIORITY

Policy Top

Key Issues

Activities/Milestones

Time

A. Pod 2

1. Build Approved Plan or Submit Modification by Developer

Ongoing

B. Pod 6

1. Monitor lawsuit
[ON HOLD UNTIL
RESOLUTION}

Ongoing

Responsibility: Planning and Zoning Director

ACTION: Old Commercial Centers Redevelopment/Revitalization
 Strategy/Actions: Desired Outcomes, Best Practices,
 Village Role, Direction and Village Actions

PRIORITY

Policy High

Key Issues

- Code Enforcement Focused Initiative
- Landscape Plan
- New Owner
- Order Compliance

Activities/Milestones

1. Review activities and results
2. **BRIEFING: Update Report**

Time

11/25
 12/25

Responsibility: Community Development Director

ACTION: Crestwood Boulevard Speeding Limitation: Problem Analysis, Report, Direction, and Actions

PRIORITY
Policy

Key Issues

- Roadway Design – Moving Cars
- 85% going 44mph
- Pace: 40mph
- Posted: 35mph
- Feeling Safe: Neighborhood vs. Cars with Drivers

Activities/Milestones

1. Gather information
2. Compile and analyze data and prepare Report on findings
3. **DECISION: Crestwood Boulevard Speeding Direction**

Time

5/25
6/25
7/25

Responsibility: Village Engineer/PBSO

ACTION: Accessory Structures/Dwelling Units: Direction

a. Accessory Dwelling Units

b. Accessory Buildings and Structures

Key Issues

Activities/Milestones

Time

PRIORITY

Policy

A. Accessory Dwelling Units

1. Monitor State actions

TBD

B. Accessory Buildings and Structure

1. Finalize requirements and code
2. TSR Review
3. P&Z Review
4. **DECISION: Accessory Buildings and Structures Code**

6/25

7/25

8/25

10/25

Responsibility: Planning and Zoning Director

ACTION: Regional Transportation Plan Development:
Participation and Update Reports

PRIORITY

Mgmt Top

Key Issues

Activities/Milestones

Time

1. Select consultant
2. Complete Plan

7/25

12/26

Responsibility: Mayor/Village Manager

ACTION: Cypress Key-Southern Boulevard Traffic Signal: Project

PRIORITY

Mgmt Top

Key Issues

- Installation
- Option: Close-Off

Activities/Milestones

1. Complete Traffic Study (by developers)
2. FDOT Approval
3. Complete design and permitting
4. Construction

Time

6/25

10/25

3/26

12/26

Responsibility: Village Engineer

ACTION: Comprehensive Plan Update: Completion and Adoption

PRIORITY

Mgmt High

Key Issues

Activities/Milestones

Time

1. Finalize Comprehensive Plan 1/26
2. TSR Review 2/26
3. P&Z Review 4/26
4. **DECISION:** 6/26
Comprehensive Plan
Adoption

Responsibility: Planning and Zoning Director

ACTION: Water Supply Plan: Completion

PRIORITY
Mgmt High

Key Issues

Activities/Milestones

Time

- | | |
|--|------|
| 1. Finalize Water Supply Plan | 1/26 |
| 2. TSR Review | 2/26 |
| 3. P&Z Review | 4/26 |
| 4. DECISION: Water Supply Plan Adoption | 6/26 |

Responsibility: Planning and Zoning Director

ACTION: East-West Corridor Connection to the Turnpike and I-95

PRIORITY

Mgmt High

Key Issues

Activities/Milestones

Time

1. Meeting with City of West Palm Beach

5/25

Responsibility: Village Manager

ACTION: Pond Cypress Natural Area Connection at Target

PRIORITY
Policy

Key Issues

Activities/Milestones

Time

- | | |
|---|-------|
| 1. Meet with Environmental Resources Management (Palm Beach County) | 10/25 |
| 2. Finalize Development Agreement to Maintain Gate | 4/26 |
| 3. Construction Gate | 8/26 |

Responsibility: Village Engineer

☐ Management in Progress 2025 – 2026			TIME	
4	1. Community Education: “Lock Your Vehicle”	PBSO	Ongoing	
4	2. Sector Patrol Boundaries Analysis (Linked to Tuttle Royale Development)	PBSO	Ongoing	
4	3. Crime Reduction through Directed Patrol Plans	PBSO	Ongoing	
4	4. Neighborhood Watch/Crime Reduction Program: Expansion	PBSO	Ongoing	
4	5. ALDI Park PID Remaining Parcels (Developer Driven)	P&Z	Ongoing	
4	6. Community Residential Homes Administration Mapping	P&Z	11/25	
4	7. Manufacturing and Limited Processing Parking Requirements: Evaluation and Direction (Council Decision)	P&Z	10/25	
4	8. Village-Owned Utility Boxes Wrapping: Completion	P&Z	5/25	

☐ Major Projects 2025 – 2026			TIME	
4	1. Annual Vegetation Maintenance	Public Works	Ongoing	
4	2. Annual Sidewalk Trip Hazards Repair	Public Works	Ongoing	
4	3. Bilbao Street to Okeechobee Boulevard Pathway Replacement (2305): Grant Approval	Public Works	7/25	
4	4. Road Resurfacing Projects: Completion	Public Works	6/26	

Policy Calendar 2025 – 2026

MONTH

May 2025

1.

2.

3.

4.

5.

MONTH

June 2025

1. **PRESENTATION: Youth Council Concept**
2. **REPORT: Village Public Information Report and Plan**
3. **DECISION: Comprehensive Plan Adoption**
4. **DECISION: Water Supply Plan Adoption**
- 5.

MONTH

July 2025

1. **BUDGET WORKSHOP: Budget FY 26 Presentation, Discussion and Direction**
 - a. **Balanced Budget**
 - b. **Employee Compensation**
 - c. **NLC/FLC Participation**
 - d. **Royal Palm Beach Boulevard Maintenance Turnover to Residents**
 - e. **Information Security**
 - f. **Village App**
 - g. **Customer Service Training**
 - h. **Talent Development Program**
 - i. **Comprehensive Major Events Direction**
 - j. **Outdated Play-scapes, Play Structures, Furniture Replacement**
2. **WORKSHOP: Capital Plan FY 26 Presentation, Discussion and Direction**
3. **DECISION; Tax Rate**
4. **BRIEFING: Community Events and Festivals Marketing Report**
5. **DECISION: Crestwood Boulevard Speeding Direction**
- 6.

MONTH

August 2025

1. **MEETING/PRESENTATION: School Board Representative**
2. **COUNCIL DISCUSSION: Village Services and Financial Projections**
- 3.
- 4.
- 5.

MONTH

September 2025

1. **DECISION: Budget FY26 Adoption and Funding**
2. **DECISION: Capital Plan FY 26 Adoption and Funding**
3. **DECISION: Youth Council Direction**
4. **DECISION: Award Contract for ERP**
5. **DECISION: Public Arts Program Direction**
6. **DECISION: State Road 7 Corridor Comprehensive Plan Adoption**
- 7.

MONTH

October 2025

1. **DECISION: Tree Mitigation Code Approval**
2. **DECISION: Accessory Buildings and Structures Code**
- 3.
- 4.
- 5.

MONTH

November 2025

1. **DECISION: Minor Site Plans Modification Code Approval**
2. **DECISION: Residential Lighting Code Approval**
- 3.
- 4.
- 5.

MONTH

December 2025

1. **DECISION: State Road 7 Corridor Code Amendments**
2. **BRIEFING: Update Report on Old Commercial Centers Redevelopment**
- 3.
- 4.
- 5.

MONTH

January 2026

1.

2.

3.

4.

5.

MONTH

February 2026

1. **REPORT: Update on Project for Outside Funding**

2.

3.

4.

5.

MONTH

March 2026

1.

2.

3.

4.

5.

MONTH

April 2026

1. **STRATEGIC PLANNING WORKSHOP: City Financial Projections and Tax Rate Report Presentation, Discussion and Direction**
2. **BREIFING: Report Increasing Staff Sign-off**
- 3.
- 4.
- 5.

PERFORMANCE REPORT 2024 – 2025

Mayor and Village Council



Royal Palm Beach, Florida
April 2025



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A

Village Performance Report 2024 – 2025

Importance of the Performance Report

BOTTOM LINE: *Leaders being accountable for their decisions and actions*

1. LEADERSHIP WITH INTENTIONS

- Acting with a sense of purpose and direction
- Defining a vision, setting goals, using them to guide decisions
- Establishing criteria to judge success
- Demonstrating an institutionalized strategic planning process
- Instilling confidence in financial institutions, customers

2. CONNECTION WITH CUSTOMER'S LIVES

- Providing services that add MEANS to the customers' lives
- Linking decisions and actions to improved services
- Linking decisions and actions to lower cost of service delivery
- Demonstrating the personal relevance of decisions and actions

3. CAPTURE OTHERS' ATTENTION

- Telling a story with a message
- Painting a picture
- Getting others to see it, to feel it
- Distinctive separating from the barrage of information

4. CELEBRATE – CREATE A MEMORY

- Developing a celebration that is unique-a standout experience
- Giving others a memento representing the success
- Saying "Thank You" to contributors to the success
- Demonstrating the significance of the achievement

5. PERSONAL CONTACT WITH A TAILORED MESSAGE

- Developing a message based upon the audience
- Making a few relevant points
- Reaching out to a variety of groups
- Delivering the message personally by you as a leader

Royal Palm Beach Vision 2039

ROYAL PALM BEACH 2039 *is a*
Hometown Community,
Family Community.

Royal Palm Beach Village Government: Our Mission

*The mission of the Village of Royal Palm Beach is to
provide Services, and Facilities to create an
Aesthetically Pleasing, Active and
Connected Community.*

Village of Royal Palm Beach Goals 2029

FINANCIALLY SOUND GOVERNMENT

RESPONSIVE VILLAGE SERVICES

**EXCEPTIONAL PARKS AND LEISURE
CHOICES FOR ALL**

RPB - A UNIQUE COMMUNITY

Policy Agenda 2024 – 2025

Targets for Action

Village of Royal Palm Beach

TOP PRIORITY

Balanced Budget FY24 without Tax Increase

Aging Park Renewal and Replacement: Plan Development and Funding

Senior Needs:

**Assessment Update, Report with Findings and Recommendations,
Direction and Village Actions**

Tuttle Royale Development: Stay Strong with Approved Concept

Village Capital Planning – Revenue Projections and Plan (5-Year)

**Village Competitive Compensation and Preferred Employer, COLA and Benefits:
Direction and Funding**

HIGH PRIORITY

Road Resurfacing Plan and Revenue Source: Direction and Funding

**Community Non-Profit Organization Use of Village Facilities:
Report with Current Practices and Policy Direction**

Turf Fields [2]: Feasibility Report, Direction and Funding

Talent Development Programs: Programs and Funding

Western Communities Forum Revitalization: Direction and Village Actions

State Road 7 Corridor Redevelopment Policy and Land Use: Direction

Management Agenda 2024 – 2025

Targets for Action

Village of Royal Palm Beach

TOP PRIORITY

Cypress Key Commercial Development: Next Steps

Purchasing Ordinance: Review and Adoption

Naviline Enterprise Resource Planning (ERP) System Replacement: Funding

**Homeless Policy, Strategy and Action Plan:
State Law Analysis, Report with Options, Village Role, Policy Direction and
Village Actions**

Pilot Voucher Program: Initiation and Evaluation Report

HIGH PRIORITY

ADA Access: Update Report and Implementation

Tree Preservation Ordinance: Account Creation and Direction

**Management and Employee Succession:
Implementation, Funding and Update Reports**

Okeechobee Blvd. Main Entrance Sign Improvements: Design, Direction and Funding

Village's Stormwater Management Program: Effectiveness Evaluation and Direction

Management in Progress 2024 – 2025

Village of Royal Palm Beach

1. Federal American Rescue Dollars: Reporting
2. Contract for Services: Opportunities Identification
3. Laserfiche Connect: Engineering Completion
4. State Legislative Agenda and Advocacy: Direction and Village Actions
5. Purchasing Integration to Laserfiche
6. ProjectDox Community Outreach: Development
7. Project Maps and Various Zoning Maps: Update
8. New Resident/Business Packet: Update
9. HRIS System: Implementation
10. Development Application Manual Update
11. Village Website: Enhancements
12. Royal Palm Beach Passport Type Material: Development
13. Parks Web Maps: Engineering Program Improvements and Map Redesign
14. New Engineering and ROW Permits for Mapping and Entry: Streamlining
15. Public Works Organization Chart (Budget FY 25)
16. Two (2) Fertilizer Spreaders (Budget FY 25)
17. Village Code of Ordinance Revisions through CivicPlus (Municode)
18. Election Materials (i.e., Candidate Information Handbook, Municipal Election Schedule, etc.): Update
19. Standard Operating Procedures for the Web and Media Content: Update
20. Policy and Procedures for Public Records Request to Conform with Legislative Changes: Update
21. Community Connection – Hurricane Guide: Development
22. Customers and E-Permitting Process Education: Development
23. Virtual Inspection Products and Applications: Evaluation and Direction
24. Artificial Intelligence Functions (and How They May Potentially Be Applied within Community Development Service Delivery): Evaluation and Actions
25. Internship Hiring Options within Plumbing/Mechanical/Electrical/Building Positions: Direction
26. Project Management Software (PRJ#- EN-TBD8 / Fund-303): Evaluation and Implementation
27. Community Summit 2024: Direction

28. Workforce Tracking for Public Works using ESRI GIS Tools for Work Order assignments. Implementation
29. Real-Time Mapping of Current Open Permits for All Types of Development, ROW and Engineering Projects (PRJ#- GIS-03 / Fund-N/A) (PRJ#- GISS25-02 / Fund-N/A)
30. New Engineering and ROW Permits for Mapping and Entry into Various Survey123 Applications (Engineering Inspections and NPDES Inspections.) (PRJ#- GIS-01 / Fund-N/A) (PRJ#- GIS25-03 / Fund-N/A)
31. Financial Policies and Procedures to Ensure Regulatory Compliance: Completion
32. Standard Operating Procedures for All Finance Tasks: Creation and Update
33. Customized Departmental Budget Dashboards in OpenGov: Creation
34. Palm Beach County Water Utilities Franchise Fees: Audit and Report
35. Popular Annual Financial Report (PAFR): Preparation
36. New Time Keeping: Implementation
37. Standard Operating Procedures specific to HR and Risk: Development
38. Insurance Bid: Preparation, Bid and Direction
39. Job Descriptions: Edit and Rewrite
40. Worker's Comp and Liability Suits: Resolution
41. HR Functions and AI: Research and Direction
42. Professional White Board Videos for Onboarding: Research and Funding (Budget FY 25)
43. HRIS System Standardized Job Postings with Unique Qualification Questions: Creation
44. Village Training Program Enhancements: Tracking and Library Development
45. Cloud-based Applicant Tracking/Recruitment, On/Off Boarding, Performance/Learning Management,
Time & Attendance Capturing Software Solutions: Deployment
46. Cypress Hall Audio-Video Systems: Deployment
47. Migration of Virtual and Physical Servers from DBF to Village Hall Cluster: Completion
48. Microsoft Hyper-V Server Replication to DBF Hyper-V Cluster
49. Windows Hello Login: Completion
50. 10GB Network to Remote Facilities, Primarily Rec Center, Commons, and Cultural Center
51. Aruba Wi-Fi at All Facilities, Replacing Older Ubiquiti System: Deployment
52. Network Segregation Topology: Deployment
53. Use of AI Technologies: Investigation and Report with Options
54. Planning and Zoning Department's Website: Update
55. Development Review Procedures for Applicants: Update
56. Permitting of Community Residential Homes (According to the Requirements of Florida State Statute 419.001)
57. Development Approval Layer in GIS: Creation

58. Development Application Manuals for Each of the Development Applications for ProjectDox: Completion
59. Community Residential Homes GIS Layer: Creation
60. Frequently Asked Questions List for the Website: Creation
61. Vehicle Replacements: Evaluation and Funding (CIP FY 25)
62. Outdated Speed Measuring Equipment Replacement (Budget FY 25)
63. Enhanced Bathroom Maintenance (Budget FY 25): Kick Off
64. Shakespeare under the Palms in RPB Commons Park 2024 (King Lear)
65. Crestwood North Park Development: Funding, Bid and Construction
66. Commons Park: Replace Existing Lighting on Driving Range with LED Lighting
67. Mayor's Benefit Golf Tournament
68. RPB Commons Park Access (EN1902) – Easements for Interconnect Plan Future Access Points to Royal Palm Beach Commons Park; Lot 179 Grouse Lane Entrance to Amphitheater: Construction
69. Semi-Annual Parks Recreation Program Guide Renewal: Implementation
70. Art in Public Places Ordinance: Revision and Adoption
71. Program to Display Local Artist Art Work: Creation
72. Community Education: "Lock Your Vehicle"
73. Sector Patrol Boundaries Analysis (linked to Tuttle Royale Development)
74. Crime Reduction through Directed Patrol Plans
75. Neighborhood Watch/Crime Reduction Program: Expansion
76. ALDI Park PID Remaining Parcels (Developer Driven)
77. Community Residential Homes Administration Mapping
78. Rear Easement on RS-2 Properties Located along Hibiscus Dr. adjacent to the M-1 Canal and propose expanded use into Extensive Existing Maintenance Easements.
79. Manufacturing and Limited Processing Parking Requirements: Evaluation and Direction
80. Village-Owned Utility Boxes Wrapping: Completion
81. Directed Patrol Plans: Expanded Use

Major Projects 2024 – 2025

Village of Royal Palm Beach

1. Farber Building Renovations: Construction
2. Village Hall Sculpture: Installation
3. Bus Stop: Installation (2)
4. LaMancha Underdrain (ARPA PW2204): Design and Construction
5. Canal Bank Stabilization (APRA PW1806) Round 2: Award and Construction
6. Water Treatment Plant (PW1802/PW1902): Bid
7. SR 80 Street Lights Replacement Fixtures: 5 per Year Completion Transfer to FDOT or FPL
8. Drainage System Improvements (PW 1903):Heron Bay Parkway: ITB, Award and Construction
9. Annual Backflow Preventer Replacement (PW24BF)
10. Storm Drain Outfall Replacement (ARPA – PW22SD): Design, ITB, Award and Construction
11. Sidewalk Trip Hazards Elimination
12. Canal Back Maintenance (ARPA PW2205): Design, ITB, Award and Construction
13. Annual Repairs/Replacements Bus Shelters, (PW22BS)
14. Lamstein Lane Street Lights (CIP FY 27)
15. Earth Day Lake Bank Stabilization Project (PRJ#- EN2301 / Fund-105)
16. Cypress Hall (PRJ#- EN2202 / Fund-105): Construction
17. ADA Improvements phase II Grant Notice to Proceed (PRJ#- EN2302 / Fund-303): Notice to Proceed Construction
18. Asphalt Walkways on the Village Hall Campus with Concrete Sidewalks (PRJ#- EN25XX / Fund-TBD) Replacement: Completion
19. Aquatic Vegetation Maintenance
20. Pressure Cleaning Contractor: NTP FY 2024 and Substantial Completion
21. Drainage System Improvements (ARPA PW1903): Design, ITB, Award and Construction
22. Guard Rail Replacement (PW2104): PO Requisition and Construction
23. PBSO Bathroom Renovations (PW2404): Completion
24. Street Restriping (PW24SR)
25. Street Sign R&R (PW24SS)
26. Fountain Replacement (PW2208)

27. New Roof on the Katz Field Building (PR2405): Design, ITB, Award and Construction
28. Boat Dock Repair and Replacement: Direction and Funding (CIP FY 25)
29. Homeplace Park Pickle Ball Courts (2): Design
30. Royal Palm Beach Bike and Pedestrian Access to the Pond Cypress Trail System: Creation
31. Camellia Park Renovation (PR2402) – Tennis Court Lights, Pro Office and Restroom Building
32. Crestwood North Park (PRJ#- PR2102 / Fund-301): Construction
33. Bike Path Trailhead and Signage Plan Grant Notice to Proceed (PRJ#- EN2102 / Fund-303): Notice to Proceed
34. Splash Pad Re-construction at Veterans Park (PRJ#- PR2307 / Fund-302)
35. Cultural Center Entry Enhancement: Design and Construction (PRJ#- PR2401 / Fund-303)
36. Additional Surveillance Video Cameras at RPB Commons Park: Deployment
37. Comprehensive All Access Playscape: Report with Options and Direction (CIP FY 25)
38. Cypress Hall: Construction and Opening
39. Recreation Center Remodel/Expansion: Final Design, Construction and Opening
40. Annual Vegetation Maintenance
41. Annual Sidewalk Trip Hazards Repair
42. Lake Bank Stabilization Project Completion (EN 2301)
43. Bilbao Street to Okeechobee Boulevard Pathway Replacement (2305)
44. Cypress Key Traffic Signal: Traffic Study and Installation

Village Successes for 2024 – 2025

Mayor and Village Council

Village of Royal Palm Beach

1. Budget FY 25 without a Millage Increase
2. Budget and Financial Report: Brochure and Information for our Community
3. Successful Community Events Bringing our Residents Together
4. Village Hall Sculpture: Installation
5. Mayor-Village Council Decision on Election: Stability and Creative
6. New Businesses Coming to Royal Palm Beach, including Cypress Key Shopping Area
7. Recreation Programs with High Resident Participation
8. Shakespeare under the Palm: Winter Performance
9. NLC Pilot Membership and Participation
10. Cypress Hall: Construction and Opening
11. New Information Services Director
12. Palm Tran On-demand Service
13. Use of Corporate Pavilions at Commons Park
14. Post Office at City Hall

Performance Rating for 2024 – 2025 Management Team

8.75

Rationale for Rating

1. Well-managed and Successful Community Events
2. Great Quality of Life Park Amenities and Venues
3. Major Projects Planning and Progress: Water Treatment Plant Demolition, Major Road Investment, Canal Stabilization
4. Emergency Pipe Repair: Complex Process and Creative Resolution
5. Balanced Budget FY 25 and Financially Sound Village Government
6. Passing of the Mayor and Transition to New Mayor and City Council: Seamless
7. New Negative Comments under the Campaigns
8. Top-quality Village Services Focusing upon Outcomes for Our Residents
9. Recreation Center Design: Navigating a Difficult Process
10. Village Affordable for Our Residents
11. Cypress Hall: Completion and Opening
12. Community Development Restructuring: More Effective Services for our Residents
13. Management and Staff Stability
14. Crestwood North Park: Construction and Opening
15. Risk Management Controlled and Managed Costs

B

Department Performance 2024 – 2025

DEPARTMENTAL SUCCESSES 2024 – 2025

Royal Palm Beach, Florida

April 2025

DEPARTMENT: Clerk's Office

Please list your department's most important achievements that were completed during 2024 – 2025 under "Success." Under "Impacts", please explain what the benefits to the village and to a resident were as a result of each achievement.

Success: Prepared for 2025 Municipal Election.

Impacts: Prepared candidate packets for the Mayor, Group #1, Group #2, Group #3, and Group #4 (3 candidates qualified for Mayor, 3 candidates for Group #3) Group #1, Group #2 and Group #4 unopposed).

Success: Served as filing clerk for intake of required Election Documents to candidates on the 2025 Ballot.

Impacts: Facilitates successful elections.

Success: Coordinated and completed Village response to approximately 300 Public Records Requests.

Impacts: Ensures transparency in government.

Success: Processed approximately 600 Municipal Lien Searches.

Impacts: Fast response helps residents streamline refinancing, sales and purchases of homes and satisfies Village code enforcement liens.

Success: Processed 26 new RV lot lease requests along with tracking and enforcing existing leases for 205 residents.

Impacts: Offers residents an economical and convenient RV storage and prevents possible code violations.

Success: Continued to implement agendas and public participation protocols for both in person and remote public participation for all public meetings.

Impacts: Continued to provide convenient public meeting access for all residents.

Success: Redesigned the Village Voice to create more space for detailed explanations of the material and to make it more visually appealing.

Impacts: The updated design enhanced readability and engagement, allowing residents to easily access important information while enjoying a more user-friendly layout.

Success: Collaborated with departments to update their information and improve the visual design of their department web pages.

Impacts: This update provided residents with the latest materials and made the website more user-friendly.

Success: Developed a 2024 Hurricane Guide for residents.

Impacts: Provided residents with essential information on preparedness, evacuation procedures, and safety measures.

Success: Collaborated with the Mayor on the Mayor's Vector to ensure accurate and relevant information.

Impacts: This strengthened public trust and community engagement by providing clear and reliable updates.

Success: Created rental video tutorials and infographics for Commons Park, allowing residents to view all the different rental pavilions before making their reservation.

Impacts: Enhanced the rental process by providing residents with clear, visual information, making it easier for them to choose the right pavilion and improving overall satisfaction.

Success: Assisted with the transition of the Mayor's seat and other resulting vacancies.

Impacts: Ensured successful continuity of government for the benefit of the residents.

DEPARTMENTAL SUCCESSES 2024 – 2025

Royal Palm Beach, Florida

April 2025

DEPARTMENT: Community Development

Please list your department's most important achievements that were completed during 2024 – 2025 under "Success." Under "Impacts", please explain what the benefits to the village and to a resident were as a result of each achievement.

Success: Transitioned through key Building staffing changes in Permit Technician

Impacts: Training three new tech positions to replace long term employees and office re-organization

Success: Transitioned from CE staff changes.

Impacts: Re-organization and addition of new CE officer.

Success: Continue to accept, research and deliver increased demand for public records requests.

Impacts: Maintained compliance with State Law and Village Policy.

Success: Completion of Bella Sera residential project.

Impacts: Challenges to complete project met.

Success: Completion of Aldi Warehouse project and PBC Business Development plans.

Impacts: Expedited processes to assure commitment of businesses.

Success: Completed several Municipal Ordinance revisions-BTR-ENG-ART TURF-PARKING

Impacts: Proactively reviewing and revising our Code of Ordinances to protect property values and maintain quality of life for residents.

Success: Southern Properties Pod 2 -75% complete

Impacts: Continue to facilitate and expedite construction within the largest development project in RPB history.

Success: Southern Properties FCI project 75% complete

Impacts: Continue to facilitate and expedite construction within the largest development project in RPB history.

Success: Cypress Key Commercial complete.

Impacts: Retail services provided within walking distance reduces traffic demands.

Success: Coordinating multiple Pods and Private Providers within Southern Properties.

Impacts: Fast and complex development on track toward completion.

Success: Shift PBCFR review fee collections back to PBCFR

Impacts: Provides increased accuracy and reduced auditing within VRPB and PBCFR.

DEPARTMENTAL SUCCESSES 2024 – 2025

Royal Palm Beach, Florida

April 2025

DEPARTMENT: Engineering

Please list your department's most important achievements that were completed during 2024 – 2025 under "Success." Under "Impacts", please explain what the benefits to the village and to a resident were as a result of each achievement.

Success: Completed the construction of Crestwood North Park

Impacts: The new 5-acre park includes lighted basketball, tennis, pickle ball, volleyball, and playground. Along with a fishing seawall, pavilions, and a multi-purpose field.

Success: The Watershed Management Plan has been completed along with the Village's 5-year CRS Cycle visit.

Impacts: The addition of the WMP along with other best practices and procedures has helped the Village improve its CRS rating to a 5, which gives residents with flood insurance a 25% discount on their flood insurance premiums.

Success: Completed the Cypress Hall remodel project

Impacts: The remodel created a medium sized rental facility for multiple functions such as: weddings, social events, meetings, etc.

Success: Completed the Earth Day Lake Bank Stabilization project

Impacts: The stabilization will prevent erosion of the park's lake bank.

Success: Finalized the implementation of Project Teams software

Impacts: The software will help to streamline project management and improve documentation.

Success: Mapping Village Easement Agreements Throughout the Village. New and current easements are being mapped as they are submitted and approximately 75% of the historic easements in the Clerk's file system have been mapped.

Impacts: Having quick access to easements throughout the Village on a map is important for accurate and timely decision-making.

Success: GIS Staff has updated the Planning Projects map to accurately represent the developments throughout the Village. The next steps are to link the development information such as site plans and setbacks and other data.

Impacts: The planning projects map with links to project files will save considerable time and allow staff and the public efficient access to important development data.

Success: The process and workflow have been designed to use Survey123 to intake Engineering permits such as ROW permits, Major and Minor engineering permits and FEMA community review applications.

Impacts: Managing Engineering permits through Survey123 will allow for accurate permit intake from applicants and internal routing procedures to be automated and tracked effectively.

Success: Expansion of Public Works mobile inspection applications to include backflow devices.

Impacts: Accurate locations and tracking of annual backflow valve inspections is tracked using fieldmaps. Accurately mapped backflow locations allow PW staff to send necessary staff and inspectors to proper locations.

Success: Village Hall closeout and archive of data. GIS Staff supported project management staff with punch list data collection and reporting and mapping and archiving of project data.

Impacts: Using GIS to track and report on punch list issues helps staff share issues with the contractor. Accurate mapping and archiving of the project as-built data is necessary to address future maintenance, issues or modifications to the Village Hall site.

Success: Real-time mapping of current open permits for all types of development, ROW and engineering projects. Workflow for ENG and ROW active permit mapping is completed. Model is run using Arcgis Script. Final step is to have script run independently on nightly schedule.

Impacts: Automated mapping of active ENG and ROW projects give accurate display of where projects and other work is happening around the Village. This is helpful for ENG, PW and Community Development staff to know if properly permitted work is taking place.

DEPARTMENTAL SUCCESSES 2024 – 2025

Royal Palm Beach, Florida

April 2025

DEPARTMENT: Finance

Please list your department's most important achievements that were completed during 2024 – 2025 under "Success." Under "Impacts", please explain what the benefits to the village and to a resident were as a result of each achievement.

Success: Obtained the Distinguished Budget Presentation Award

Impacts: Recognition from GFOA and peers for presenting a budget document that adheres to the guidelines established by the National Advisory Council on State and Local Budgeting, as well as the GFOA's best practices on budgeting. This is the twenty-seventh (27th) consecutive year.

Success: Obtained the Certificate of Achievement for Excellence in Financial Reporting

Impacts: Recognition from GFOA for preparing a comprehensive annual financial report that exceeds the minimum requirements of generally accepted accounting principles and provides transparency and full disclosure of the Village's financial condition. This is the thirty-fourth (34th) consecutive year.

Success: Prepared a Balanced Budget without a tax increase

Impacts: For the twenty-eighth consecutive year, there has been no tax increase, resulting in significant savings for the residents and businesses within the Village.

Success: Updated Purchasing Ordinance

Impacts: Revisions to the purchasing thresholds will enable staff to procure products and services more efficiently, thereby reducing overall costs and allowing funds to be allocated to other priorities.

Success: Created a Vendor Management and Gift Card Policy

Impacts: New policies will ensure compliance and strengthen internal controls. These policies will also address the recommendations made by the Palm Beach County Office of Inspector General following their recent audit.

Success: Completed an Audit of Palm Beach County Water Utilities Franchise Fees.

Impacts: Periodic audits of franchise fees will ensure compliance with the sale agreement and confirm that we are receiving the proper revenue. Our initial review recovered \$162,000 in back franchise fees that had not been remitted for the Westlake area and an ongoing \$5,000 per month remittance.

Success: Completed our annual financial audit with no findings

Impacts: Annual financial audits with no findings positively impact the community by increasing confidence in the Village's financial management and practices. They demonstrate a commitment to transparency and accountability in handling public funds, and ensure stability within the community.

Success: Conducted a Purchasing and Accounts Payable Training for Village Staff

Impacts: Provided Village staff a better understanding of the purchasing and accounts payable process and requirements which will assist them with their procurement of products and services.

Success: Updated our fund balance policy to create an insurance stabilization reserve

Impacts: This allows the Village to become self-insured for windstorm damages with a substantial cost savings.

DEPARTMENTAL SUCCESSES 2024 – 2025

Royal Palm Beach, Florida

April 2025

DEPARTMENT: Human Resources and Risk Management

Please list your department's most important achievements that were completed during 2024 – 2025 under "Success." Under "Impacts", please explain what the benefits to the village and to a resident were as a result of each achievement.

Success: Went to Bid for Insurance services for Property, Auto, Windstorm, W/C, etc. and decided to self-fund the Windstorm portion and buy coverage for the other lines of business.

Impacts: Saves the Village over \$400,000 in premiums

Success: Completed an Asset Survey

Impacts: Have an accurate inventory of Village Assets

Success: Wrote a self-insured windstorm policy

Impacts: If a named storm should cause damage to our assets, we should be able to qualify for FEMA given we have a policy which outlines our method of having coverage for such an event meeting their criteria of having insurance.

Success: Implemented a new online hiring application system

Impacts: The online application system and onboarding replaced an older system no longer supported.

Success: Renewed Medical Carrier benefits at a rate that was below the Village COLA

Impacts: Employees were less impacted by the raise in premiums

Success: Hired new Department Heads

Impacts: Fresh approach and new focus/initiates in these departments.

Success: Village was able to fill positions from vacancies created by retirements and other separations in a tight labor market
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Impacts: The Village reviews its pay scale and tries to remain competitive in order to hire qualified staff and retain staff.
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Success: Participation in “Know Your Numbers” continues to increase
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Impacts: Employees are becoming more aware of preventative treatments/symptoms

DEPARTMENTAL SUCCESSES 2024 – 2025

Royal Palm Beach, Florida

April 2025

DEPARTMENT: Information Systems

Please list your department's most important achievements that were completed during 2024 – 2025 under "Success." Under "Impacts", please explain what the benefits to the village and to a resident were as a result of each achievement.

Success: WI-FI Upgrade at Village Hall, Cultural Center, DBF, Cypress Hall.

Impacts: Better Performance, Security, and Range for Wireless Connectivity Services.

Success: Network Upgrades to Remote Facilities.

Impacts: Bandwidth Increases for Rec Center, Commons, and Cultural Center.

Success: Video Surveillance Camera Upgrades.

Impacts: Replaced, Updated Security Cameras at Facilities & Public Road License Plate Readers.

Success: ProjectDox Community Outreach, Development

Impacts:

Success: Cypress Hall audio-video systems: deployment

Impacts:

Success: Migration of virtual and physical servers from DBF to Village Hall cluster: completion

Impacts:

Success: Microsoft Hyper-V server replication to DBF Hyper-V cluster

Impacts:

Success: 10 GB Deployment to DBF
Impacts: Increased bandwidth for Server Replication

DEPARTMENTAL SUCCESSES 2024 – 2025

Royal Palm Beach, Florida

April 2025

DEPARTMENT: Parks and Recreation

Please list your department's most important achievements that were completed during 2024 – 2025 under "Success." Under "Impacts", please explain what the benefits to the village and to a resident were as a result of each achievement.

Success: Completion of Crestwood North Park

Impacts: Residents in the Crestwood Blvd area as well as all residents have more open space, Pickle ball, Basketball, Sand Volley ball and Tennis courts to utilize.

Success: Our Parks Dept. staff was able to prepare and then restore Commons Park (great lawn, bathrooms, amphitheater, etc.) for our 4 major Events and Seafood Fest. We also held 'Shakespeare in the Park' for the first time in the winter season. Events were all very well attended.

Impacts: Events are free to all to attend, which brings thousands of people into Commons Park. These events require increased workload and man-power to provide an environment to host large community events.

Success: Addition of 1 more staff to work with our Skilled Trade staffer has allowed for quicker repairs and improvements in the park facilities and bathroom floors, fixtures, etc...

Impacts: Faster response time to repairs. A focus on updating/improving the condition/appearance of our 30+ outdoor bathrooms has begun.

Success: Winter Fest (17,500 est), Rock & Fall Festival (13,500 est), West Fest (17,500), July 4th Spectacular (27,500 est). Shakespeare Festival was held (4 nights) in January and 24 Friday Night concert events (150-300 est/per night)

Impacts: These community events allow for VRPB families to enjoy the park in a local, outdoor, family friendly environment. The events are free to attend and multiple options of free children activities and musical entertainment.

Success: Continue reoccurring rentals (2 on Sunday, 1 on Tuesday, 1 on Wednesday, and 1 every other Thursday. As well as a few that are monthly/quarterly rentals at the Cultural Ctr.

Impacts: Reliable revenue source for the Cultural Center.

Success: Opening of Cypress Hall as a new rental facility for the community

Impacts: Re-purposes and existing facility on the Village Hall campus, for public use

Success: Daddy Daughter Dance had 120 participants (new high enrollment)

Impacts: Provided a FUN, local family event in a facility with space to continue to increase participation.

Success: Changed out flushers, faucets and urinals at the Cultural Center.

Impacts: Aesthetics and cleanliness have improved. Significantly, less clogs and leaks with real savings on service calls to plumbing contractor.

Success: Rearranged and organized storage closets at the Cultural Center

Impacts: Improved use of the limited storage space. Inventory control has improved, as well.

Success: Young at Heart has solidified its membership at the maximum total of 275 members. The memberships include luncheons, breakfasts, parties and trips

Impacts: Senior citizens in the RPB community enjoy an improved quality of life through these social activities.

Success: Business community support/sponsorship for senior programs has increased in the past year.

Impacts: This has improved our Senior program offerings by being able to add additional free programs and services.

Success: We have added more fitness related classes to the 20+ senior programs that we conduct on an annual basis, at the Recreation Center.

Impacts: The introduction of Silver Sneakers, Tai Chi, Chair Yoga and the Monday Dance Party has helped improve the quality of life of Seniors citizens in the local community through social and fitness activities.

Success: Continued growth the Daily Congregate Meal Program with 200+ registered senior participants.

Impacts: Senior citizens in the local community have improved their quality of life through social activities and free lunches.

Success: Early Childhood and VPK program offered at the Recreation Center voted Best Preschool and Childcare in the Palm Beach County – Community Choice Awards

Impacts: Quality Early Childhood/VPK classes are available in a local, community-oriented facility.

Success: Increased participation in athletic programs (youth basketball, adult basketball, youth volleyball, youth soccer, youth baseball & softball).

Impacts: Provides for quality youth and adult athletic activities for the local community residents.

Success: Successful Summer Camp with participation maxed out participation in all age groups.

Impacts: Provides (full day) Summer activities in a fun and safe environment at the Recreation Center.

Success: Transferred the Seminole Palms Park back to Palm Beach County

Impacts: PBC is much better equipped to deal with excessive maintenance and users of the park sites athletic fields. All previous user groups of the park's fields were smoothly transitioned to PBC, as well. Reduced operational costs for the VRPB Parks Dept.

DEPARTMENTAL SUCCESSES 2024 – 2025

Royal Palm Beach, Florida

April 2025

DEPARTMENT: Planning and Zoning

Please list your department's most important achievements that were completed during 2024 – 2025 under "Success." Under "Impacts", please explain what the benefits to the village and to a resident were as a result of each achievement.

Success: Monitored the effectiveness and updated when necessary the Standard Operating Procedures for the Development review for Architectural Approval; Chapter 09 Fences, Wall, and Hedges Variation Review Procedures; Chapter 15 Landscape Plan Waiver Review Procedures; Chapter 26 Development Review Procedures; Chapter 20 Sign Variance Review Procedures; and Chapter 23 Parking Variance Review Procedures.

Impacts: This creates clear method for the review of development request.

Success: Successfully met the State Law and Village Code for public notice requirements for development projects processed through Planning and Zoning Department.

Impacts: Provides a method of informing the public regarding development applications in accordance with Village and State requirements.

Success: Weekly Staff Meetings

Impacts: Provides an opportunity for the Dept. to meet to discuss current development projects. The development application spreadsheet is updated.

Success: Successfully provided research and/or responded to 168 open records requests through the Village Clerks Office and Contact a Department.

Impacts: Successfully provided requested information in a timely manner to promote excellent customer service.

Success: An Inventory Map is currently being maintained for all Village owned properties; properties with realistic development potential were selected; Highest/best uses (Comprehensive Plan Designations) for the properties have been assigned and maps have been created

Impacts: It provides for a quick reference for Staff and for potential buyers.

Success: Maintain a development application spread sheet for all incoming development projects.

Impacts: Provides for more efficiency and accountability for development applications in review tracking submittal dates, meeting dates, advertising dates.

Success: Continue to provide an efficient review of building permits which consisted 1,135 permits.

Impacts: Building permits generally correspond to land and building improvements, which in turn usually puts upward pressure on property values and increases the tax base.

Success: Successfully implement the States regulatory requirements regarding the locational requirements for Community Residential Homes.

Impacts: This assures the Village's is in compliance with State Statute and assures that an over concentration doesn't occur.

Success: Continue to provide an efficient review and management of development applications which consisted of 103 Land Development Applications last year.

Impacts: Allows Applicant to get through the approval process in a timely manner to begin construction and bring financial gain to the Village in the way of application fees, impact fees, permit fees, taxes, etc.

Success: Successfully provided research and/or responded to 175 open records requests through the Village Clerks Office and Contact a Department.

Impacts: Successfully provided requested information in a timely manner to promote excellent customer service.

Success: Continue to update Project Maps and Various Zoning Maps to satisfy Strategic Plan Management Action G-2MIP05.

Impacts: This provides an information resource for Staff and the Public.

Success: Completed Management In Progress G-2MIP08 Development Application Manual Update

Impacts: This provides tailored applications for each of the Development Application types.

Success: Updated the Planning & Zoning Website to satisfy Strategic Plan Management In Progress G-2MIP52.

Impacts: We were able to provide updated information regarding our processes and maps.

Success: Permitting of Community Residential Homes (According to the requirements of Florida State Statute 419.001) to satisfy Strategic Plan Management In Progress G-2MIP54.

Impacts: Successfully implement the States regulatory requirements regarding the locational requirements for Community Residential Homes.

Success: Created a Community Residential Homes GIS Layer to satisfy Strategic Plan Management In Progress G-2MIP57

Impacts: This allows Staff to double check the validity of the application from the Applicant.

Success: Updated the Planning & Zoning Website to include updated Frequently Asked Questions to satisfy Strategic Plan Management In Progress G-2MIP58.

Impacts: The completion of this task provides an updated and reliable frequently asked questions.

Success: Installation of the Village Hall Sculpture to satisfy Major Project G-P01.

Impacts: The completion of this Major Project brings art to the Village Hall Campus.

Success: Creation of a program for the installation of art work from local artists and the actual display of the art at Village Hall, Cultural Center, and the Sporting Center to satisfy Management in Progress G-MIP08.

Impacts: Created a framework for the program and display of artwork from local artists.

Success: Zoning Code Ordinance for Landscape Code Refinement: Buffers to satisfy Management Action G-4MA19.

Impacts: This eliminated a need for waivers to the 10 setback requirement to perimeter landscape buffers when a 10 rear or side yard is provided adjacent to the perimeter landscape buffer.

DEPARTMENTAL SUCCESSES 2024 – 2025

Royal Palm Beach, Florida

April 2025

DEPARTMENT: Public Works

Please list your department's most important achievements that were completed during 2024 – 2025 under "Success." Under "Impacts", please explain what the benefits to the village and to a resident were as a result of each achievement.

Success: DPW added an Electrical Helper position in the FY23 budget. The Electrical Helper began apprenticeship classes in August 2024. The apprenticeship program is a four (4) year program. Upon completion the employee will be qualified to become licensed as an electrician.

Impacts: The addition of the electrical helper was done as part of succession planning in the department.

Success: Fertilizer Spreaders; DPW requisitioned the purchase of two (2) fertilizer spreaders. The spreaders have been delivered and put into service.

Impacts: The fertilizers spreaders were purchased as part of the department equipment replacement program.

Success: DPW evaluated the replacement of vehicles in the Village fleet and the replacement vehicles were scheduled in the FY25 CIP.

Impacts: The replacement of vehicles is done in accordance with the Public Works Vehicle Replacement Guidelines.

Success: Bus Stop Installation (2); The installation for the two (2) bus stops on Okeechobee Blvd. are in permitting with PBC.

Impacts: The installation of bus shelters is a strategic plan initiative.

Success: Public Works Organization Chart; DPW evaluated the open positions in the Department and updated the organization chart. The updated organization chart was included in the FY25 budget.

Impacts: The evaluation of the organization chart was a short-term issue identified in the FY24 strategic plan; G-2MIP13

Success:	La Mancha Underdrain, PW2204; DPW issued the ITB on 10/4/2024; Bid opening occurred on 11/12/2024; Project was awarded on 11/21/2024; and, the contract was executed on 12/19/2024. The project is being managed by the Engineering Department.
Impacts:	The project is an ARPA funded project and is for the installation of underdrain along roads in the north section of the La Mancha Subdivision. The roads in the proposed locations are being damaged by high groundwater, which is exacerbated during the rainy season. The underdrain system is designed to lower the groundwater table at the road and protect the roadway base.
Success:	WTP Site Modification, PW1902; DPW issued the ITB on 7/29/2024. Bids were received 9/11/2024. Project was awarded 10/17/2024. NTP 12/2/2024 with Substantial Completion scheduled for 2/19/2024.
Impacts:	Upon completion of the demolition of the WTP, the 401 Fund will be closed.
Success:	DPW included in the FY25 budget for the current primary employee that is operating the street sweeper to be a split with stormwater.
Impacts:	Street sweeping is a component of the Village's NPDES MS4 permit.
Success:	DPW evaluated vehicle replacements for FY25 and beyond. We updated our replacement schedule to identify vehicles that will be replaced with hybrid vehicles.
Impacts:	The replacement of vehicles is done in accordance with the Public Works Vehicle Replacement Guidelines.
Success:	Guard Rail Replacement, PW2104; DPW is completed the replacement of the guard rail on Grandview Way bridge. This was a multi-year project and all scheduled bridges have been completed.
Impacts:	The guard rail replacement was completed to ensure the safety of the traveling public. The guard rail replacements were completed in accordance with FDOT standards.
Success:	Sidewalk Cleaning on Sweet Bay Lane; DPW coordinated with its pressure cleaning contractor and issued a C.O. to the DPW contract to complete the sidewalk cleaning for this road in FY24.
Impacts:	Parks & Recreation will include this area in their sidewalk cleaning program going forward.

Success: Okeechobee Blvd Main Entrance Sign Improvements; DPW complete the renovation of the entry sign to include paint, removing light bollards and stadium lights, and installing new sign lighting.

Impacts: Landscaping will be completed in the future.

Success: Evaluation of the Effectiveness of the Village’s Stormwater Management Program (SWMP); DPW entered into a CSA with CDM Smith to provide an update to the evaluation of our SWMP. CDM Smith completed the evaluation and determined that the Village’s SWMP remains effective and no changes or additional best management practices are needed.

Impacts: The Update of the Evaluation of the Effectiveness of the Village’s Stormwater Management Program (SWMP) is a requirement of the Village’s NPDES MS4 Permit and was submitted with the FY2023 Annual Report.

Success: DPW completed the NPDES annual report and sent to the PBC Group for submission to FDEP. We were notified by FDEP that the Village would be audited during this annual report period. The audit was conducted and was closed with no findings

Impacts: Submittal of an annual report is a requirement of the Village’s NPDES MS4 permit.

Success: Sidewalk Trip Hazards; DPW completed the repair of sidewalk trip hazards throughout the Village that were identified in FY2024.

Impacts: The sidewalk maintenance program is needed to provide safe pedestrian use of the Village sidewalks.

Success: Backflow Preventer Replacement, PW24BF; Ongoing project. FY24 work complete.

Impacts: The backflow preventer replacement project is to ensure that all backflows are tested, repaired and/or replaced, as needed, annually. The program is required by Palm Beach County cross-connection control rules.

Success: Village Hall Artwork Foundation; DPW coordinated the construction for the VH artwork.

Impacts: The art work was commissioned by the Village for the new Village Hall.

DEPARTMENTAL SUCCESSES 2024 – 2025

Royal Palm Beach, Florida

April 2025

DEPARTMENT: Palm Beach County Sheriff's Office District 9

Please list your department's most important achievements that were completed during 2024 – 2025 under "Success." Under "Impacts", please explain what the benefits to the village and to a resident were as a result of each achievement.

Success: Keeping unwanted and unused prescriptions off the street is a top priority of the Palm Beach County Sheriff's Office which is why Operation Pill Drop has been such a success at the District 9 Substation. This program allows residents to properly dispose of prescriptions safely and effectively.

Impacts: This program removes thousands of pounds of unwanted/unused prescription drugs from the homes of residents in Royal Palm Beach therefore minimizing the opportunities for those drugs to be inappropriately used or stolen. Prescription Drug Overdoses continue to be a growing problem not only in Palm Beach County but throughout the country. The residents of Royal Palm Beach have come to rely on the Pill Drop to dispose of their unwanted prescription drugs. In 2024 210 lbs. of unwanted/unused prescription drugs were processed through evidence to be destroyed.

Success: The P.B.S.O. COP Units act as a force multiplier. They are utilized for high profile events, business checks and special projects. PBSO ensures C.O.P personnel are constantly provided with new innovative training, and updated equipment. In 2024 volunteer hours totaled 576 hours which is a cost savings to the Village of \$18,207.36.

Impacts: Volunteers are a valued asset at the Sheriff's Office and in District 9. Supervisors often utilize these individuals for a plethora of community events within the Village of Royal Palm Beach. District 9 is fortunate to have volunteers that are trained in parking enforcement.

Success: Communication is the key to successful partnerships with residents and business owners. Community meetings, Crime Prevention Meetings and Neighborhood Watch Programs are planned and carried out regularly at the request of the communities. This partnership helps assist in keeping the lines of communication open between law enforcement and residents. Participating in and organizing community programs and events are on the forefront of District 9's ability to stay visible and part of the community. The Community Outreach Coordinator is someone the community members in Royal Palm Beach have come to rely on for a seamless line of communication with the Sheriff's Office. Additionally, the Community Outreach Coordinator attends meetings, coordinates and attends many special projects, which include: Career Days, School Supply Drive with local elementary schools, Conversation with a Cop, Shop with a Cop, Annual Principal's Breakfast, Trunk or Treat and several Law Enforcement Appreciation presentations.

Impacts: The Community Outreach Coordinator works closely with all deputies in District 9 and surrounding districts encouraging them to utilize crime prevention strategies and education when dealing with those they come in contact with daily thus instilling the true principles of Community Policing. Public speeches and Crime Prevention Training is often requested and supplied to civic groups, organizations, clubs and children's groups to educate those who may fall victim to would-be-criminals. Many people are taught and influenced in the area of crime prevention each year which is an essential part of reducing crime and apprehending criminals.

Success: High profile, proactive approaches to combating Vehicle and Residential Burglaries is one of the top priorities in District 9. Deputies are encouraged to patrol school zones while looking for and apprehending criminals during the day time hours.

Impacts: Proactive, high visibility posture taken by deputies in and around residential neighborhoods continuously assists in minimizing students from skipping school. As classroom learning continues, truants will be returned back to school where they belong. This will help in minimizing the chances they will commit a crime of opportunity in or around the school or in their communities.

Success: Due to the continued threat of violence on school and college campuses throughout the country, continued training and partnerships with local schools and administrators is crucial! Emergency plans are kept at District 9 so all first responders have up-to-date information if responding to a call for assistance. Additionally, every deputy in the district has given access to the school through either a key or a swipe card for emergency purposes.

Impacts: Creating a partnership with Principals, Day Care Centers, Charter Schools and School Board Police Officers help break barriers and fosters coordination in the event a response is ever in need at one of the local schools.

Success: P.B.S.O. District 9 is one of only four locations throughout Palm Beach County that provides fingerprinting services. In 2024, District 9 processed 1,381 requests.

Impacts: The Palm Beach County Sheriff's Office offers those in and around Royal Palm Beach this service.

Success: Inter-agency units proactive approach to crime and crime prevention. Through the utilization of all P.B.S.O. assets/units, District 9 is able to request and deploy an array of different policing tactics depending on current needs and criminal activity. In 2024 Mounted Unit hours totaled 20 hours, Bike hours totaled 44 hours and Marine Unit hours totaled 54 hours.

Impacts: The utilization of units such as the Marine Patrol, Motors, Mounted, K-9, S.P.O.T. (Sexual Predators & Offenders Tracking Program), Gang Unit, Narcotics Bureau, Violent Crimes Bureau, and the Eagle Helicopter in District 9 increases the ability to thwart crime and apprehend suspects when needed. In addition to these units, PBSO District 9 has many bike-certified deputies who are able to travel in and out of areas without being detected thus allowing arrests to be made where otherwise marked units would not be able to patrol.

Success: Utilizing Specialty equipment for additional patrol, special events and specific complaints in the Village of Royal Palm Beach enhances the ability to catch would-be-criminals. Two (2) additional deputies were Boat trained and certified in 2024.

Impacts: Patrol vehicles cannot get everywhere; therefore, there are several different modes of transportation utilized to catch criminals in the act. Boats are certainly one of those modes and allows law enforcement to patrol Village waterways, especially during holidays.

Success: District 9 has a full time ARU Specialist assigned to the front lobby as the first point of contact with the public. This person identifies the need of individuals whether it be for fingerprinting, reporting an incident or need for general law enforcement guidance and assistance. Customer Service is essential, and the District 9 ARU Specialist provides that to the Royal Palm Beach community.

Impacts: This position has allowed more individuals to take advantage of the services provided by the District 9 Substation as well as free up any deputy needing to respond to handle calls for service. In 2024 the District 9 ARU Specialist handled 234 calls with 125 case numbers pulled.

Success: District 9 utilizes a four passenger Polaris 4X4 and two ATVs to allow deputies to travel in areas that are difficult for patrol vehicles to access. Four (4) additional deputies were ATV/UTV trained in 2024.

Impacts: Specialty vehicles such as these are truly an asset to District 9. Many special events and/or high-profile calls require a need for vehicles which provide higher visibility and maneuverability than a patrol vehicle. The Polaris 4X4 and ATVs allows District 9 certified personnel to respond to events and incidents as needed.

Success: Utilized the DUI enforcement grant from FDOT in order to facilitate and participate in numerous group operations in conjunction with the DUI unit.

Impacts: This grant was implemented through the Traffic Division which enables District 9 traffic units and the PBSO Traffic Unit to both pull their resources together allowing for additional manpower and resources that may otherwise not be available at the district level.

Success: District 9 participated in several agency-wide operations:

- Operation Safe Ride. Bike Helmets – Cypress Trails, HL Johnson & R.P.B. Elementary. Over 500 helmets were fitted and given to students
- Operation: Safe Zones Keeping Our School Zones Safe Calendar Year 2023
- Multi-district progressive Traffic initiatives

Impacts: These operations, some done in conjunction with other districts, provided District 9 with the opportunity to address problems such as vehicles being left unlocked and drivers passing stopped busses that were picking up children or letting off students. Additionally, most parents do not know the laws about bike helmet safety; therefore, helmets and bike laws are distributed to those without them.

Success: Axon body-worn-cameras continue to be utilized in addition to the new A.I. report writing enhancements for all who are assigned BWC.

Impacts: This is a benefit to deputies and to the citizens of Royal Palm Beach. Axon body cameras and technology allow law enforcement to remain transparent with those they come in contact with during investigations and traffic stops.

Success: District 9 utilizes unconventional means of crime prevention and intelligence gathering. We utilize a few different Platform Vehicles to help catch would-be-criminals and thwart crimes before or as they are being committed.

Impacts: The Platform Vehicle continues to allow District 9 to displace criminal activity by providing intelligence and other suspect information to help build criminal cases.

Success: The preservation of life is the utmost importance to the Palm Beach County Sheriff's Office, and due to the increase in opioid overdoses, deputies continue to carry Narcan and Narcan Pouches on their uniforms. In 2024, District 9 deputies utilized Narcan one time.

Impacts: The ability to save a life with Narcan throughout the country has been amazing. This has decreased the number of overdose deaths and allowed the preservation of life and ability for recovery assistance for all those suffering from such addictions.

Success: Traffic continues to be the number one issue of concern raised by members of the community. The ability to respond, assist and clear a traffic crash or traffic issue helps everyone. District 9 has a full-time Community Service Aid to assist with traffic issues. In 2024, the District 9 Community Service Aid responded and assisted with 297 crashes/incidents.

Impacts: Community Service Aids are trained to assist deputies with traffic issues and take over a traffic scene. The C.S.A. alleviates a deputy who could be tied up on a traffic scene for hours, and allows the deputy to respond to routine law enforcement calls.

Success: Due to the concern of traffic by all who live, work and visit the Village of Royal Palm Beach, in order to stay up to date with modern technology and training, ten (10) new lasers and ten (10) new radars were purchased to thwart any unnecessary traffic crashes due to speeding.

Impacts: Traffic continues to be the number one problem and concern, not just in Royal Palm Beach but throughout south Florida. In order to keep speeding and traffic crashes minimal, the need for current up to date traffic lasers and radars are needed.

Success: Crime knows no jurisdiction; however, in order to aid in locating criminals and criminal activity, District 9 works closely with the Village of Royal Palm Beach to maintain LPR Cameras at strategic locations throughout the Village. In 2024 there were 36 arrests made and 15 recoveries of stolen vehicles due to the assistance of LPR cameras.

Impacts: The use of LPR cameras has allowed law enforcement to find and arrest those individuals who have committed crimes and/or stolen vehicles and arrest them. These cameras not only assist with criminal activity, but can also be utilized for locating vehicles reported for Silver Alerts, Amber Alerts and other sought-after vehicles as part of a criminal investigations.

Success: The utilization of the License Plate Reader Vehicle System allows District 9 and surrounding districts to have real-time information on stolen or wanted vehicles thus giving law enforcement more time to locate and apprehend those in question.

Impacts: The LPR System whether in a vehicle or on a stationary trailer is essential in identifying and stopping criminals.

Success: Due to the tropical climate, the homeless population in Palm Beach County has steadily grown over the past decade. In 2024, deputies working with the Homeless Coalition of Palm Beach County once again participated in the County-wide Homeless Count.

Impacts: The ability to know and identify homeless individuals in the Village of Royal Palm Beach is a great tool for law enforcement. It is important for homeless individuals to see law enforcement in a calm and helpful situation. Information is provided to the homeless regarding services available to them in our county.

Success: The utilization of non-conventional communication such as Variable Message Boards allows the Sheriff's Office to reach many people. Currently, District 9 maintains and deploys 4 Variable Messages Boards throughout the city with Crime Prevention Messages.

Impacts: People become complacent; therefore, it is important to move signs around with different messages to remind residents of measures they can take to protect themselves and their property.

Success: Mentoring through the Detective Bureau Liaison Program at District 9 allows deputies to take their case a step further by learning the intricacies of an investigation.

Impacts: Encouraging deputies to learn the next step of an investigation is not only beneficial to the deputies, but also allows the deputy who is on a call look for clues or information that could assist detectives in the investigation.

Success: The Lutheran Services homes for girls located in Royal Palm Beach continued to create an increase in Missing Person calls in 2024. District 9 continues to partner with staff at the "Camellia House" on current protocols, and continue an open line of communication if any need arises with staff or residents.

Impacts: Due to the unique partnership and implemented change in protocol, the process in which the girls are reported missing and/or found has reduced the number of calls for service by deputies. Additionally, female deputies continue to assist as liaisons to this home for direct contact if needed.

LEADER'S GUIDE

2025

FINAL REPORT

Mayor and Village Council



Royal Palm Beach, Florida
April 2025



Lyle Sumek Associates, Inc.

Table of Contents

Section 1	Shared Leadership – a Major Ingredient to Effective Governance	1
Section 2	Strategic Planning Model for Village of Royal Palm Beach	27
Section 3	Looking to Royal Palm Beach's Future	33
Section 4	Royal Palm Beach's Vision 2040	86
Section 5	Royal Palm Beach Village Government: Our Mission	100
Section 6	Plan 2025 – 2030	121
Section 7	Action Agenda 2025 – 2026	180

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SECTION 1

SHARED LEADERSHIP – A MAJOR INGREDIENT TO EFFECTIVE GOVERNANCE

GOVERNANCE VS. POLITICS: A SIMPLE VIEW

Governance is serving the community;
Politics is getting elected or re-elected.

Governance is being guided by vision, goals and value to the community;
Politics is being guided by ideology, a cause or philosophical principle.

Governance is shaping the community's future for the long term;
Politics is responding to the moment and current "crisis".

Governance is taking responsibility;
Politics is making promises.

Governance is exercising an ability to influence others;
Politics is the use of power.

Governance is finding pragmatic solutions to problems through collaboration;
Politics is starting with solutions in mind.

Governance is being data driven;
Politics is playing to people's emotions.

Governance is negotiating by trading off to find a workable compromise;
Politics is demanding and advocacy to win.

Governance is educating and mobilizing support;
Politics is rallying supporters and creating zealots.

Governance is creating community benefits and value;
Politics is taking personal credit and receiving personal recognition.

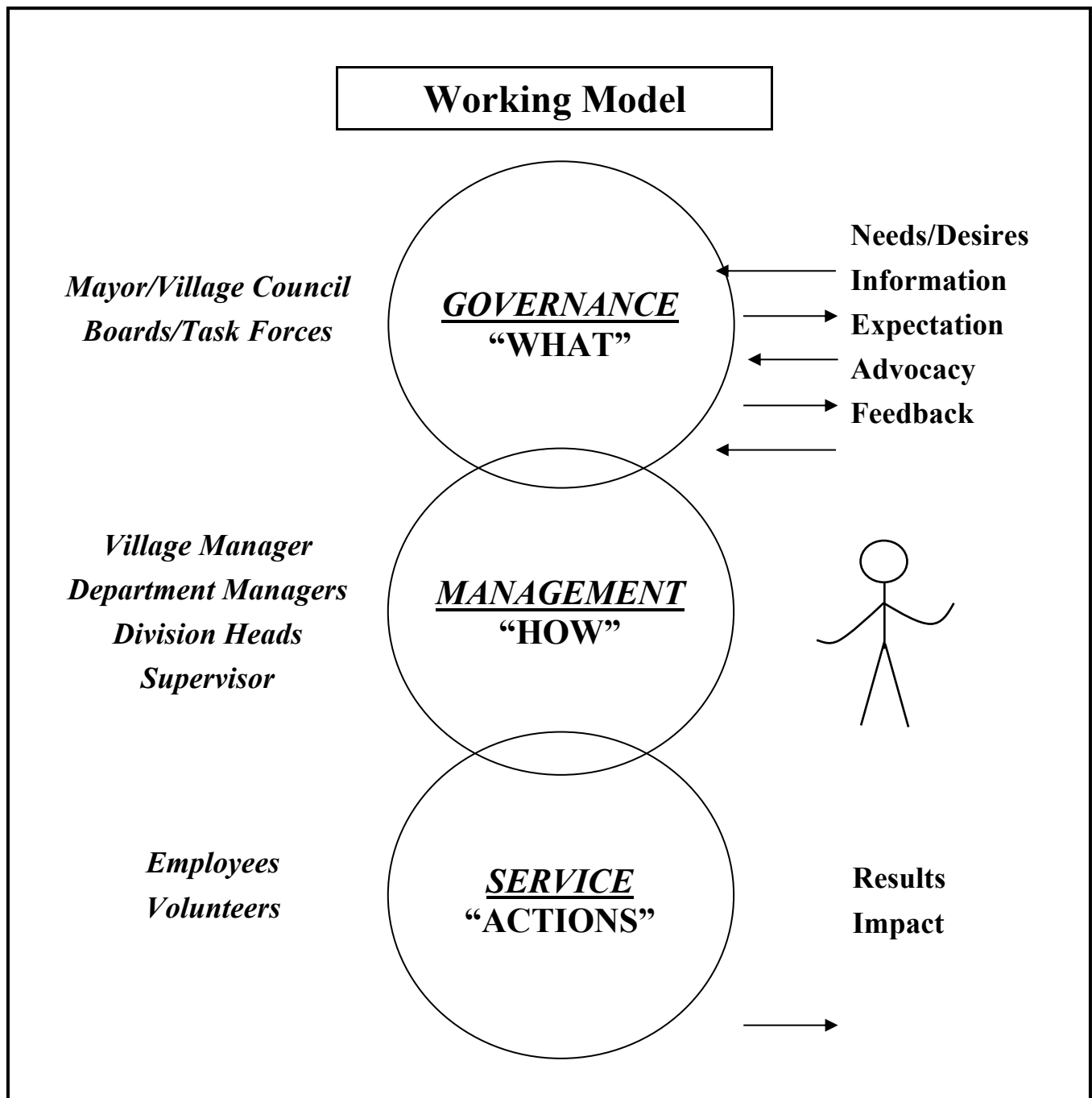
TODAY'S CRISIS: Politics dominating Governance

Council – Manager Form of Village Government

BASIC PREMISES

- * Power in the Council: Board of Directors**
- * Professional Management and Service Delivery**
- * Village Manager as the Chief Executive Officer**
- * Focus on Community as a Whole**
- * Council Responsible for Policy**
- * Minimize Personal Political Influence**
- * Citizens Involved in Governance**
- * Nonpartisan**
- * Competency and Merit**

Council – Manager Model



The Village

GOVERNANCE means . . .

- Listening to the citizens
- Anticipating and focusing issues
- Determining vision and values
- Decision making on direction and resources
- Setting the “tone” for the Village
- Monitoring staff performance
- Educating the citizenry
- Mobilizing support in the community

MANAGEMENT means . . .

- Analyzing issues
- Developing professional recommendation
- Decision making on programs and resources
- Setting the “tone” for the organization
- Developing programs and systems
- Determine implementation plans and strategies
- Educating and developing employees
- Evaluating and adjusting performance

SERVICE DELIVERY means . . .

- Developing operational plans and tactics
- Organizing the work unit
- Implementing decisions and programs
- Responding to citizen problems
- Maintaining equipment and facilities
- Providing quality services and products
- Developing work unit and employees
- Evaluating services and citizen impact

Council of Directors Responsibilities

OVERVIEW

- 1. Determine Your Core Businesses**
- 2. Define Goals for 5 Years**
- 3. Develop Strategies**
- 4. Establish Annual Agenda – “To Do” List**
- 5. Make Policy Decisions**
- 6. Listen to Community – the Stakeholders**
- 7. Be an Advocate**
- 8. Delegate to Village Staff**
- 9. Monitor Performance and Results**
- 10. Set the “Corporate” Tone**
- 11. Hire/Fire Chief Executive Officer**

Effective Teams Model

Effective TEAMS Are:

Goals

“Unifying Purpose and Goals”

- Goals – Outcomes
- Work Programs – Game Plan
- Strategy – Action Steps

Roles

“Individual Contribution”

- Valuing Individuality
- Responsibilities Defined
- Practicing Teamwork

Execute

“Produce Results through Actions”

- Analyze —————→ Decide
- Act —————→ Impact
- Evaluate —————→ Adjust

Attitude

“Willingness to Work Together”

- Respect for Each Other
- Cooperation and Openness
- Celebrating Success: Momentum

Trust

“Commitments Becomes Reality”

- Learning from Setbacks
- Guidelines
- Support Each Other

Winning Teams

LOSER

Conflict Turmoil
No Hope for Future
Internal Fighting
Personal

COMPETITIVE

Okay
Short Term
Compete, but Do Not Win

—————→
SUSTAINING

WINNER

Achieve a Goal
Claim Success
A Leader
Game Plan
Guided by Achievement

CHAMPION

Refocus Direction and Goals
Share Successes
Many Leaders
Strategy
Guided by Outcomes

Winners Versus True Champions *Comparison*

Winners	Champions
Keep the Focus	Refine Goals
Share Responsibility as Leaders	Look For and Develop Leaders
Use a Game Plan	Prepare for New Challenges
Build Teams	Develop Teams
Listen to Citizens	Reach Out to Citizens
Have Agendas	Take on a New Project
Celebrate Successes	Market Success

Today many villages can be characterized as “Winners.” Few villages can be characterized as “True Champions.” This true model provides insights distinguishing “Winners” from “Champions” and laying a foundation for championship action. The message to Mayor and Council is to look at: Are we a winning team? What do we need to do to become a champion team? The responsibility is yours as Village leaders.

12 Points of an Effective Mayor and Village Council

1. Focus on and Use Vision, Goals and Priority

- Define the Village's preferred future
- Establish outcome-based goals
- Think about value to the community
- Use to allocate resources, to develop plans and policies, to invest in the future

2. Make Timely and Courageous Decisions

- Use vision, goals and priorities to use decisions
- Seek and use input from community and Village staff
- Evaluate options through committees and work sessions
- Decide on what is "best for the Village"

3. Provide Clear Direction and Expectations

- Obtain clear closure
- Define outcomes, measures of success and time frames
- Delegate assignments to Mayor and Council, and to Village staff
- Make sure to summarize and test closure to make sure that everyone has the same understanding

4. Negotiate

- Know your own bottom line
- Look for common ground and areas of agreement first
- Use work session and committees to negotiate
- Win with grace, lose with grace

5. Treat Others with Respect

- Be courteous, polite and trustworthy – avoid personal attacks
- Deliver on your commitments
- Act within your defined roles
- Value the contributions of others

6. Have Open Communications

- Communicate using direct, open messages
- Keep everyone informed and avoid surprises or hidden agendas
- Listen and understand before judging
- Use simple and focused messages that people can remember

7. Monitor Performance

- Obtain regular progress updates/status reports
- Meet quarterly to review and refine direction
- Evaluate the outcome and actions, and make modifications
- Take responsibility for the actions and be accountable for the results.

8. Have a Community Presence

- Be accessible to the citizens and community
- Go into the community beyond your political supporters
- Take time to develop effective working relationships with community partners
- Be a positive advocate for the Village

9. Act as a Board of Directors

- Know your community – view it as the “market place”
- Focus on providing policy direction
- Delegate clear responsibility to the Village Manager as the C.E.O.
- Avoid micromanaging and the daily operations

10. Think Strategically

- Institutionalize the goal setting process
- Identify key partners who can bring resources to the table
- Define alternative routes and steps to destination – the vision
- Keep the “big” picture in mind

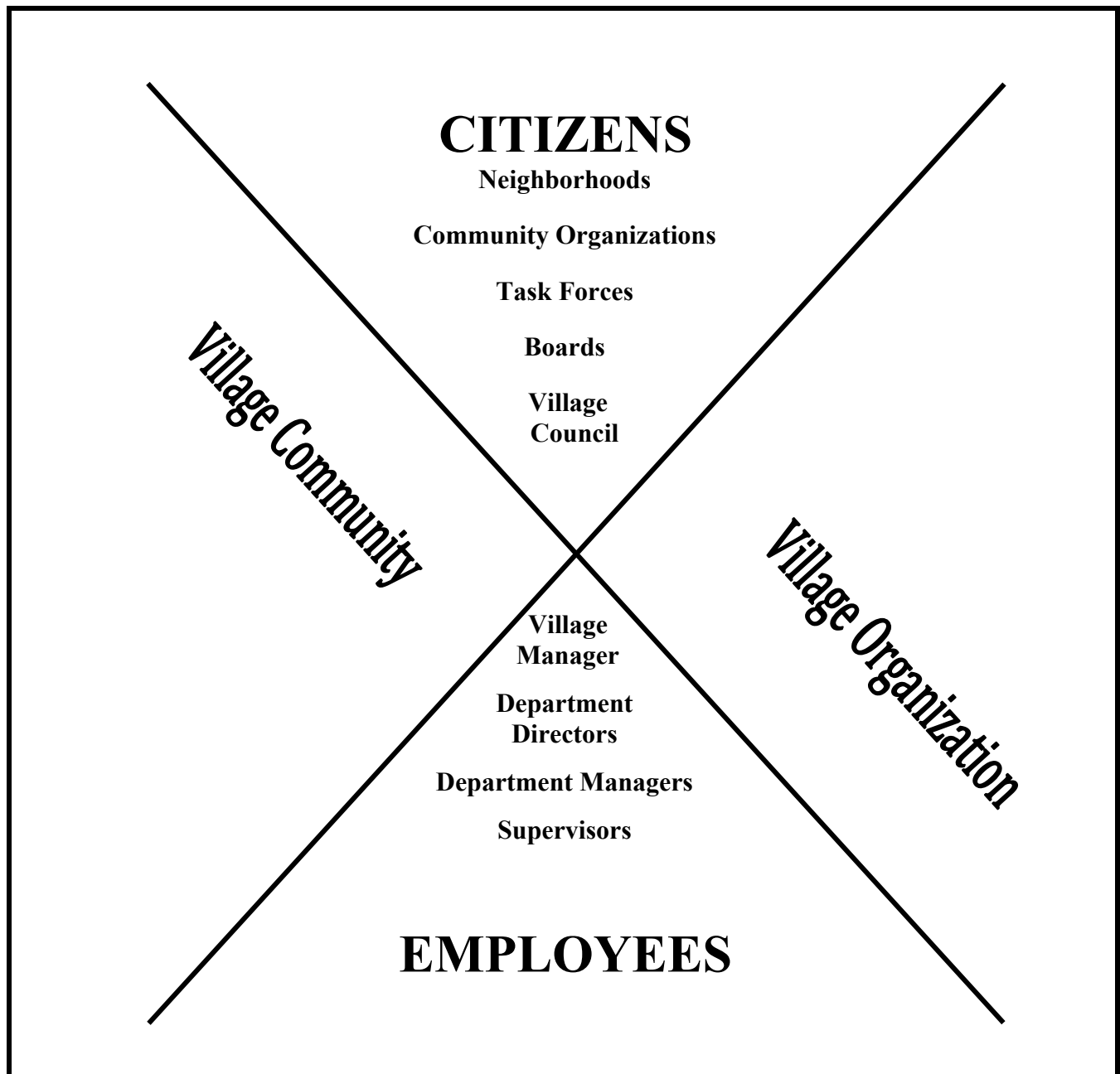
11. Align the Village Organization

- Appoint individuals to Boards and Committees who share your passion for the Village and the vision for the future
- Define the core values to guide “how the Village should operate and be managed”
- Employ the “right” Village Manager for your Village
- Hold other accountable for their behaviors, actions and the results

12. Share Success and Celebrate

- Communicate “Our Village Success” in terms that the average citizen will understand
- Use celebrations that create a positive memory – value that the Village has added to people’s lives
- Recognize others who have contributed to the Village’s success
- Remember people want to be associated with “winners”

Community-Based Village Government



SHARED LEADERSHIP – A MAJOR INGREDIENT TO EFFECTIVE GOVERNANCE, TO ENHANCED VILLAGE PERFORMANCE AND TO BUILDING THEIR COMMUNITIES FOR THE FUTURE

Over the years I have come to the realization that shared leadership between the Mayor & Village Council and Village Manager & Management Team is critical for long-term success, for creating a sustainable organization culture and for delivering results that benefit the community. For villages, 2025 is looking as a year of great turbulence for villages and a time for effective shared leadership. When the governance process and the management process are effective and working, there is an overlap requiring a partnership between the processes. The Mayor is the governance leader; the Village Manager is the management leader. Shared leadership has Mayor & Village Council and the Village Manager & Management Team all acting as leaders based upon their defined roles and responsibilities.

A. TURBULENT FORCES CHALLENGING LEADERS AND COMMUNITIES

For shared leadership of the Mayor & Village Council and Village Manager & Management Team to work in today's complex and turbulent world, it is important for them to understand, to discuss and to develop realistic approaches to address these forces that are affecting every Village and community.

1. POLITICAL PARTIES AND PARTISANISM

A basic underlining pillar of the “good government” movement that lead to create the Council-manager form of government was nonpartisan elections removing political parties from the electoral process. During the late 1800's and early 1900's, many local governments operated under the political party. They experienced political graft and corruption, hiring based upon party affiliation not competency or merit, and focused on political agendas over community benefits. In nonpartisan elections, residents were running to serve the community, to be stewards of community resources and to guide the community to the future. Today, both political parties are applying pressure on state legislatures to abandon nonpartisan elections by requiring candidates to identify a party affiliation on the ballot or have full-blown partisan elections with party primaries. Both political parties are also pressuring local candidates to accept their endorsement and donations, to focus on national and societal issues over serving the community and to endorse political party position on issues. When unsuccessful, the political parties seek out candidates to support their agendas. An unintended consequence is that the costs of elections and running for office have increased significantly. In addition, state-wide PACs are investing money in local elections and attempting to link national issues to local elections. Another facet of these partisan efforts is the abandonment of the Council-manager form of government to the strong mayor-weak Council form.

2. EXPANDING VOCAL NEGATIVE 20% - NEVER SATISFIED

In every community we can divide the residents into four groups: 20% positive, engaged and supportive of the Village government; 20% negative who are against everything and will be never satisfied, 20% that can lean either to the positive or negative; and 40% who are satisfied with Village services and programs, have other priorities in life than to become engaged in Village government or

civic affairs. Within the negative 20%, there are a hard core 5% who are extremely vocal, are anti-government, who use social media to intentionally share disinformation, who make personal attacks and accusation about the Village leaders, managers, employees and their families/relatives; who have no vision, no goals, and do not accept the mission of Village government; and who will never be satisfied with Village services, projects, programs or performance. The negative 20% are craving and enjoying their attention and personal recognition. Their presence is magnified through social media. Many local leaders are fearful that if they confront or stand up to these individuals there will be negative personal consequences.

3. SOCIETAL LOSS OF CONFIDENCE IN GOVERNMENT AND DEMOCRACY

Today, residents see chaos in the federal government with an inability of Congress to govern, to make decisions and to work together across party lines. In a recent Gallup Poll, 83% did not believe that the current Congress had the ability to govern. Increasing attention focuses on the upcoming Presidential Election in that our democracy is under attack and that the future of the country is in doubt. The nightly news gives us daily examples of the undermining the confidence in democratic institutions. Surveys indicate a growing loss of confidence of all level of governments – the leaders, the officials, the institutions; 60% desire to seek compromise during governance. This perspective is creeping down to local governments. Residents are making the choice to become less engaged and are reluctant to run for elected office. Mayors and Council Members are questioned by family members and friends: “why are you running, why are you involved, and are you crazy.” However, when community surveys are taken, the result reinforce the belief that local government can be trusted and a high satisfaction level with Village services.

4. RESIDENT'S LACK OF CIVIC EDUCATION AND UNDERSTANDING

Since the 1970's, local school systems have greatly reduced or no longer offer basic civic education nor teach responsibilities of citizenship in a democratic society. As a result, a generation of residents have no idea that we live in a republic in which we elect representatives to represent us in a legislative body which has the responsibility to define the direction, to enact legislation, to set tax rates and determine the allocation of resources. Residents do not understand Village governments, the relationship to Village governments, the tax structure and fees and who provide what services. They do not understand the Council-Manager form of Village government – the underlying principles, how it operates, the roles and

responsibilities of Mayor-Village Council and Village Manager. They pressure villages to address school issues and problems, to provide services that are the responsibility of other governments and to resolve societal issues. In fact, it is not uncommon for a Village Manager to be asked by residents, when are you going to run for mayor and get a salary increase. When they run and get elected, they have no experience serving on a board of directors and have a tendency to micro-manage the Village operations. Increasingly, villages are seeing the need to becoming proactive civic educators through citizen academies, greater involvement in schools, work study programs. Unfortunately, they are only able to reach a small number of residents.

5. SOCIAL MEDIA AND OUR WORLD OF DISINFORMATION

Today, we live in a world dominated by social media. The world attention lives here since that is where many residents, particularly younger ones, get their information. Many residents assume if the information is on social media the information is true. Our attention span has shortened with information shared in an easy to understand and brief snippets with no background, little supporting evidence and no in-depth analysis. There are few venues for public dialog or debate, or presentation of complex reports for review and refinement. On NEXT DOOR and similar social media forums, one finds residents have opportunities to complain about the Village, to share misinformation based upon falsehoods, to generate momentum and mobilize support and to have “public dialog” on community issues based on myths while excluding local government presence. Misinformation and disinformation is quickly spread throughout the community and the world on social media. Today, there is minimal local media coverage of the Village. Village governments have been slow in taking responsibility to share information on local projects and issues, and in defining their role and actions in this social media realm.

In the past, local government have not valued or funded proactive strategic communications and made the choice not to correct or respond to misinformation/disinformation.

6. DESIRE FOR LOWEST TAXES AND FEES/NO DEBT OVER FISCAL RESPONSIBILITY

Residents in most communities want lower taxes and fees while having the expectation of superb municipal services, outstanding facilities and great customer service. They do not think about how services are paid for and the relationship between taxes and services. Many local leaders have a “goal” of having the lowest taxes in their area and take pride in saying “we are the lowest.” In addition, residents saying that the local government should have no debt or reduce the current debt level – minimal borrowing for current and future capital needs. Today villages struggle with increasing costs of projects, increasing cost of equipment, increasing costs of service delivery and increasing employee compensation and benefits. Cheap, no debt government is not effective government or leaders acting in a fiscally responsible manner. Fiscally responsible leaders may increase taxes supporting defined services and service levels, use debt to fund major capital projects that respond to the communities needs today and prepare the community for the future. A reality is that if residents believe that they are receiving valued services from the local government they will support a tax increase and vote for major bond issues.

7. FINDING THE NEXT GENERATION: LEADERS, MANAGERS AND EMPLOYEES

A major question today is where are the next generation of public servants – where are leaders, managers and employees going to come from. In today's governmental turbulence, it is hard to find a person to run for elected office, to serve on a Village Council, board or task force, to manage a Village or department or to work in local government. Schools are not educating their students about career opportunities in government. Villages are struggling to retain and hire employees. The Village's workforce is getting older. For example, many villages have utility plant operators who are in their 60's, retiring or ready to retire and are struggling to find replacements. Villages find it difficult to find a police officer, firefighter, engineer, IT staff in very competitive markets. Some villages are now offering bonuses, relocation allowances and other incentives to attract quality candidates, which is resulting in significant salary compression. Villages are developing succession programs and plans to address this issue. The question remains: where are leaders, managers and employee going to come from and how we develop them.

8. "FLAME THROWERS" – ELECTED OFFICIALS WHO'S GOAL IS TO BRING CHAOS TO GOVERNANCE

In the past, there has been a tradition that residents running for office have learned about the local government and the governance process by serving on a board or committee. Many share the local government's vision, understand the government mission and have a desire to serve the community. They have taken pride in serving the Village, served as cheerleaders for the Village and the community, valued governance based on civility and adopted protocols, and have seen the importance of teamwork and collaboration. Here is an emerging group of elected officials who are running from a different mindset based upon bringing chaos to the local government and to the governance process. They will not agree to or follow a code of conduct-based civility or protocols which provide a framework for how the Council-Manager government should operate, or the defined roles and responsibilities under the Council-Manager form of government. They react to or create short-term issues and reject ongoing strategic planning and master planning. Their behaviors are disruptive, they personally attack their colleagues, staff and family members, they question and reject data-driven reports presented by staffs and consultants and intentionally spread disinformation about the government and local officials. Their behaviors and actions drive people away from becoming involved or becoming a positive force in the community. In reality, the "flame thrower" will not change – you can only minimize the damage. The support of a unified voice to the community to support major projects, significant actions on issues and ballot measures for community consideration.

9. POLITICS OVER GOVERNANCE

Politics focuses on getting elected; governance is the responsibility of determining the direction of the government. More and more today, politics is dominating the governance process. We have done a poor job preparing elected officials to govern. Newly elected officials today arrive with little orientation and training or experiences of participating in the governance process.

Many newly elected officials think that their job is a few hours per week – regular formal meetings each month, may be a work session. They are caught off guard when they come to realize that the job is 24/7 with responsibilities to represent the local government to regional/state bodies, to have a community presence and attend events, to listen and handle residents' complaints any day and any time of day, to prepare and study for meetings including regular meetings and special meetings, individual meetings with the Village Manager and the list can go on. For the politically inclined, they focus more on personal agenda, personal power and making decisions that support them to run for another political office. They are not driven by what is best for community. Their desire is to please others to gain their political support or survive the moment, and not to serve the community.

10. LOSS OF FOCUS ON THE VILLAGE GOVERNMENT'S PRIMARY MISSION

The charters and state law outline the general mission of Village governments. The mission of village governments is more clearly defined as agents of state government. On the other hand, villages have much looser defined responsibilities based on the community that they serve. For each Village government, the mission responsibilities should be conceptualized as a house. The first floor are services that are required by law (you go to jail if not provided); the second floor are core basic services for necessary for daily life (public safety, utilities); the third floor are services that define the quality of life in the community (land use planning, park & recreation, library) and the roof are community add-ons that enrich the lives in the community (community events). The foundation of the house are basic elements needed to provide the services (facilities, infrastructure, human resources, financial resources and information technology). If the roof gets too large the Village will collapse; if the foundation crumbles, the house collapses. Elected leaders have the responsibility to continually evaluate and redefine the mission, especially through a balanced budget and policy deliberation. Today, local governments are facing significant pressure to address societal issues (acceptable books, gender issues, world peace and global issues) which they have no ability to influence, expand community events and festivals going beyond the direct benefit to the community, and to add community services that go beyond the true mission. Mayor and Village Councils have the ultimate responsibility to define the Village's mission.

11. STATE GOVERNMENTS FORCING VILLAGES TO "FEND" FOR THEMSELVES

During the past several years, state governors and legislatures have had a full-blown attack on home rule and the ability of Village governments to determine their direction and destiny. They have enacted laws that have reduced revenue options and imposed restrictions on taxes and fees, reduced the local government's ability to regulate for community benefit, reduced funding for major projects, imposed additional regulations and mandates without providing funding options and have proposed legislation that threatens the future of the Council-Manager form of local government. The bottom-line reality is that Village governments are on their own. Village governments have hired lobbyists as frontline defenders with the purposes to monitor proposed legislation, to propose alternative legislative proposals, to be an advocate on issues to protect the interests of the community and Village government. Mayor and Council Members

have been asked to build relations with their state representative, to develop and adopt a legislative agenda, to maintain ongoing communications with other governmental leaders, to educate other elected officials about local issues, challenges and responsibilities. While the legislature is in session, there is a significant time requirement. This hyper-attentiveness dilutes the Village's focus on strategic initiatives and the delivery of core services.

12. CRUMBLING VILLAGE FACILITIES AND INFRASTRUCTURE

Villages are faced with aging Village facilities and infrastructure needing upgrades or replacement. Many Village facilities are beyond their life cycle and are still being used by residents. Many villages have been slow to invest in upgrading their facilities and infrastructure. An example is aging municipal pools requiring significant annual investment and maintenance while a new aquatic complex is cost prohibitive. An option is the creation of multiple splash pad which provide interactive aquatic experience. In addition, villages have underground pipes from the 1990's that are at the end of their life years before the advertised life cycle and have deteriorated more rapidly than older infrastructure. Villages are also struggling with securing future water supply. For villages that are faced with growth, the challenge is balancing by taking care of and maintaining the current Village facilities and infrastructure while building new Village facilities and infrastructure to support growth and development. In addition, villages are having difficulty in hiring certified plant operators. Mayors and Village Councils have the responsibility to determine the balance by determining project priorities and to determine funding mechanisms.

BOTTOM LINE: SHARED LEADERSHIP REQUIRES TO EFFECTIVELY RESPOND TO THESE FORCES OF TURBULENCE AND TO CREATE THE BEST POSSIBLE FUTURE FOR THE RESIDENTS, THE COMMUNITY AND THE VILLAGE.

B. KEYS TO SHARED LEADERSHIP SUCCESS

Effective shared leadership requires all leaders to understand, to practice and live by these ten keys of leadership success.

1. CHARACTER COUNTS – Village leaders demonstrate their true character by:

- Being truthful and honest
- Consistency of words and actions
- Acting in an ethical manner – above question or beyond reproach
- Defining and knowing your personal core values
- Practicing their core values every day
- Having high moral standards without hypocrisy
- Keeping/delivering on their commitments/promises
- Acting with integrity
- Acting in an equitable manner
- Having open minds
- Communicating in an honest manner
- Acting in trustworthy manner
- Leading by example
- Relying on data and fact – avoid creating a reality based upon misinformation, disinformation or fabricated reality – “be careful of believing in your own ‘bs’”
- Acting with a sense of purpose
- Being personally vulnerable and “real” in the appropriate circumstances

2. PUTTING COMMUNITY FIRST – Village leaders place the community and public service above self by:

- Acting with a public purpose in mind
- Demonstrating a genuine love for the community – a true passion for the community
- Caring about the community
- Knowing and understanding our community – our history and traditions, our community demographics, our strengths and areas for improvement, our challenges and opportunities, what makes our community special
- Having a community presence – visible to our residents
- Being a community “cheerleader”
- Making decisions that benefit the entire community
- Focusing on adding value to the lives of your residents
- Listening to and striving to understand the whole community – “not just the vocal”
- Knowing and partnering with businesses, community institutions and organizations
- Participating and enhancing community events – big and little that bring our residents together

- Giving to the community
- Guiding the community to a better future
- Responding to community needs
- Helping the community to define the future
- Working with other governments to benefit the community

3. PLAYING MUSIC AS AN “ORCHESTRA” – Village leaders build the capacity of the Mayor and Village Council to perform as a highly effective Governing Team by:

- Mutually defining the roles and responsibilities under Council-Manager form of government and the Village Charter
- Developing the musical score with the Village Council to establish the framework for effective governance by defining success and effectiveness for the Mayor-Village Council, by establishing house rules – a code of conduct and establishing operating protocols for daily activities
- Knowing and facilitating the “musical scores
- Helping the Village Council to learn how to work together, to negotiate and resolve conflicts and communicate in an open manner
- Recognizing the importance of practice –the practice of working together
- Maximizing the skillset and potential of each orchestra member/Village Council
- Putting others where they will succeed
- Letting the orchestra play the music
- Coaching and advising other team members
- Understanding the roles and contributions of others
- Inspiring others to achieve more
- Keeping open lines of communication with others
- Changing the tempo when necessary
- Determining who needs to be on the Stage – in the Workshop
- Calling on the right people at the right time
- Awakening and expanding the best in others
- Inspiring others to positive outcomes for the community and for future generations
- Being a motivator
- Developing the next generation of community leaders – the next Mayor, the next Council members and the next Village Manager – leadership succession preparation
- Determining how the Council will spend its time and process to govern... different Council have different operating styles
- Structured meeting focusing on attention on short term actions...leaving little time for strategic discussions and responsible decision making

4. PERSONAL CONNECTION WITH OTHERS – Village leaders establish effective personal and working relationships by:

- Reaching out on a personal level with Village Council members
- Getting to know others – their goals, their values, their issues, their opportunities, their concerns, their personal agendas, their operating styles and the issues, their priorities or actions that “set them off”
- Finding a personal connection – common interest, common issues, common values
- Taking time for others
- Listening to and striving to truly understand others
- Listening to the entire community
- Building and working to sustain an effective work relationship
- Seeking input from others
- Respecting diverse opinions and ideas
- Acting with civility
- Reaching out to partners, community organizations
- Finding something in common with other persons
- Responding to requests for help or assistance
- Helping Council members with their issues in context of the Village mission and work program
- Being a “therapist” for Council Members or each other
- Providing advice when asked
- Recognizing that at times it is necessary to agree to disagree respectfully
- Reaching out to diverse elements of the community

5. STRATEGIC THINKING AND TACTICAL ACTIONS THAT PRODUCE A BETTER COMMUNITY – Village leaders develop and facilitate strategic process that transform ideas and dreams into actions by:

- Understanding the governmental institution responsibilities and processes
- Making things happen that might not otherwise happen, and preventing things from happening that ordinarily might happen.
- Establishing and institutionalizing a well-defined and ongoing strategic planning processes with regular updates
- Recognizing the importance/valuing an ongoing and consistent strategic planning process
- Defining the vision – the preferred future for our community
- Defining the Village government’s mission – the responsibilities for Village government
- Defining the Village government’s core values – the performance expectations and standards for every Village employee
- Establishing outcome-based five-year goals
- Linking strategic plan to budget and capital planning
- Eliminating unnecessary services, programs, projects and processes
- Having a fiscally responsible tax rate driven by services and service levels

- Investing in the community's future
- Having an ongoing capital planning and funding process – facilities and infrastructure
- Focusing on defined services – core for daily life and quality of life
- Developing an annual action agenda with defined priorities – a work program for policy and management
- Developing tactical and action plans – who is responsible; what is going to be done – activities and milestones, when will things be completed
- Monitoring and reporting on action progress
- Focusing on future outcomes for the community
- Developing tactical plans and responses to emerging issues and challenges
- Being nimble and agile and adapting to an ever-changing operating context/environment
- Taking time to evaluate results and outcomes
- Seeking feedback from the community – service satisfaction and adding value
- Preparing data-based reports, evaluating community options and outlining policy options
- Avoiding pressure to let short-term issues derail the long-term strategic process or projects

6. COLLABORATION FOR RESULTS: Village leaders frame issues and facilitate the negotiating process by:

- Recognizing that no closure – decision or plan is perfect – it may be adjusted or modified over time
- Determining the appropriate/best time to address the issues
- Identifying what will happen if no action is taken
- Defining the sources and types of conflicts
- Preparing for negotiation
- Negotiating with others who have differing opinions or ideas
- Listening to and striving to understand each individual Council Member – their goals, their views on critical issues, their legacy, their views on the community, their operating style
- Facilitating the negotiating process
- Striving for win-win resolutions owned by all
- Looking for compromises – acceptable middle grounds
- Representing the interests of the community
- Evaluating, learning and making timing adjustments
- Working with community partners
- Bringing up difficult issues
- Avoiding hyperbole and “strawman” arguments
- Testing the resolution
- Avoid denying or giving in to order to avoid addressing the issue
- Supporting creative thinking
- Supporting innovative actions and taking calculated risks
- Willing to take time for the process, but must get to a result
- Encouraging winning with grace and losing with grace

7. COURAGE TO DECIDE – Village leaders have the backbone to make difficult decisions for the Village government and community by:

- Knowing when the time is right to address the issue and make the decision
- Having the courage and supporting Village Council to address issues no matter how controversial in the community
- Focusing on critical issues and what is important
- Taking time upfront to define the underlying issue(s) or problem(s) and to establish parameters to guide research and investigation
- Using data and input from others to make decisions
- Understanding the risk and potential consequences
- Finding a personal balance among Village staff input, community input and personal beliefs and preference
- Knowing the initial position of each Council member
- Linking decisions to strategic framework, community outcomes and benefit
- Involving others, particularly critical partners and managers/staff, who have responsibility for implementation
- Going into the field to experience this issue or problem first hand
- Recognizing that there are no perfect decisions – best decision based upon currently available data and research
- Allowing each Council member an opportunity to speak, to ask questions and to state opinions
- Understanding best practices used by others to address similar issue/problems and evaluate the potential application to your government
- Using Workshops for detailed discussions and negotiations
- Suggesting alternatives – that may lead to a consensus or viable compromise
- Seeking timely closure on issues
- Recognizing that every – decision, re-decision and non-decision is a decision and a building block for the community's future
- Making the tough call
- Before the final decision is made, summarizing and testing decisions
- Addressing value-based issues once –avoiding the recycling of issues
- Standing up to the negative forces in the community
- Rallying the community and Village Council behind the decisions
- Representing the decisions to others
- Use pilots to test decisions before full implementation when possible
- Allow staff to take calculated risks
- Council majority decides
- Supporting the decision of the majority

8. CLARITY OF DIRECTION AND OUTCOMES – Village leaders strive to have everyone on the “same page” – a common understanding that empowers staff to implement by:

- Understanding the expectations of others
- Working with others to define the community's future – desired outcomes
- Working with others to establishing goals – five years
- Having a clear vision –long-term community outcomes
- Having everyone with the same understanding
- Summarizing and testing Village Council directions and expectations
- Rallying the community behind the goals, actions and direction
- Seeking community partners to work on the goals
- Monitoring and reporting on progress
- Ongoing report to and marketing to the community – we are taking actions and are producing results that add value to residents and our community
- Communicating in a succinct, clear and creative manner with the community
- Building momentum through small and incremental successes
- Translating dreams into realistic outcome-based goals
- Having goals that inspire others
- Looking for partners to achieve goals
- Keeping the focus on outcomes for the community
- Mobilizing the resources to achieve goals
- Integrating goals into budget, CIP
- Evaluating the results of the actions – are we achieving or moving closer to outcomes
- Having a “can do” attitude
- Building and sustaining momentum
- Achieving community's potential
- Providing the necessary resources to provide defined services and service levels and to complete a capital project
- Avoiding micro-managing service delivery and project management
- Trusting staff to provide the defined service
- Respecting roles and responsibilities

9. CULTIVATING OPTIMISM – Village leaders project a positive, can do attitude by:

- Having a positive outlook
- Having a sense of positive realism
- Encouraging others
- Supporting others
- Helping others to achieve their goals
- Celebrating community successes
- Building positive momentum through early successes
- Recognizing the importance of realistic positive mindsets even in light of crisis – the power of positive thinking

- Sending the positive message: “things are working in the Village”
- Providing hope for a better future
- Providing support during difficult times
- Looking for ways to get to “yes”
- Recognizing realities of the situation
- Conquering setback, obstacles and difficulties
- Exploring options
- Having patience
- Avoid focusing on blaming who is responsible for setbacks
- Keeping a cool head
- Avoiding defensiveness
- Encouraging the Village Manager to bring “bad news” to the Village Council
- Encouraging the Village Manager to bring “new ideas” to the Village Council

10. CREATIVE THINKING AND INNOVATIVE ACTIONS – Village leaders encourage out-of-the-box thinking by:

- Develop processes for creative thinking – expect it and institutionalize it
- Analyzing the difficulty, setback and obstacles
- Learning from others – what worked and what was tried and did not work
- Learning from the situation and apply to similar situations
- Addressing the difficulty long term
- Supporting creative thinking
- Supporting innovative actions and taking calculated risks
- Encouraging and supporting others
- Learning from setbacks
- Applying best practices to your Village when appropriate
- Creating an organizational culture that supports creativity
- Identifying and evaluating options

These Ten Keys to Leadership are the foundation to developing and sustaining an effective governance process and to developing and sustaining a Village that delivers value to the community today and creates a better for all in the future. In addition, these Ten Keys to Leadership can also help Mayors & Village Councils and Village Managers & Management Team lead and guide their villages in the today's turbulent world.

Effective shared leadership has delivered results. Their villages were guided by a long-term vision – a preferred future for the community; followed their Village's defined mission; developed and implemented 5-year outcome-based strategies, developed and regularly monitored an annual action agenda (a work program with policy actions for Mayor-Village Council and management actions for the Village Manager and Management Team); were nimble and agile with the ability to take advantage of opportunities and respond to challenges and setbacks, made courageous decisions; acted as financial stewards and made fiscally responsible decisions; invested consistently in the community's future; developed and institutionalized an ongoing strategic planning process; and developed the capacity of the entire Village team to produce results. The community, both residents and businesses, were able to see and experience the benefits from this shared leadership.

In conclusion, Shared Leadership makes a difference in re-imagining the communities that results in adding value to the lives of residents and guests.

SECTION 2

STRATEGIC PLANNING MODEL FOR THE VILLAGE OF ROYAL PALM BEACH

STRATEGIC PLANNING MODEL

Value-based principles that describe the preferred future in 15 years

VISION

Destination
“You Have Arrived”

Strategic goals that focus outcome-based objectives and potential actions for 5 years

PLAN

Map
“The Right Route”

Focus for one year – a work program: policy agenda for Mayor and Village Council Annual Action Plan, management agenda for staff; major projects

EXECUTION

Itinerary
“The Right Direction”

Principles that define the responsibility of Village government and frame the primary services – core service businesses

MISSION

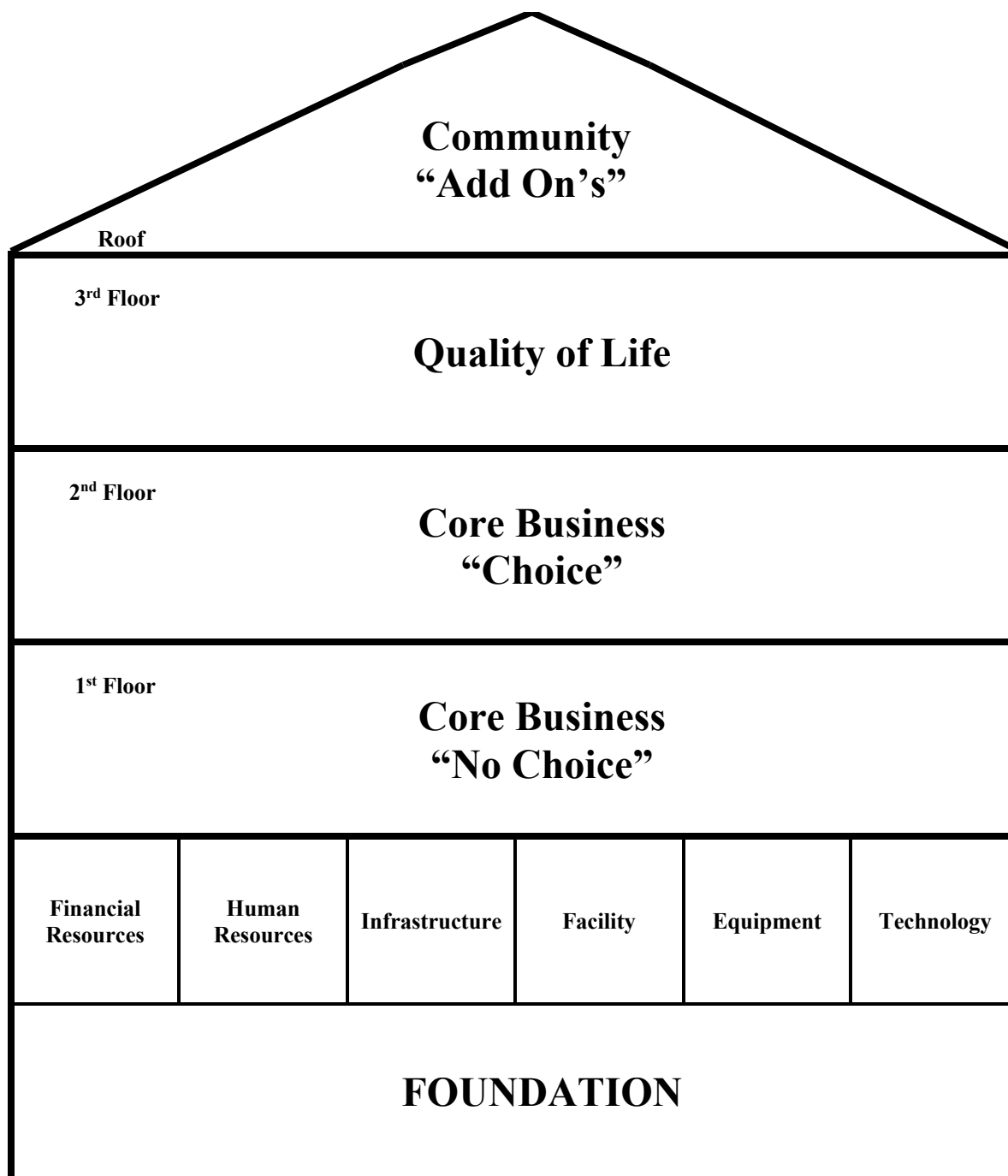
Vehicle
“The Right Bus”

Personal values that define performance standards and expectations for employees

CORE BELIEFS

Fuel
“The Right People”

Village: Service Responsibilities



Village Service Hierarchy House Model

FOUNDATION

"INVISIBLE" FROM VIEW, BUT NECESSARY FOR THE DELIVERY OF VILLAGE SERVICES

1st FLOOR - NO CHOICE

SERVICES REQUIRED BY STATE OR FEDERAL LAWS; IF NO COMPLIANCE, PEOPLE GO JAIL, FINES ARE LEVIED

2nd FLOOR - CHOICE FOR DAILY LIFE

SERVICES NECESSARY FOR LIVING IS A MODERN COMMUNITY

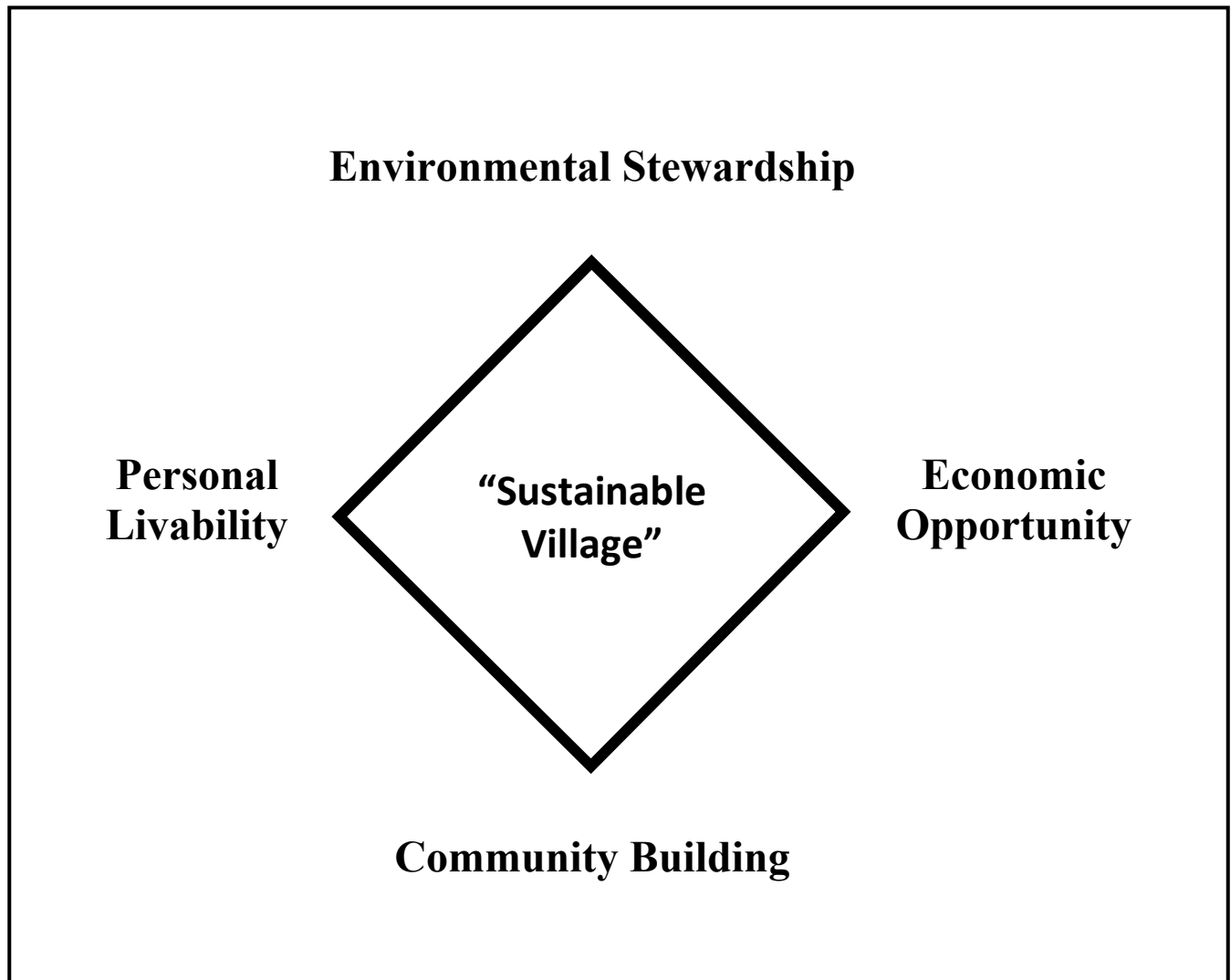
3rd FLOOR - QUALITY OF LIVING

SERVICES THAT MAKE THE COMMUNITY A DESIRABLE PLACE TO LIVE AND DISTINGUISH IT FROM OTHERS

ROOF - COMMUNITY ADD ON

SERVICES THAT ADD FURTHER VALUE TO THE RESIDENTS' LIVES

Sustainable Community



A Sustainable Community is a Balance of Four Components

Personal Livability

- Feeling safe
- Quality schools and educational programs for lifelong learning
- Quality medical services and personal wellness opportunities
- Neighborhoods with a ranges of housing opportunities
- Easy mobility within the Village and to/from outside
- Reliable utility services: water, sewer, telecommunications
- Timely response to an emergency call for service

Environmental Stewardship

- Preservation of the Village's natural resources
- Conservation of water
- Effective stormwater management system
- Recycling for residents and businesses
- Reducing the Village's and community's carbon footprint
- Use of alternative energy sources

Economic Opportunities

- Creating a positive environment that supports private investments and entrepreneurship
- Retaining and growing current businesses
- Workforce trained for 21st century jobs
- Opportunities for higher education and job training
- Developing public-private relationships with a return on the investment
- Attracting businesses targeted for the community

Community Building

- Partnering with community-based organizations
- Strong community events with active participation that bring neighbors together
- Community gathering places where residents go to enjoy
- Residents positively engaged in the Village's governance processes
- Proactive communications about the Village and the community
- Residents volunteering and contributing to the community
- Celebrating the community's history and heritage

SECTION 3



LOOKING TO ROYAL PALM BEACH'S FUTURE

Messages from Our Community

Village of Royal Palm Beach

1. Residents LOVE living in Royal Palm Beach – small community feeling and character, family-friendly community
2. Concerns about traffic congestion and volume
3. Concerns about speeding in neighborhoods
4. Street light out and the purple glow
5. Baseball Park bathrooms poor condition
6. Keeping up with maintenance of Village buildings, facilities, parks and infrastructure
7. Need for fairer code enforcement and permitting process - inconsistent
8. Concerns about a growing visible homeless population
9. Increasing residents' awareness of community events and festivals
10. Concerns about customer service provided by inspectors and code enforcement; lack of empathy
11. Code enforcement needs to focus more on commercial and businesses and less on residential
12. Need for more advertising of community events and festivals to our residents
13. Love Commons Park and it's amenities; love Crestwood North Park
14. Concerns about high insurance costs
15. Work with our HOA's – HOA's are unhappy
16. Help make RPB Community High School to become "A" rated
17. How do I become more involved?

18. Village Hall austere and unwelcoming
19. Businesses concern with bureaucratic processes and language jargon
20. Businesses in shopping centers needing to increase their visibility due to sign restrictions

Village of Royal Palm Beach 2025

Strengths – Weaknesses

Threats – Opportunities

»» Strengths

1. Village Manager leadership and policy guidance
2. Department managers and their commitment to serving the Royal Palm Beach community
3. Safe community with great policing services provided by PBSO
4. Village's investment in infrastructure maintenance and upgrade
5. Village government financial condition and reserves
6. Top-quality schools and educational programs (except our RPB Community High School)
7. Commons Park: venues and programming
8. Village Hall and Cypress Hall
9. Quality of life amenities making Royal Palm Beach a get place to live and raise children
10. Variety of community events and festivals that bring our community together
11. Hometown feeling
12. Family-oriented and friendly community
13. Sense of community identity and pride
14. Proactive Village government and problem solving
15. Communications and access to Mayor and Council Members – willingness to listen

»» **Strengths (continued)**

16. Ongoing and institutionalized strategic planning process
17. Quick response to a service request or problem

»» **Areas for Improvement**

1. Communications on upcoming community event and festivals
2. Further enhancing Village communications with residents
3. Upgrading Recreation Center
4. Shortage of school teachers
5. Growing traffic volume and congestion
6. Enhancing communications with our residents
7. Obtaining feedback from our customers and enhancing customer service
8. Developing a “Team Spirit” with the new Mayor and Village Council Team
9. Mayor and Council Members showing up as a team - together
10. Working with HOA’s and addressing their concerns
11. Communicating and working with school principals and teachers
12. Enhancing customer service and empathy in code enforcement and inspections
13. Addressing the issue of high housing rental rates

»» Threats to Royal Palm Beach's Future

1. Actions by the State of Florida reducing local control/home rule, restricting revenues, hampering regulation of developments
2. Growing homeless population
3. Unmanaged impact residential development in west Palm Beach County
4. Growing traffic congestions and slower travel times by automobile
5. School Voucher Program impacts on schools
6. Poor quality schools especially middle school and high school
7. Becoming like West Palm Beach or Wellington
8. Becoming unaffordable for our RPB residents
9. Letting parks deteriorate
10. Poor customer service to our residents and businesses

»» Opportunities for Royal Palm Beach's Future

1. Tuttle Royale Development
2. Costco Area Redevelopment
3. Additional Housing Development
4. State Road 7 Revitalization and Development
5. Regional Transportation Master Plan
6. Local Mobility Options
7. "A" Rated Schools
8. Management Succession and Organizational Culture Continuity
9. Celebrating our Village and RPB Community Success
10. Enhanced Communications and Engagement with our Residents
11. Active Participation in the Florida League of Cities and National League of Cities
12. Grants to Leverage Village Resources
13. Legislative Relationship and Advocacy for Royal Palm Beach's Interests
14. Expanding Public Arts Programming and Activities
15. HOA's Relationship Building

Actions for 2025

Mayor and Village Councils' Interviews

Village of Royal Palm Beach

1. Tuttle Royale Development: Update, Direction and Village Actions
2. Housing Development (behind the Winn-Dixie): Next Steps
3. Golf Carts Regulations: Legal Analysis, Best Practices, Report with Options, Direction and Village Actions
4. Gate Security/Integrity at Madrid and State Road 7: Problem Analysis, Direction and Village Actions
5. Recreation Center Project: Design and Construction
6. SR 7 and Okeechobee Development Plan: Update, Direction and Village Actions
7. Cypress Key-Southern Boulevard Traffic Signal
8. Street Light Replacement Program: Problem Analysis, Options, Direction and Village Action
9. Old Commercial Centers Redevelopment/Revitalization Strategy/Actions: Desired Outcomes, Best Practices, Village Role, Direction and Village Actions
10. Five Year Financial Plan Update – Revenue Projections, Reserve Projections, Expenditures Projects: Presentation, Discussion and Direction
11. Budget and Tax Rate: Direction
12. Reserves Policy Update: Review and Refinement
13. State Advocacy and Lobbying: Key Issues, Legislative Agenda, Monitoring Legislation and Village Actions
14. Sales Tax Projections: Update Report

15. Background Checks for Candidates: Best Practices, Report and Direction
16. Car Racing Citywide and Neighborhoods: Problem Analysis, Best Practices, Report with Options, Direction and Village Actions
17. Management Succession Planning and Talent Development: Update Report
18. Crestwood Traffic Light: Direction
19. Code Enforcement: Performance Review, Problem Analysis, Report with Findings and Recommendations
20. Code Ordinances (increase staff sign-off): Review, Refinements and Adoption of Changes
21. Community Events and Festivals Marketing and Resident Information Expansion: Report with Options, Direction and Village Actions
22. Village Incentives for Teachers to Live in Royal Palm Beach: Desired Outcomes, Village Role, Best Practices, Direction and Funding
23. Village Supplementing Teacher Salaries: Desired Outcomes, Village Role, Best Practices, Direction and Funding
24. Village Support for Schools: Desired Outcomes, Village Role, Best Practices, Direction and Funding
25. Lakeside Townhomes Development: Next Steps
26. Village Hall Sculpture Unveiling: Direction and Event
27. Regional Transportation Plan Development: Participation and Update Reports
28. ERP: Direction and Funding
29. Culture Center Entrance Cover: Direction and Funding
30. HOA Relationship Building and Action Plan: Outcomes, Best Practices, Report with Options, Direction and Village Actions
31. Village Communications and Engagement Enhancements: Goals/Outcomes, Best Practices, Focusing on Strategic Communications, Report with Options, Direction and Funding
32. Business Visibility: Problem Analysis, Best Practices, Report and Direction

33. Town Center – Pod 6: Update, Direction and Village Actions
34. Major Events ROI: Evaluation Report and Direction
35. “A” Rated Schools Strategy: Problem Analysis, Village Role, Desired Outcomes, Direction and Village Actions
36. Community Survey: Concept, Direction and Funding
37. Housing Inventory: Update Report
38. Accessory Dwelling Units (ADU): State Actions, Direction and Village Actions
39. Customer Service Feedback and Evaluation: Outcomes, Approach. Methodology, Direction and Funding
40. Westfest/Seafood Fest: Direction
41. Shade Trees/Tree Program: Current Activities, Outcomes, Best Practices, Report with Options, Direction and Funding
42. Management Succession: Update Report
43. Civic Education Program: Outcomes, Best Practices, Potential Tools, Village Role, Direction and Funding
44. NLC/FLC Participation: Direction, Funding and Actions
45. Public Arts Program Re-evaluation: Outcomes, Village Role, New Initiatives, Report with Options, Direction and Funding
46. Vector: Evaluation, Re-purposing and Direction
47. Village Website Upgrade: Goal –Easy Access and Key Information for our Community, Best Practices, Direction and Funding
48. Village App: Goal –Easy Access and Key Information for our Community, Best Practices, Direction and Funding
49. Channel 18: Direction
50. Community Connection Upgrade: Direction
51. Youth Board: Direction and Implementation

52. Senior Board: Direction and Implementation
53. Data Centers Development: Report on Impacts, Direction and Village Actions
54. Federal Project: Identifications and Lobbying
55. Turf Fields: Report with Options, Direction and Funding
56. Golf Driving Range Net: Report with Costs, Direction and Funding
57. Neighborhood Events Support: Outcomes, Best Practices, Report with Options, Direction and Funding
58. Community Calendar Development: Concept, Best Practices, Direction and Funding

Top “10” Strategic Priorities for 2025 – 2026

EXECUTIVE PERSPECTIVE

- 1. Tax Rate Direction**
- 2. Accessory Structure architectural guidelines**
- 3. East-west corridor connection to the Turnpike and I-95**
- 4. Finalize capital replacement plan**
- 5. Pond Cypress Natural Area Connection at Target**
- 6. Preservation Park to Crestwood connection (Grant)**
- 7. New ERP implementation**
- 8. Construct Addition and renovation of the Recreation Center**
- 9. Audit FPL Franchise fees.**
- 10. Implement Village of Royal Palm Beach App.**

Looking to Royal Palm Beach's Future Departmental View

MAJOR CHALLENGES

Royal Palm Beach, Florida

April 2025

DEPARTMENT: Clerk's Office

From your department's perspective, what are the major challenges facing the village over the next 5 years?

- 2025 Municipal Election including ongoing coordination with the SOE and polling location providers.
- The increased volume of Public Records Request and keeping pace to ensure a timely and accurate response.
- Monitoring the two RV Lots (i.e., renewal documentation (insurance and registration updates)), security camera maintenance and making sure the tenants maintain their space and what they are storing.
- Collecting accurate information from various departments and ensuring it's provided on time, so flyers and infographics are completed without last-minute changes with regard to web and media content.
- Making sure all departments provide current and accurate information about their services, so the website consistently reflects the most up-to-date content.
- Ensuring social media content is aligned with today's trends and audience needs.
- Monitoring/Filling Board/Commission Seats with resident volunteers.

MANAGEMENT IN PROGRESS 2025 – 2026 PROJECTS AND ISSUES

Royal Palm Beach, Florida

April 2025

DEPARTMENT: Clerk's Office

Please list departmental projects or issues in progress (meaning there is work currently being done on them).

- 1 2025 Municipal Election (Mayor – Opposed, Group #3 – Opposed)
- 2 Legal Advertising for Elections, Public Meetings, Bid Documents, and all Village Ordinances
- 3 Responding to Public Records Request
- 4 Agenda Preparation/Packets and Post Council Meeting Action (i.e. process and distribute Resolutions, Ordinances, Variance Orders, Landscape Waivers, Contracts, etc.)
- 5 Minutes for Council, Education Advisory Board and both Pension Boards
- 6 Assisting the Education Advisory Board with scholarship process
- 7 Conducting Municipal Lien Searches
- 8 Monitoring the two RV Lots (i.e. security, payments, availability, registration and insurance updates)
- 9 Processing Village Code of Ordinances revisions through CivicPlus (Municode)
- 10 Keeping monthly meeting calendar current
- 11 Procurement Intake and notice of Selection Committee meetings to the Office of the Inspector General

12 Records Retention/Management

13 Continually updating HOA contact information as well as Employee Emergency Contact Phone numbers for Emergency Management information dissemination

14 Processing Palm Beach County Sheriff's Office Parking Citations

INITIATIVES 2025 – 2026: SHORT-TERM ISSUES AND PROJECTS

Royal Palm Beach, Florida

April 2025

DEPARTMENT: Clerk's Office

Please list issues or projects that you would like for the village to address this 2025 – 2025.

- 1 Update Election Materials (i.e., Candidate Information Handbook, Municipal Election Schedule, etc. (August – September)
- 2 Develop Standardized Forms for Resolution, Ordinances and Agenda Item Summaries (October)
- 3 Create Standard Operating Procedure for Clerk's Office (November)
- 4 Update outdated park videos on the website for accuracy and relevancy. (October)
- 5 Refresh outdated content on the website, ensuring all information is current and reflects the latest news and events. (Ongoing)
- 6 Monitor social media trends and implement relevant content to boost reach and engagement with residents. (Ongoing)
- 7 Collaborating with the I.S. department to continuously update and maintain relevant content on the webpage. (Ongoing)
- 8 Update Community Connection with new photos of the Cultural Center and Commons Park venues for the January 2026 issue. (November)
- 9 Coordinate with appropriate department to streamline notification to RV lot tenants in the event of an emergency and lock down via Code Red. (Ongoing)
- 10 Contract with Impound Company to remove and auction of abandoned RV Lot vehicles. (May)
- 11 Discussion of using Palm Beach County Legal Notice website for Village legal advertising. (June)

MAJOR CHALLENGES

Royal Palm Beach, Florida

April 2025

DEPARTMENT: Community Development

From your department's perspective, what are the major challenges facing the village over the next 5 years?

- It is an ongoing challenge to refine documents and educate our customers regarding our E-permitting process and encourage residents to seek our services.
- Re-organization and creation of CD Administrator learning curve regarding increased responsibilities.
- Increased property values have already affected properties within the Village. Families expanding to house grown children and or adult family members moving back home with parents brings with it increased pressure on parking, landscaping and often compromised living accommodations. We are vigilant to address these issues to protect the property values of adjacent or nearby residents.
- The significant impact of the Southern Properties and the Mixed-use development will be the largest impacts to traffic flow increases in service levels will be significant.
- Initiating new SF residential Pod at Southern Properties.
- Beginning construction of Lakeside Landings Townhomes.
- CE implementation of prohibited vehicle enforcement during evening hours.
- Completion of Pod 2 and FCI properties at Southern Properties.

MANAGEMENT IN PROGRESS 2025 – 2026 PROJECTS AND ISSUES

Royal Palm Beach, Florida

April 2025

DEPARTMENT: Community Development

Please list departmental projects or issues in progress (meaning there is work currently being done on them).

- 1 Monitoring Project Dox and Electronic Permitting. Revising documents and process toward better efficiency.
- 2 Implementing Virtual Inspection System program to be utilized by customers.
- 3 Continue seek out and review potential AI technology elements which may integrate with CD functions providing increased efficiency.
- 4 Implement trades Inspection and Plan Review Internship Programs anticipating future turnover and industry wide staff resource reduction trends.
- 5 Creating a DSWE through positive interactions, team building outreach and supportive training.
- 6 Refining Private Provider data process. Seeking model reporting.
- 7 Establish and monitor compliance with State “Milestone Inspection” program for buildings 3 stories or greater

INITIATIVES 2025 – 2026: SHORT-TERM ISSUES AND PROJECTS

Royal Palm Beach, Florida

April 2025

DEPARTMENT: Community Development

Please list issues or projects that you would like for the village to address this 2025 – 2026.

- 1 Review of Accessory Structure architectural guidelines and possible size limitations as related to primary structure sizes.
- 2 Continue to evaluate advances in artificial intelligence functions and how they may potentially be applied within Community Development service delivery.
- 3 Incorporate internship hiring options within Plumbing/Mechanical/Electrical/Building positions while continuing incentives and cross training of existing personnel.
- 4 Develop and implement a safe and effective strategy for evening observations of prohibited vehicle parking in residential and commercial areas of the Village.
- 5 Review and propose a residential lighting guideline reducing glare and establishing limits to spill over light at adjacent property lines.
- 6 Review existing Landscape Ordinance and update to include VRPB direction and State Legislative changes.

MAJOR CHALLENGES

Royal Palm Beach, Florida

April 2025

DEPARTMENT: Engineering

From your department's perspective, what are the major challenges facing the village over the next 5 years?

- Renovation and Expansion - Recreation Center Architectural / Engineering design and construction for the expansion and renovation of the Recreation Center. The expansion will include a 9800-sf gymnasium, 4 meeting rooms, a kitchen, and restrooms totaling 5500 sf. The project also includes the expansion and resurfacing of the parking lot and upgrading entry feature signage.
- Advocate for a new east-west corridor connecting western communities to the Turnpike and I-95. This will reduce congestion, improve travel times, and improve safety for our region.
- Create new maps and apps showing site plans and various setbacks for properties throughout the Village that would allow staff and residents, business owners and developers conveniently view site plans and setback requirements.
- Finalize the capital replacement plan for all the infrastructure maintained in the Village GIS system. Develop tools and procedures to update the plan as infrastructure is replaced.
- Advocate for pedestrian and bicycle access from the FPL pathway to the Pond Cypress Natural Area and Grassy Waters Preserve, which is a combined 23 square mile preserve adjacent to the State Road 7 extension, north of Okeechobee Boulevard.
- Obtain grant funding for a 10-acre park within the Tuttle Royale subdivision located south of Southern Blvd. and west of the Lowes Plaza.
- Obtain grant funding for a 600-foot pedestrian/bicycle pathway from Crestwood Boulevard to the Preservation Park Recreation Center, which will include two bridges and a gazebo.

MANAGEMENT IN PROGRESS 2025 – 2026

PROJECTS AND ISSUES

Royal Palm Beach, Florida

April 2025

DEPARTMENT: Engineering

Please list departmental projects or issues in progress (meaning there is work currently being done on them).

- 1 Road Re-Surfacing-The proposed project will address areas within the Village with poor pavement conditions caused by aging, traffic and water damage. The following is a list of proposed roadways to be resurfaced: For 2025: Alcazar St, Azalea Dr, Balsam Dr, Barcelona Dr, Belvedere Rd, Bilbao St, Bobwhite Ct, Bobwhite Rd, Camellia Dr, Carissa Dr, Chestnut Cir, Civic Center Way, Cocoplum Cir, Cocoplum Ln, Copperwood Cir, Cortes Ave, Croton Dr, Dahlia Dr, Dove Cir, Eider Ct, Emerald Ct, Euston Ct, Finch Ct, Galiano St, Garden Ct, Gardenia Dr, Goldfinch Ln, Greenwood Ct, Habitat Ct, Hibiscus Dr, Infanta Ave, Infanta Ct, Jay Ct, Kent Ct, Las Palmas St, Lilac Dr, Linda Ct, Locust Ln, Madrid St, Mallard Ct, Mandeville Ln, Martin Cir, Meadowlark Dr, Mimosa St, Monterey Way, Morgate Cir, Natchez Trace Ave, Natures Way, Nottingham Rd, Oleander Dr, Orchid Dr, Oriole Ct, Oriole St, Park Rd N, Pintail Ct, Poinciana Blvd, Puffin Ct, Rainforest Ct, Raven Ct, Royal Palm Beach Blvd, Sandpiper Ave, Santander Ct, Santiago St, Saratoga Blvd W, Seagull Ct, Segovia Ave, Segovia Ct, Sevilla Ave, Sparrow Ct, Sparrow Dr, Sparrow Ln, Sparrow Pl, Sparrow Rd, Sparrow Ter, Starling Ave, Sunflower Cir, Sunflower St, Sweet Bay Ln, Sycamore Dr, Teal Ct, Trace Ct, Twin Lakes Way, Valencia St, Venetian Ln, Wildcat Way, Old Crestwood Blvd., Sparrow Ext (PRJ#- PWXXRR / Fund-302)
- 2 Ongoing coordination with FPL to convert FPL-owned streetlights to LED, thus providing more effective lighting at a lower cost. Field confirming existing lighting, obtaining and analyzing photometric plans, and executing FPL agreements for each phase of conversions. (PRJ#- EN2004 / Fund-303)
- 3 Cultural Center Entry Enhancement- Construction of an extension of the main entry canopy (PRJ#- PR2401 / Fund-303)
- 4 David Farber Building Renovation design and construction (PRJ#- EN2401 / Fund-303)
- 5 All Children's Playground – Commons: design and construction (PRJ#- PR2602-303)

- 6 Bob Marcello Lighting Upgrade: design and construction (PR2501-303)
- 7 Obtain ADA Improvements phase II grant notice to proceed and construct.
- 8 Obtain Bike Path Trailhead and Signage Plan grant notice to proceed and construct.
- 9 La Mancha Underdrain – complete construction (PRJ#-PW2204)

INITIATIVES 2025 – 2026: SHORT-TERM ISSUES AND PROJECTS

Royal Palm Beach, Florida

April 2025

DEPARTMENT: Engineering

Please list issues or projects that you would like for the village to address this 2025 – 2025.

- 1 Eliminate the maintenance responsibility of lighting on the west side of SR80 that is adjacent to Wellington. Transition maintenance of the remaining SR80 lighting to FPL.
- 2 Workforce tracking for Public Works using ESRI GIS tools for work order assignments. Implement a more comprehensive time and task tracking for use by Public Works.
- 3 Develop tools in GIS to add & remove fixed assets, map the assets, and eventually integrate the data with the new ERP.
- 4 Obtain grant funding to replace the existing 8.0' wide asphalt pathway with a 10.0' wide concrete pathway from Bilbao St. to Okeechobee Blvd. Expand walkways on Okeechobee Blvd. and add a 10.0' wide concrete pathway adjacent to the brass ring parking lot.
- 5 Design and construct two pickle ball courts in counterpoint.
- 6 Camellia Park Improvements: design and construct the replacement of existing tennis courts lights, tennis pro office, restroom building. Fix drainage issues in various sections of the park.

MAJOR CHALLENGES

Royal Palm Beach, Florida

April 2025

DEPARTMENT: Finance

From your department's perspective, what are the major challenges facing the village over the next 5 years?

- Preparing a balanced operating budget without a tax increase while taking in consideration revenue constraints, cost control and unforeseen events.
- Developing a five-year capital plan to ensure the financing of projects while maintaining fiscal responsibility.
- Navigating the transition to a new ERP system.
- Navigating the transition to a new timekeeping system.
- Ensuring departmental adherence to the procurement policy while developing a streamlined process for procuring goods and services.

MANAGEMENT IN PROGRESS 2025 – 2026 PROJECTS AND ISSUES

Royal Palm Beach, Florida

April 2025

DEPARTMENT: Finance

Please list departmental projects or issues in progress (meaning there is work currently being done on them).

- 1 Develop customized departmental budget reports in OpenGov to enable departments to run budget-to-actual reports at any time.
- 2 Prepare a Popular Annual Financial Report (PAFR) to provide residents an “easy to understand” version of our annual financial report.
- 3 Updating financial policies and procedures to ensure regulatory compliance and the integrity of financial operations.
- 4 Research, procure and implement a new timekeeping system with the assistance of the IS department by December 2025 to ensure a seamless transition from the current system.
- 5 Quarterly reporting of American Rescue Plan Act (ARPA) Funds.
- 6 Audit FPL franchise fees that are submitted to the Village to ensure proper remittance throughout the Village boundaries.

**INITIATIVES 2025 – 2026:
SHORT-TERM ISSUES AND PROJECTS
Royal Palm Beach, Florida
April 2025**

DEPARTMENT: Finance

Please list issues or projects that you would like for the village to address this 2025 – 2025.

- 1 Develop purchasing procedures and standardized bid templates to streamline the procurement process and ensure compliance.
- 2 Review impact fees and determine if an updated impact fee study is needed.
- 3 Conduct annual purchasing and accounts payable training to Village staff.
- 4 Work with Engineering, Public Works and Human Resources to strength our emergency management policies and procedures to reduce our risk of non-compliance with the FEMA PA program through the Florida Recovery Obligation Calculation (F-ROC) process.

MAJOR CHALLENGES

Royal Palm Beach, Florida

April 2025

DEPARTMENT: Human Resources and Risk Management

From your department's perspective, what are the major challenges facing the Village over the next 5 years?

- Recruiting – Paying competitive wages while being compliant with our pay policies for the current market. We are having to consistently hire above the min starting wage to attract talent which always has the potential to create compression.
- The absence of the IT Director has impacted the implementation and direction of multiple software platforms used by Payroll and HR making operations difficult.
- The software contract with Criterion is committing the Village to 3 years, but the end result will not accomplish a functioning and integrative HRIS system.
- Retirements and finding replacements that have adequate job knowledge
- Cost of Insurance and benefits package
- Maintaining the Royal Palm Beach Culture when approx. 20% of the current workforce may retire in the next 5-7 years

MANAGEMENT IN PROGRESS 2025 – 2026 PROJECTS AND ISSUES

Royal Palm Beach, Florida

April 2025

DEPARTMENT: Human Resources and Risk Management

Please list departmental projects or issues in progress (meaning there is work currently being done on them).

- 1 Implementation of Onboarding and online application system
- 2 Recruiting and hiring
- 3 Redesigning and updating HR Forms
- 4 Writing SOP for HR given in the next 5-7 years the department maybe new staff.

**INITIATIVES 2025 – 2026:
SHORT-TERM ISSUES AND PROJECTS
Royal Palm Beach, Florida
April 2025**

DEPARTMENT: Human Resources and Risk Management

Please list issues or projects that you would like for the village to address this 2025 – 2026.

- 1 To shop a New HRIS that can do what HR and Payroll need and not have two systems

MAJOR CHALLENGES

Royal Palm Beach, Florida

April 2025

DEPARTMENT: Information Systems

From your department's perspective, what are the major challenges facing the village over the next 5 years?

- Cybersecurity Threats, Attacks, Targets.
- Limitations of Current Financial (ERP) & Legacy Systems
- Disaster Recovery – Business Continuity

MANAGEMENT IN PROGRESS 2025 – 2026 PROJECTS AND ISSUES

Royal Palm Beach, Florida

April 2025

DEPARTMENT: Information Systems

Please list departmental projects or issues in progress (meaning there is work currently being done on them).

- 1 Updating and Automating Processes and Policies to Best Practices.
- 2 Reevaluating Current Systems and Applications to Build IT Roadmap.
- 3 Preparing/Planning for New ERP Migration from Mainframe to Modern System.
- 4 Cloud-based applicant tracking/recruitment, on/off boarding, performance/learning management, time & attendance capturing software solutions: Continued Deployment.
- 5 10GB network to remote facilities, primarily Rec Center, Commons & Cultural Ctr.
- 6 Aruba WI-FI upgrade at Rec Center, replacing older Ubiquiti system.
- 7 use of AI Technologies: investigation and report with options

**INITIATIVES 2025 – 2026:
SHORT-TERM ISSUES AND PROJECTS
Royal Palm Beach, Florida
April 2025**

DEPARTMENT: Information Systems

Please list issues or projects that you would like for the village to address this 2025 – 2025.

- 1 Upgrade Microsoft Office Email & Applications to O365 Cloud Suite w/One Drive for Improved Productivity Tools.
- 2 Rollout SharePoint/One Drive.
- 3 Invest in Comprehensive Information Security Action Plan to Protect Data & Systems. - Initiated
- 4 Firewall Replacement
- 5 DBF Subnet Migration
- 6 Cultural Center Subnet Migration

MAJOR CHALLENGES

Royal Palm Beach, Florida

April 2025

DEPARTMENT: Parks and Recreation

From your department's perspective, what are the major challenges facing the village over the next 5 years?

- Hiring and Retaining Staff in the early part of the year was challenging, for Parks Dept.
- Aging workforce that is primarily tasked with manual labor responsibilities.
- Outdated "Thorguard" system throughout the park sites is difficult to repair. (Lightning Prediction System)
- Service interruptions of aging A/C system within the Sporting Center
- Loading In users and equipment for rentals at the 2 Corporate Pavilions at Commons park because there is not a nearby service road access.
- Relocation of programs and activities during the Recreation Center expansion project.
- High Demand of larger rooms at Cultural Center (Grand Ballroom & Full Banquet Room) on Friday/Saturday/Sunday. Maintaining proper staffing level to cover this high demand.
- High volume of usage of Cultural Center rooms is causing increased wear-and-tear on the facility's furnishings and surfaces. This will expedite replacement schedules.
- Lack of storage and office space at Cypress Hall, has resulted in new challenges and concerns related facilitating rentals at that facility.
- With the increase in participation and seniors, being more active, additional space is needed to enhance programming and activities at the Recreation Center.
- Securing and retaining volunteer coaches for athletic programs.
- Lighting in the parking lot of the Recreation Center is limited. Even with all of the lights "on" it is not very well lit in the parking lot and in front of the building.

- Getting the senior population to utilize our online (tech related) resources.
- Storage space is limited at the Recreation Center (tables, chairs and janitorial equipment).
- Recreation Center hiring and retaining staff (part-time and full-time). Specifically, those working evening and weekend hours for activities, events and set-up/take-downs. Limited candidates with reliable employment potential.
- Heavy use of natural grass athletic fields is difficult to maintain and allow for more users than the existing Provider Groups.

MANAGEMENT IN PROGRESS 2025 – 2025 PROJECTS AND ISSUES

Royal Palm Beach, Florida

April 2025

DEPARTMENT: Parks and Recreation

Please list departmental projects or issues in progress (meaning there is work currently being done on them).

- 1 Hiring an outside company to Pressure Wash areas within 10-15 our parks sites
- 2 Restoration of outdoor restrooms throughout the Village parks
- 3 Repair/Replacement of trail and pavilion lighting throughout Commons Park
- 4 Coordinating rentals and programs at Cultural Center during the porte-cochère construction at the main entrance area.
- 5 Add LED Lighting to additional fields at Bob Marcelo Park.
- 6 Replacing old tables and chairs at Recreation Center.
- 7 Establishing a presence on social media, upgrading advertising and marketing strategies and highlighting our amenities on a variety of platforms.
- 8 Maintaining recreational facilities and equipment that have high usage. (Gymnasium basketball goals, lighting, bleachers)

INITIATIVES 2025 – 2025: SHORT-TERM ISSUES AND PROJECTS

Royal Palm Beach, Florida

April 2025

DEPARTMENT: Parks and Recreation

Please list issues or projects that you would like for the village to address this 2025 – 2025.

- 1 The purchase and installation of new shade covers for the sports field bleachers
- 2 Replacement of outdated playscapes, play surfaces, furniture and pavilions Village wide
- 3 New Irrigation pump stations in our parks
- 4 Contracted re-grading of the grass infield areas at Bob Marcello Park's ballfields
- 5 Replacement outdated/weathered signage through the park sites
- 6 Replacement of dwarf tiff- eagle grass turf at the putting greens in Commons Park. Work with First Tee for improvements to a portion of putting green practice areas for improvements.
- 7 Make improvements to the "tee box" areas of the Driving Range. Includes: replacing pads, adding additional concrete and angling inward the eastern "tee box" area.
- 8 Develop plans for a service road access to the back of the Commons Park Amphitheatre and Corporate Pavilions (2). Consider adding 1 restroom attached to the backstage area of the amphitheater, as well.
- 9 Replace the primary A/C unit at the Sporting Center.
- 10 Replacement of cabinets in Ballroom kitchen at Cultural Center.
- 11 Establishing custodial position/duties at Cultural Center (F/T or P/T for Mon-Fri)

- 12 Updating the flooring in Recreation Center (all bathrooms and classrooms)
- 13 Install athletic field turf at Katz Soccer Complex. It is nearly impossible to keep up maintenance due to the high usage. Resting periods is also required, currently.
- 14 Install LED lighting on all sports fields (Katz Soccer Complex & Bob Marcello Park)
- 15 Consider netting along perimeter of Katz near preserve to stop soccer balls from going in the adjacent preserve.
- 16 Considering additional fencing/netting around backstop of baseball/softball fields to stop foul balls from leaving the field of play.
- 17 Sound proof wall panels to eliminate some of the noise in the gym in the Recreation Ctr.
- 18 Resurface wood floors in the gymnasium and dance rooms

MAJOR CHALLENGES

Royal Palm Beach, Florida

April 2025

DEPARTMENT: Planning and Zoning

From your department's perspective, what are the major challenges facing the village over the next 5 years?

- Attracting quality development and redevelopment into the Village.
- Curb the decline of the Village's current nonresidential development to avoid blight.
- The development of the remaining vacant and underutilized properties within the Village.
- Maintaining our positive reputation among the development community through the implementation of an effective and efficient development review process/procedure.
- Promote ease of vehicular access for Village's residents to other regions of Palm Beach County.
- Continue to provide prompt and courteous service; and make these services easily accessible to the residents of the Village.
- Encourage and manage appropriate redevelopment of properties along State Road 7.
- Curbing the potential negating impacts of development in the surrounding jurisdictions.
- Be more competitive with workforce competitors who allow flexible work schedules and remote work from home.
- Maintain and enhance residential property values.
- Continue to improve effective and efficient customer service.
- The development of the remaining vacant and underutilized properties within the Village.

MANAGEMENT IN PROGRESS 2025 – 2025 PROJECTS AND ISSUES

Royal Palm Beach, Florida

April 2025

DEPARTMENT: Planning and Zoning

Please list departmental projects or issues in progress (meaning there is work currently being done on them).

- 1 Keeping up to date the Development Review Procedures for Applicants with examples of each type of application.
- 2 Update the map showing the Community Residential Homes within the Village to assist Staff in reviewing Community Residential Homes requests.
- 3 State Road 7 Corridor Vision and Plan
- 4 Continue to monitor the development occurring in the vicinity of the Village that may have adverse impact on the Village
- 5 Continue to maintain orderly and easily navigable development project files both internally and on the internet
- 6 Administer the Permitting of Community Residential Homes according to the requirements of Florida State Statute 419.001
- 7 Continue to manage Multiple Development Projects and Building Permits
- 8 Update Project Maps and various Zoning Maps
- 9 Maintaining Flow Chart for the Development Review Procedures for each type of application for Applicants.
- 10 Continue to monitor the development occurring in the vicinity of the Village that may have adverse impact on the Village
- 11 Update and organize the Planning and Zoning Department's Website to include the updated applications with examples

INITIATIVES 2025 – 2025: SHORT-TERM ISSUES AND PROJECTS

Royal Palm Beach, Florida

April 2025

DEPARTMENT: Planning and Zoning

Please list issues or projects that you would like for the village to address this 2025 – 2025.

- 1 Code Amendment to require tree mitigation to occur prior to a Building Permit or Engineering Permit whichever comes first.
- 2 Update shared forms for the Planning and Zoning Department and the Building Department and provide examples.
- 3 Provide Examples for each of the Development Applications
- 4 Update the Assisted Facility Maps and SOP
- 5 Update the Comprehensive Plan to remove outdated goals or accomplished goals
- 6 Water Supply Plan Comprehensive Plan update
- 7 Development Map linking the properties to the approvals
- 8 Revise Chapter 15 to allow for the swapping of material for various other reasons other than conflicts with utilities
- 9 Art in public places, revise to address bond requirement for Village art acquisitions at capital facilities.

ARTS PROGRAM (Mario's Ideas) Next Page

ARTS PROGRAM (Mario's Ideas)

- 10 **Mural for Camellia Park** – Revisiting the mural project for the park.
- 11 **Alternative Funding for Public Art** – Exploring additional funding sources beyond the current Art in Public Places code
- 12 **Arts Fund Section in Code** – Discussing the inclusion of an arts fund for different programs.
- 13 **Cleaning/Maintenance Schedule** – Developing a regular schedule for maintaining public art with Public Works.
- 14 **Inventory Report/Lighting for Public Art** – Conducting an inventory of public art and improving its lighting.
- 15 **Plaques for Public Artwork** – Establishing a standard for placing plaques on all public artwork around the Village.
- 16 **Art at Parks & Recreation Events** – Increasing the presence of art at events, such as concerts at the park.
- 17 **Rejecting Art Submissions from Developers** – Creating a standard for rejecting art projects submitted by developers.
- 18 **Photography Contest** – Establishing the Village Resident or Employee Photography Contest as an annual, rotating project.
- 19 **Artist Participation at RPB Green Market** – Reaching out to Green Market organizers to include artists and artisans from our cultural asset inventory.
- 20 **Student Art Exhibitions** – Partnering with local high schools to exhibit student work, possibly at the RPB branch library.
- 21 **Small Grant for Graduating Seniors** – Creating a small grant for graduating high school seniors pursuing art programs.
- 22 **Wind Phone at Commons Park** – Exploring the creation of a wind phone installation at Commons Park.

MAJOR CHALLENGES

Royal Palm Beach, Florida

April 2025

DEPARTMENT: Public Works

From your department's perspective, what are the major challenges facing the village over the next 5 years?

- Long term funding for Stormwater Utility CIP projects.
- Providing adequate level of service for all services provided under current fiscal constraints.
- Maintenance of sidewalks in compliance with ADA.
- Ability to obtain materials, parts, and supplies for maintenance of infrastructure.
- Rising cost of materials, parts, and supplies is having a negative impact on the current fiscal year budget and will drive future budgets higher.
- Lack of qualified candidates to fill job openings.
- Increased cost for truck replacements driving future budgets higher.

MANAGEMENT IN PROGRESS 2024 – 2025 PROJECTS AND ISSUES

Royal Palm Beach, Florida

April 2025

DEPARTMENT: Public Works

Please list departmental projects or issues in progress (meaning there is work currently being done on them).

- 1 Canal Bank Stabilization, PW1806; This project is under construction. The commencement date in the NTP is August 26, 2024. Substantial completion for the project is September 7, 2025. Final completion date is 30 days from substantial completion. The project is an ARPA funded project. ARPA projects are required to be completed by December 31, 2026.
- 2 Katz Field Building Re-Roof, PR2405: DPW will be quoting the replacement of the Katz Field Building Roof in February 2025. The roof will be replaced with a standing seam metal roof. The construction is expected to take 60-90 days following purchase order requisition and permitting.
- 3 Coordinating with the Village's Landscape Architect for a proposal to prepare a landscape plan for entry sign on Okeechobee Boulevard.
- 4 Street Light Disconnect Replacement, PW2502; DPW coordinated with GIS to develop a map for the project. DPW personnel are mapping the electrical disconnects to be replaced and will then requisition the material needed to replace them. The replacement of the electrical disconnects will be completed with in-house labor.
- 5 Aquatic Vegetation Maintenance; DPW is closely coordinating this work to ensure that the Contractor meets or exceeds all contract requirements, the Contract administration is ongoing.
- 6 Continue coordination with GIS staff to identify preventative maintenance program/apps within the ESRI suite that can be integrated and implemented for tracking and scheduling of maintenance and repair of the Village infrastructure maintained by DPW. We are currently using the following apps: Collector, Survey 123 and Explorer. The goal, which is on-going, is to track, map and/or log, and schedule all Public Works work including tracking labor costs.

- 7 Annual Backflow Preventer Replacement, PWXXBF; DPW has coordinated the inspection of all backflows in the system. We are coordinating with GIS to update the GIS map to show FY25 inspections and current backflow/water meter data. Ongoing project.
- 8 Preparing bid documents for Debris Removal Contract for the 2025 Hurricane Season.
- 9 DPW is currently working on the repair of the street lighting in Veteran's Park along Royal Palm Beach Boulevard. The repair will require the removal of sidewalk and replacement of the conduit into the poles.
- 10 Storm Drain Outfall Replacement, PW23SD; DPW has issued a CSA and is coordinating with the Village consultant for the design and construction management for the replacement all deteriorated outfall pipes in the system. The construction plans are 100% complete and the bid documents are 90% complete. The Village applied for a grant for this project and is awaiting word on award. If awarded the grant requirements will be incorporated into the bid documents and the project will be let.
- 11 PBSO Bathroom Renovations, PW2404; DPW is currently requisitioning quotes for the renovation of two (2) bathrooms at the PBSO District 9 building. The renovations will include new fixtures, LED lights, partitions and flooring. The bathrooms will be ADA compliant after renovation.
- 12 Street Restriping, PWXXSR; DPW is evaluating street restriping needs. Action item is ongoing.
- 13 Street Sign R&R, PWXXSS; DPW is using the new retroreflectivity meter to evaluate the signs that need to be replaced in Zone 1. We will requisition the signs and hardware when the evaluation is complete.
- 14 Fountain Replacement, PWXXFR; DPW is evaluating fountain R&R needs for this FY. Action item is ongoing.
- 15 Boat Dock Repair & Replacement, PW2501; Engineering Department has advertised for Structural Engineering Services. DPW will establish a CSA for the design of the boat ramp once the PSA is in place.
- 16 WTP Site Modification, PW1902; DPW is currently overseeing the demolition of the WTP Demolition contract. Substantial Completion is scheduled for February 19, 2025.
- 17 Evaluation of the Effectiveness of the Village's Stormwater Management Program (SWMP); DPW is coordinating with CDM Smith on an update to the evaluation of our SWMP. CDM Smith will complete the evaluation to determine whether the Village's SWMP remains effective and no changes or additional best management practices are needed. We will forward the updated report to FDEP when it is complete.

- 18 Vehicles, PWXXTR; DPW has prepared an agenda item for authorization to requisition the purchase of two (2) F-250 Crew Cab pickups; one (1) F-150 Super Cab pickup; and, one (1) F-250 Regular Cab pickup in the DPW fleet. The item has been placed on the February 20th council agenda.
- 19 Vehicles, PRXXTR; DPW has prepared an agenda item for authorization to requisition the purchase of one (1) F-350 Dump Truck in the Parks & Recreation Department fleet. The item has been placed on the February 20th council agenda.
- 20 Vehicles, PRXXTR; DPW has prepared an agenda item for authorization to requisition the purchase of two (2) Starcraft Buses in the Parks & Recreation Department fleet. The item has been placed on the February 20th council agenda.
- 21 The installation for the two (2) bus stops on Okeechobee Blvd. is in permitting with PBC. DPW will continue to coordinate with PBC on the permitting of the two (2) bus stops on Okeechobee Boulevard. When the permit is received, DPW will have the bus stops installed.
- 22 Bus Shelter R&R, PW24BS; DPW is evaluating replacement benches for the bus stops on Royal Palm Beach Boulevard. DPW replaced a damaged bus shelter on SR 7. This work is ongoing.
- 23 La Mancha Underdrain, PW2204; The project is under contract and the construction management is being done by the Engineering Department. DPW will assist as needed.
- 24 SR80 Street Light Replacement Fixtures, PW2503; DPW & Engineering Dept. are coordinating with FDOT about the future maintenance of the lights. During the interim, DPW will replace outages with cobra head fixtures.
- 25 Drainage System Improvements - Heron Parkway, PW1903; DPW is updating the bid package to re-bid this work. The ITB will be issued in 2/2025.
- 26 Sidewalk Trip Hazards; DPW is currently working on the repair & replacement of trip hazards on the sidewalks. This work is ongoing.
- 27 Sidewalk Pressure Cleaning; DPW issued a NTP for the pressure cleaning contract for FY25. The work is scheduled to be completed from April to May 2025.
- 28 Canal Bank Maintenance, PW2205; DPW preparing bid documents for this work.
- 29 Roof Drains @ FOC; DPW is coordinating with contractor for bores for the roof drains.

30 DPW is currently the Fire/Security systems at all Village buildings.

31 DPW has issued a P.O. for furnishing and installing the flag pole at VH. We are also developing a work plan for installing lights at the flag pole. The lights will be installed using in-house labor.

INITIATIVES 2025 – 2026: SHORT-TERM ISSUES AND PROJECTS

Royal Palm Beach, Florida

April 2025

DEPARTMENT: Public Works

Please list issues or projects that you would like for the village to address this 2025 – 2025.

- 1 Prepare a budget for the repair and replacement of electric in Veteran's park. Several of the electrical panels need to be replaced. Additionally, tree roots have impacted/damaged the electric conduits inside the park. The project will include the locating the conduit issues and preparing drawings to repair the damage. The project would be included in the next 5-year CIP horizon.
- 2 Prepare a budget for FY26 for a mechanical engineering firm to evaluate the feasibility of replacing the stacked A/C system at the Sporting Center. The replacement, if feasible, would be included in a future year CIP. Since July 2015 to August 2024, DPW has expended over \$70,000 in repairs on the A/C system at the Sporting Center, with the majority of the funds expended for the R&M of the stacked A/C system.
- 3 Include in the 2025–2026 Strategic Plan an initiative to turn over to the residents/HOAs the maintenance of the sodded area between the sidewalk and curb adjacent to Royal Palm Beach Boulevard. The initiative will need to address the maintenance of the trees, irrigation, and mailboxes in this area. DPW Grounds staff is currently maintain this area including trees, irrigation, and mailboxes.
- 4 In coordination with the Finance Director, evaluate whether the replacement of the Chipper can be moved to FY26 with a budget of \$80,000. The Chipper is currently scheduled for replacement in FY27 with a budget of \$50,000.
- 5 In coordination with the Village Manager, revise the equipment replacement schedule for FY33 to replace the John Deere 410K backhoe with a mini-excavator. The mini-excavator will be much more versatile in digging in residential areas.

- 6 In coordination with the Village Manager and Finance Director, revise the vehicle replacement schedule to move DPW Truck #2436, Water Truck, to future year. The water truck is a limited use vehicle. The truck has a newer aluminum bed and is equipped with a sound diesel engine. DPW proposes to provide limited restoration of the truck to include mostly paint to extend the life of the vehicle.
- 7 Prepare a work plan and budget to replace the gutters and conduits within the gutters at the electrical panels at Katz Field.
- 8 Evaluate the cost to outsource the application of mulch on the roads in the Village that are maintained by DPW. The mulch is currently applied once per year and is labor intensive. The evaluation would include whether the level of service could be increased to two (2) times per year, which is the level of service for the areas currently being contracted out for maintenance.
- 9 Prepare a budget for a future year CIP for the paving of the cul-de-sacs on the roads that are the maintenance responsibility of DPW. We are currently coordinating with GIS to map the locations. The project would include the removal of vegetation and placement of base and asphalt.
- 10 DPW is currently working on the inventory of entry signs into the Village and will prepare Policy & Procedure for the maintenance on the signs. The entry signs into the Village are varied in design and require unique maintenance schedules dependent on the design.
- 11 Include in the 2025–2026 Strategic Plan an initiative to abandon the R.O.W. from Wildcat Way to the NPBID canal. The R.O.W. is boarded on north by RPBCHS and residential housing on the south. RPBCHS currently has a landscape buffer in the north half of the R.O.W. The Village would need to ensure an easement is established in favor of Palm Beach County Water Utilities for a 6" FM that is located within the R.O.W.
- 12 Evaluate the cost to add an employee in the Grounds Division of DPW compared to outsourcing the roadway grounds maintenance on Crestwood Boulevard S from Okeechobee Boulevard to Southern Boulevard. In coordination with the Village Manager and Finance Director, DPW proposes to add one (1) additional employee in the Grounds Division or outsource the roadway grounds maintenance on Crestwood Boulevard S from Okeechobee Boulevard to Southern Boulevard.
- 13 DPW is coordinating with Finance and Parks on the auctioning of surplus equipment.
- 14 Prepare a work plan and budget for outsourcing the right-of-way and ditch bank mowing. Coordinate with the Village Manager and Finance Director to have the new service included in the new FY26 budget and to outsource this work for the current fiscal year for 2-3 cuts.

MAJOR CHALLENGES

Royal Palm Beach, Florida

April 2024

DEPARTMENT: Palm Beach County Sheriff's Office District 9

From your department's perspective, what are the major challenges facing the Village over the next 5 years?

Preventing crimes while maintaining the high level of service the residents of Royal Palm Beach are accustomed to continues to be a challenge. The future impact of the Tuttle Development Project may cause the need for additional staff.

Reduce residential and vehicle burglaries with road patrol presence, directed patrols, and the utilization of undercover surveillance equipment and vehicles.

Increased Financial and Internet Crimes are still one of the biggest challenges law enforcement has to face both locally and nationally.

Surveillance & technology equipment updates are regularly needed in order to stay one step ahead of criminals.

Non-compliance to education given on safe guarding against criminals (i.e., unlocked vehicle doors and personal belongings being left in vehicles.).

Extensive investigations and hours of man power are still being expended on vehicle thefts, vehicle burglaries, and other property crime.

Reducing the amount of vehicle thefts due to keys being left in vehicles or from newly devised equipment criminals are utilizing when gaining access to unlocked vehicles.

Street car racing and motorcycle racing have increased countywide; however, P.B.S.O. Districts continue working together to combat this nuisance.

The utilization of LPR cameras is essential to keeping the Village safe; however, there are "blind spots" that have been identified by investigators. Having an additional eight (8) LPR cameras installed at various locations throughout the Village would be extremely beneficial in reducing criminal activity.

MANAGEMENT IN PROGRESS 2025 – 2026

PROJECTS AND ISSUES

Royal Palm Beach, Florida

April 2024

DEPARTMENT: Palm Beach County Sheriff's Office District 9

Please list departmental projects or issues in progress (meaning there is work currently being done on them).

The update of all body-worn cameras to include A.I. report writing features for all deputies assigned to District 9.

Utilizing the unmarked fleet vehicles for surveillance vehicles.

Reduce the amount of traffic crashes within the Village by conducting extra traffic enforcement and traffic initiatives aimed at educating the public

Continue to find ways to collaborate with Village for betterment of the community.

Crime Reduction through expanded use of Directed Patrol Plans and Community Education.

Continued access and processing of fingerprinting services at the District 9 Substation.

Continued success of the ARU Specialist as the first contact at the District 9 Lobby.

Continue educational and technical training for staff by utilizing Village's training fund.

Evaluating the impact of business and residential growth in and around the Village of Royal Palm Beach including new construction projects.

Replacement of outdated speed measuring equipment.

Continued participation in the Technical Staff Review (TSR) process incorporating CPTED principals.

Maintaining the exemplary level of law enforcement services in and around the Village of Royal Palm Beach as it continues to grow in size and population through new businesses, homes and charter schools.

INITIATIVES 2025 – 2026: SHORT-TERM ISSUES AND PROJECTS

Royal Palm Beach, Florida

April 2024

DEPARTMENT: Palm Beach County Sheriff's Office District 9

The analysis of criminal intelligence allows law enforcement to stay one-step ahead of criminals. Adequate staffing and proactive measures are necessary when dealing with burglaries of all types. New high-tech surveillance equipment is being sought through various grants.

Traffic issues are always a concern. Continuing efforts to educate citizens through unconventional ways such as reverse 911 calls, variable messaging board signs, speed trailers and messages in local publications are useful tools.

Continue to educate the public about the risks involved with leaving valuables in unlocked vehicles as well as removing key fobs or spare car keys.

Continue to evaluate and expand the job functions and requirements of the ARU Specialist to better serve the needs of the Village of Royal Palm Beach.

Reduce the amounts of stolen vehicles by deploying a bait vehicle.

Continue participation in the Bike Helmet Initiative for students.

Reduce traffic crashes with special attention to major intersections.

Continue to make available and encourage Neighborhood Watch/Crime Prevention Programs.

Continued evaluation of Patrol staffing levels.

Continue working with Village Staff regarding:

- Issues resulting from homelessness
- Improvements to the District 9 Building

SECTION 4

ROYAL PALM BEACH VISION 2040 Summary [4/3/25]

Royal Palm Beach Vision 2040

MY VISION FOR ROYAL PALM BEACH 2040

MAYOR JEFF HMARA

- 1. Regional Transportation Master Plan: Full Implementation**
- 2. State Road 7 Redevelopment: Completed**
- 3. Tuttle Royale Celebrated by the Community**

VICE MAYOR RICHARD VALUNTAS

- 1. Low Tax Rate**
- 2. Tuttle Royale Completed as Planned**
- 3. Effective Traffic Management, including a Traffic Light at Cypress Key**

COUNCIL MEMBER JAN RODUSKY

- 1. Data Centers as a Revenue Source for Village Government**
- 2. Multi-modal Mobility Options in Place**
- 3. More Interactive Businesses and Experiences**

COUNCIL MEMBER ADAM MILLER

- 1. Residents Still Love Royal Palm Beach**
- 2. Increased Village Government Efficiency**
- 3. Great Schools**

COUNCIL MEMBER SYLVIA SHARPS

- 1. Family-feeling Community**
- 2. Neighbors Knowing Neighbors**
- 3. Hometown Feeling**

VILLAGE MANAGER RAY LIGGINS

- 1. Community Redevelopment**
- 2. Effective Mobility**
- 3. RPB Commons Park – Jewel of our Community**

**Royal Palm Beach
Vision 2040**

ROYAL PALM BEACH 2040

is a

HOMETOWN COMMUNITY,

and a

FAMILY COMMUNITY.

Vision 2040 Guiding Principles

PRINCIPLE A

HOMETOWN COMMUNITY

► Means

1. Safe community with great services from the PBSO in partnership with our residents and businesses
2. RPB residents having ease access to top-quality parks and park amenities
3. Strong community events and festivals that bring our RPB community together – neighbors meeting and enjoying neighbors
4. RPB neighbor knowing and helping neighbors
5. Community identifying and supporting schools
6. Beautiful and well-landscaped RPB community with attractive streetscapes, neighborhoods and public facilities/infrastructure
7. Protection of livable neighborhoods and housing
8. Residents knowing about and using local RPB businesses

PRINCIPLE B	FAMILY COMMUNITY
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► **Means**

1. All family generations feeling welcome and included
2. Parks, facilities and places for families to hang out and enjoy each other
3. Parents want to raise their children in Royal Palm Beach
4. “A” rated schools and great educational programs
5. Families and family members feeling safe and secure
6. Variety of family-friendly community events with high family participation
7. Free and affordable family-oriented activities and entertainment
8. Walkable neighborhoods connected to community destination
9. Support of and investments in seniors through programs and activities
10. Family-oriented businesses and hours

SECTION 4

ROYAL PALM BEACH VISION 2040

Royal Palm Beach Vision 2040

MY VISION FOR ROYAL PALM BEACH 2040

MAYOR JEFF HMARA

1. **Regional Transportation Master Plan: Full Implementation**
2. **State Road 7 Redevelopment: Completed**
3. **Tuttle Royale Celebrated by the Community**

VICE MAYOR RICHARD VALUNTAS

1. **Low Tax Rate**
2. **Tuttle Royale Completed as Planned**
3. **Effective Traffic Management, including a Traffic Light at Cypress Key**

COUNCIL MEMBER JAN RODUSKY

1. **Data Centers as a Revenue Source for Village Government**
2. **Multi-modal Mobility Options in Place**
3. **More Interactive Businesses and Experiences**

COUNCIL MEMBER ADAM MILLER

1. **Residents Still Love Royal Palm Beach**
2. **Increased Village Government Efficiency**
3. **Great Schools**

COUNCIL MEMBER SYLVIA SHARPS

1. **Family-feeling Community**
2. **Neighbors Knowing Neighbors**
3. **Hometown Feeling**

VILLAGE MANAGER RAY LIGGINS

1. **Community Redevelopment**
2. **Effective Mobility**
3. **RPB Commons Park – Jewel of our Community**

**Royal Palm Beach
Vision 2040**

ROYAL PALM BEACH 2040

is a

HOMETOWN COMMUNITY,

and a

FAMILY COMMUNITY.

Vision 2040 Guiding Principles

PRINCIPLE A

HOMETOWN COMMUNITY

► Means

1. **Safe community with great services from the PBSO in partnership with our residents and businesses**
2. **RPB residents having ease access to top-quality parks and park amenities**
3. **Strong community events and festivals that bring our RPB community together – neighbors meeting and enjoying neighbors**
4. **RPB neighbor knowing and helping neighbors**
5. **Community identifying and supporting schools**
6. **Beautiful and well-landscaped RPB community with attractive streetscapes, neighborhoods and public facilities/infrastructure**
7. **Protection of livable neighborhoods and housing**
8. **Residents knowing about and using local RPB businesses**
9. **String sense of RPB community identity, pride and spirit**
10. **RPB residents and community organizations working together and contributing a better community today and in the future**

PRIORITY

5

5

4

3

3

3

3

3

2

2

PRINCIPLE A

HOMETOWN COMMUNITY

► Means

11. Walkable and bikeable community with easy access to parks and commercial areas

PRIORITY

2

12. RPB residents informed and engaged in Village government

2

13. Public art and art-related activities and programs

2

14. Residents feeling connected

2

15. Village government presence in RPB schools

2

16. Distinctive look – you know that you are home

1

17. Variety of quality-of-life amenities for all

1

18. New residential developments designed to have a hometown feeling, including green open spaces for community gatherings

0

19. Convenience with the ability to shop nearby

0

20.

PRINCIPLE B

FAMILY COMMUNITY

► Means

1. All family generations feeling welcome and included

PRIORITY

5

2. Parks, facilities and places for families to hang out and enjoy each other

5

3. Parents want to raise their children in Royal Palm Beach

4

4. "A" rated schools and great educational programs

4

5. Families and family members feeling safe and secure

4

6. Variety of family-friendly community events with high family participation

4

7. Free and affordable family-oriented activities and entertainment

3

8. Walkable neighborhoods connected to community destination

3

9. Support of and investments in seniors through programs and activities

3

10. Family-oriented businesses and hours

3

PRINCIPLE B	FAMILY COMMUNITY
--------------------	-------------------------

► Means	PRIORITY	
11. Affordable housing options for each family generation	2	
12. Parents involved in children's education and activities	2	
13. Variety of park venues and activities for youth	2	
14. No retail cannabis	1	
15. Churches and faith-based institutions within Royal Palm Beach	1	
16.		
17.		
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19.		
20.		

SECTION 5

ROYAL PALM BEACH VILLAGE GOVERNMENT: OUR MISSION [Summary: 4/3/25]

Royal Palm Beach Village Government: Our Mission

The Mission of the Village of Royal Palm Beach

is to provide

Desired Municipal Services

and

***Well-Designed, Well-Built and Well-Maintained
Facilities and Infrastructure***

to create an

***Aesthetically Pleasing, Active
and Connected Community.***

Our Mission Guiding Principles

PRINCIPLE 1	DESIRED MUNICIPAL SERVICES
--------------------	-----------------------------------

► **Means**

1. Provide high level of customer services – service with empathy
2. Provide basic core services – police and fire
3. Acting as responsible fiscal stewards of the Village's resources
4. Proactively communicating information and marketing about Village finances, services, facilities, programs and events
5. Village and County Services available and easily accessible in the community
6. Responding to and solving problems in a timely manner
7. Using technology to better serve our community

PRINCIPLE 2	WELL-DESIGNED, WELL-BUILT AND WELL-MAINTAINED FACILITIES AND INFRASTRUCTURE
--------------------	--

► **Means**

1. Having sufficient fund for ongoing maintenance
2. Having great parks and park venues
3. Designing buildings and facilities for customers and with our residents in mind
4. Having an effective capital project planning process
5. Having the capacity to respond to a crisis or major event related to facilities, buildings and infrastructure
6. Having high quality roads, sidewalks and pathways
7. Having Recreation Center and Cultural Center for programs and activities
8. Designing facilities and infrastructure for safety

PRINCIPLE 3	AESTHETICALLY PLEASING COMMUNITY
--------------------	---

► **Means**

1. Attractive community with no trash or litter or graffiti
2. Trees and well-maintained landscaping
3. Residents and property owners investing in the maintenance and improvements to their buildings and homes
4. Attractive, distinctive entrances signifying your “Home in Royal Palm Beach”
5. Buildings, signs and homes meeting Village codes and regulations
6. Having public art throughout our Royal Palm Beach community
7. White sidewalks through power washing

PRINCIPLE 4	ACTIVE COMMUNITY
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► **Means**

1. Having a variety of successful events and festivals with high level of resident participation
2. Adjusting to the changing leisure trends
3. Having a Recreation Center with a variety of family-oriented programs and activities
4. Sport programs for all
5. Commons Park with a variety of venues and facilities – the focal point of the Royal Palm Beach community
6. Ball and athletic fields for recreational leagues, tournaments and competition with turf fields
7. Being a walkable and bikeable community connecting neighborhood to community destinations

PRINCIPLE 5

CONNECTED COMMUNITY

► Means

1. Easy access to Village information and services
2. Using technology to communicate and to connect with our residents
3. Linking to the community and each other
4. Managing traffic flow to minimize congestion
5. Partnering to community institutions, organizations and residents
6. Walkable, biking community connecting neighborhoods and community destinations
7. Partnering with schools

SECTION 5

ROYAL PALM BEACH VILLAGE GOVERNMENT: OUR MISSION

Royal Palm Beach Village Government: Our Mission

The Mission of the Village of Royal Palm Beach

is to provide

Desired Municipal Services

and

***Well-Designed, Well-Built and Well-Maintained
Facilities and Infrastructure***

to create an

***Aesthetically Pleasing, Active
and Connected Community.***

Our Mission Guiding Principles

PRINCIPLE 1	DESIRED MUNICIPAL SERVICES
--------------------	-----------------------------------

► Means	PRIORITY	
1. Provide high level of customer services – service with empathy	5	
2. Provide basic core services – police and fire	5	
3. Acting as responsible fiscal stewards of the Village's resources	4	
4. Proactively communicating information and marketing about Village finances, services, facilities, programs and events	4	
5. Village and County Services available and easily accessible in the community	3	
6. Responding to and solving problems in a timely manner	3	
7. Using technology to better serve our community	3	
8. Looking for and evaluating ways to reduce cost of service	2	
9. Advocating for the best interests of the Village and our residents on regional projects and issues	2	
10. Listening to the evolving needs of the residents	2	

PRINCIPLE 1	DESIRED MUNICIPAL SERVICES
--------------------	-----------------------------------

► Means		PRIORITY
11. Focusing on the defined municipal; responsibilities of Village government		2
12. Defining the core services for Village Government		1
13. Respecting and being concerned about the customer's feeling		0
14. Knowing and using "best practices" in reducing costs of service delivery		0
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PRINCIPLE 2	WELL-DESIGNED, WELL-BUILT AND WELL-MAINTAINED FACILITIES AND INFRASTRUCTURE
--------------------	--

► Means		PRIORITY
1. Having sufficient fund for ongoing maintenance		5
2. Having great parks and park venues		4
3. Designing buildings and facilities for customers and with our residents in mind		4
4. Having an effective capital project planning process		3
5. Having the capacity to respond to a crisis or major event related to facilities, buildings and infrastructure		3
6. Having high quality roads, sidewalks and pathways		3
7. Having Recreation Center and Cultural Center for programs and activities		3
8. Designing facilities and infrastructure for safety		3
9. Working with the TPO and FDOT on road and transportation projects/ issues		2
10. Knowing the condition of Village facilities, buildings and infrastructure		1

PRINCIPLE 2	WELL-DESIGNED, WELL-BUILT AND WELL-MAINTAINED FACILITIES AND INFRASTRUCTURE
--------------------	--

► Means	PRIORITY	
11. Have lights throughout the Village		
12. Having public gathering places for bringing residents together	1	
13. Have a beautiful community – attractive areas that are the responsibility of Village government	1	
14. Having easy access to public buildings and parks	0	
15.		
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PRINCIPLE 3

AESTHETICALLY PLEASING COMMUNITY

► Means		PRIORITY
1. Attractive community with no trash or litter or graffiti		5
2. Trees and well-maintained landscaping		5
3. Residents and property owners investing in the maintenance and improvements to their buildings and homes		4
4. Attractive, distinctive entrances signifying your “Home in Royal Palm Beach”		3
5. Buildings, signs and homes meeting Village codes and regulations		3
6. Having public art throughout our Royal Palm Beach community		3
7. White sidewalks through power washing		3
8. Commercial centers well maintained and with high occupancy		2
9. No homeless population – no visible presence		2
10. Landscape maintained and replaced		1

PRINCIPLE 3	AESTHETICALLY PLEASING COMMUNITY
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► Means		PRIORITY
		0
11.	Greenspaces and wetlands throughout the Village	
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PRINCIPLE 4

ACTIVE COMMUNITY

► Means		PRIORITY
1. Having a variety of successful events and festivals with high level of resident participation		5
2. Adjusting to the changing leisure trends		5
3. Having a Recreation Center with a variety of family-oriented programs and activities		4
4. Sport programs for all		3
5. Commons Park with a variety of venues and facilities – the focal point of the Royal Palm Beach community		3
6. Ball and athletic fields for recreational leagues, tournaments and competition with turf fields		
7. Being a walkable and bikeable community connecting neighborhood to community destinations		3
8. Affordable family-oriented activities and entertainment		2
9. Diverse recreational programs and activities responsive to the needs of all family generations		1
10. Support personal health and wellness		1

PRINCIPLE 4	ACTIVE COMMUNITY
--------------------	-------------------------

► Means	PRIORITY	
11. Having greenspace throughout our Royal Palm, Beach community for families and residents to gather and enjoy living here	0	
12. Having a Cultural Center with a variety of family-oriented programs and activities	0	
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PRINCIPLE 5

CONNECTED COMMUNITY

► Means		PRIORITY
1. Easy access to Village information and services		5
2. Using technology to communicate and to connect with our residents		5
3. Linking to the community and each other		4
4. Managing traffic flow to minimize congestion		4
5. Partnering to community institutions, organizations and residents		3
6. Walkable, biking community connecting neighborhoods and community destinations		3
7. Partnering with schools		3
8. Waterways for boating and fishing		2
9. Access to Palm Beach region: businesses, employment, shopping and entertainment		2
10. Having resident-friendly buildings and facilities – welcoming all		

PRINCIPLE 5	CONNECTED COMMUNITY
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► Means		PRIORITY
11. Having public gathering places for residents and families to connect with each other		1
12. Having well-maintained streets, sidewalks and trails		1
13. State of the art information technology linking the community to the world		0
14. Commons Lake connected the canals/waterways		0
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SECTION 6



PLAN 2025 – 2030
[Summary: 4/3/25]

Royal Palm Beach Success in 2030

MAYOR JEFF HMARA

- 1. Regional Transportation Master Plan: Completed and Initial Implementation**
- 2. State Road 7 Redevelopment: Underway**
- 3. Housing Inventory with Gap Analysis: Completed**

VICE MAYOR RICHARD VALUNTAS

- 1. Maintained Desired Service Level with a Low Millage Rate**
- 2. Smooth Management Transition**
- 3. Affordable Housing Options Available for Residents**

COUNCIL MEMBER JAN RODUSKY

- 1. Recreation Center Renovation Completed with New Programs and Activities**
- 2. Amphitheater Renovation: Completed**
- 3. Zip-Line Course: Completed and Enjoyed by Our Community**

COUNCIL MEMBER ADAM MILLER

- 1. "A" Rated Schools with Village Support for Teachers and Incentives to Work in Royal Palm Beach**
- 2. Enhanced Marketing of Community Events and Festivals to Residents**
- 3. Strategic Plan with More Input from Residents and Schools**

COUNCIL MEMBER SYLVIA SHARPS

- 1. Additional Funding Streams for Village Government**
- 2. Better Working Relationships and Connections with HOA's**
- 3. Responsible Millage Rate**

My Actions Ideas for 2025 – 2026

Village of Royal Palm Beach

MAYOR JEFF HMARA

- 1. Enhanced Communications and Community Outreach**
- 2. Increase Engagement with Schools**
- 3. Westfest with Western Communities Involved**

VICE MAYOR RICHARD VALUNTAS

- 1. Cypress Key Traffic Light: Funded and Installed**
- 2. Same Tax Rate for Budge FY 2026**
- 3. Background Checks for Mayor and Council Candidates**

COUNCIL MEMBER JAN RODUSKY

- 1. Flash Vote: Funded and Used**
- 2. Increased Connections with Federal and State Representatives**
- 3. Enhanced neighborhood Pride and Support for Neighborhood Events**

COUNCIL MEMBER ADAM MILLER

- 1. Support of Teachers**
- 2. Enhanced Marketing of Community Events and Festivals**
- 3. Reduced Planning and Zoning Time on Minor Issues – Staff Sign-Off**

COUNCIL MEMBER SYLVIA SHARPS

- 1. Youth Board: Created and Functioning**
- 2. Working with Landlords on Affordable Rents**
- 3. Recreation Center Renovation: Construction Completed and Open**

Royal Palm Beach Goals 2030

FINANCIALLY SOUND GOVERNMENT

RESPONSIVE VILLAGE SERVICES

**EXCEPTIONAL PARKS AND LEISURE
CHOICES FOR ALL**

RPB – A UNIQUE COMMUNITY

Royal Palm Beach Goals 2030 Worksheet

	IMPORTANCE		
	Personal	Team	
1. FINANCIALLY SOUND GOVERNMENT	5	1	
2. RESPONSIVE VILLAGE SERVICES	10	2	
3. EXCEPTIONAL PARKS AND LEISURE CHOICES FOR ALL	15	3	
4. RPB – A UNIQUE COMMUNITY	20	4	
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GOAL 1 FINANCIALLY SOUND GOVERNMENT

»» Objectives		PRIORITY	
Objective 1	Have a responsible Village ad valorem tax rate	5	
Objective 2	Maintain and update a financially sustainable model for expenditures/revenues to make fiscal responsible decisions	5	
Objective 3	Attract, hire, retain and train a quality workforce dedicated to serving the Royal Palm Beach community	5	
Objective 4	Provide Village services in the most cost-effective, efficient manner responsive to the community	4	
Objective 5	Have a tax levy to support desired levels of services and to make the reserves last as long as possible	3	
Objective 6	Maintain and invest reserves consistent with Village financial policies with maximum security	2	
Objective 7	Leverage Village resources through grants, earmarks and other outside funding sources	1	
Objective 8	Provide sufficient resources to support defined services and service levels	0	
Objective 9			
Objective 10			

GOAL 1 FINANCIALLY SOUND GOVERNMENT

» Means to Residents		PRIORITY
1. Responsible financial stewardship of the Village resources		
2. Confidence that Village services are delivered in an efficient manner		
3. Value for tax dollars and fees		
4. Village using the resources from the sale of the utilities in a responsible manner		
5. Affordable taxes and a greater place to live		
6.		
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GOAL 1 FINANCIALLY SOUND GOVERNMENT

» Challenges and Opportunities		PRIORITY
S	1. Maintaining fiscal responsibility	5
S	2. State of Florida legislation impacting Village revenues and services, impact fees, sovereign immunity, home rule, etc.	5
S	3. Significant number of retirements coming up over the next year and five years	4
S	4. Finding quality and qualified candidates for Village employment	4
S	5. Deciding when to increase the tax rate	4
S	6. Rising operational costs for Village governments: employee benefits and pensions, electric rates, raw materials, fuel, construction materials, contractors, labor rate	3
S	7. Continuing to expand residents' understanding of Village's plans, projects, services, finances, programs and activities	3
S	8. Increasing cost of living for Village employees and the costs of living in South Florida	3
S	9. Helping the residents to understand the value of the services and facilities that they receive and the future need for a tax increase	3
L	10. Expanding the search for grants and earmark funding for Village projects	2

GOAL 1 FINANCIALLY SOUND GOVERNMENT

» Challenges and Opportunities		PRIORITY
L	11. Exploring the use of artificial intelligence (AI) to better serve our community	2
L	12. Paying competitive wages while being compliant with our pay policies for the current market	2
L	13. Prioritizing and funding future capital projects – continuing to invest in Village infrastructure, parks and facilities	1
L	14. Defining and prioritizing the Village services and service levels that are responsive to the community	1
L	15. Having a skilled, technologically savvy Village workforce	1
L	16. Cyber security and the protection of Village information	1
L	17. Maintaining the focus on the Village's core mission and service responsibilities	1
	18. Loss of funding and finding replacement for American Rescue Plan Act dollars (2026) and 1 cent sales tax (2025)	0
	19. Using outsourcing instead of hiring Village employees and when you are unable to hire quality, qualified staff	0
	20. Maintaining and not depleting Village resources (\$53 million)	0

GOAL 1 FINANCIALLY SOUND GOVERNMENT

»» Challenges and Opportunities		PRIORITY
21. Adjusting the stormwater rates		0
22. Understanding the impacts on the Village of an uncertain national and global economy and the potential of a major recession/depression		0
23. Software contract with Criterion is committing the Village to 3 years, but the end result will not accomplish a functioning and integrative HRIS system.		0
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GOAL 1 FINANCIALLY SOUND GOVERNMENT

» Actions 2025 – 2026			PRIORITY
P	1. Balanced Budget FY26 without Tax Increase	2024 M/VC Mgmt	5
P	2. NLC/FLC Membership and Participation: Evaluation Report, Direction, Level of Participation and Funding a. State b. Federal Project	2024 M/VC	4
P	3. Village Competitive Compensation and Preferred Employer, COLA and Benefits: Direction and Funding	2024 M/VC Mgmt	3
P	4. Village Support for Schools: Desired Outcomes, Village Role, Best Practices, Direction and Funding	M/VC	3
M	5. Village Capital Planning – Revenue Projections and Plan (5-Year)	2024 M/VC Mgmt	MGMT
M	6. ERP: Scope of Consultant Services, ERP Evaluation, Direction and Funding	2024 M/VC Mgmt	MGMT
M	7. Financial Projections and Tax Rate: Report and Direction	M/VC Mgmt	MGMT
	8. Reserves Policy Update: Review and Refinement	M/VC	1

GOAL 1 FINANCIALLY SOUND GOVERNMENT

»» Actions 2025 – 2026			PRIORITY
9.	Village Incentives for Teachers to Live in Royal Palm Beach: Desired Outcomes, Village Role, Best Practices, Direction and Funding	M/VC	1
10.	Facilities and Buildings Impacts Fees: Evaluation, Report and Direction	Mgmt	1
11.			
12.			
13.			
14.			
15.			
16.			

GOAL 1 FINANCIALLY SOUND GOVERNMENT

» Management in Progress 2025 – 2026		TIME	
1. Federal American Rescue Dollars: Reporting	Finance		
2. Contract for Services: Opportunities Identification	Village Manager		
3. Purchasing Procedures and Standardized Bid Templates: Development	Finance		
4.			
5.			
6.			
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GOAL 1 FINANCIALLY SOUND GOVERNMENT

» Major Projects 2025 – 2026		TIME
1. Farber Building Renovations: Construction	Engr	
2.		
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GOAL 1 FINANCIALLY SOUND GOVERNMENT

»» Future Projects 2026 – 2030		TIME
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GOAL 2 RESPONSIVE VILLAGE SERVICES

»» Objectives		PRIORITY	
Objective 1	Listen to and understanding the service needs of residents and families in context of Village service responsibilities and capacity		
Objective 2	Enhance residents' positive engagement with Village government		
Objective 3	Maintain top-quality and qualified Village workforce with appropriate and competitive compensation		
Objective 4	Maintain and upgrade Village facilities, buildings and equipment at a high level		
Objective 5	Invest in the maintenance and upgrade of Village infrastructure		
Objective 6	Invest in technology to enhance service delivery and to reduce the cost-of-service delivery		
Objective 7			
Objective 8			
Objective 9			
Objective 10			

GOAL 2 RESPONSIVE VILLAGE SERVICES

» Means to Residents		PRIORITY
1.	Services delivered with you in mind	
2.	Sense of pride in Village services and facilities	
3.	Value for tax dollars and fees	
4.	Timely response for calls for service	
5.	Attractive, functional Village facilities and infrastructure	
6.		
7.		
8.		
9.		
10.		

GOAL 2 RESPONSIVE VILLAGE SERVICES

» Challenges and Opportunities		PRIORITY
S	1. Maintaining a highly skilled, customer-oriented workforce dedicated to serving the Royal Palm Beach community	5
S	2. Maintaining residents' confidence and trust in Village government	5
S	3. Increasing volume of Public Records Request and keeping pace to ensure a timely and accurate response.	5
S	4. Monitoring/filling Board/Commission Seats with resident volunteers.	4
S	5. Maintaining a safe environment in public areas and events	3
S	6. Continuing and enhancing the effective methods for communicating with the community	3
S	7. Upcoming retirement and succession planning and talent development	3
S	8. Increasing State of Florida mandates and regulations impacting Village finances and service delivery	3
S	9. Paying for and funding the desired service levels	3
S	10. Limitations of Current Financial (ERP) & Legacy Systems	3

GOAL 2 RESPONSIVE VILLAGE SERVICES

»» Challenges and Opportunities		PRIORITY	
L	11. Increasing frequency and severity of cyber-attacks and security breaches	2	
L	12. Outdated “Thorguard” system throughout the park sites is difficult to repair. (Lightning Prediction System)	2	
L	13. Long-term funding for Stormwater Utility CIP projects	2	
L	14. Growing village population and increasing demands for Village services	1	
L	15. Excessive use and maintaining Village parks and facilities	1	
L	16. Labor pool shortages and potential need for outsourcing	1	
L	17. Maintaining the current Village organization culture when hiring new managers and employees	1	
L	18. Involving the community to obtain input and feedback for policy development, planning and decision making	1	
L	19. Ensuring social media content is aligned with today’s trends and audience needs.	1	
L	20. Disaster Recovery – Business Continuity	1	

GOAL 2 RESPONSIVE VILLAGE SERVICES

» Challenges and Opportunities		PRIORITY
21. Continuing to enhance the customer's experience	0	
22. Maintaining and expanding a tech-savvy Village workforce	0	
23. Managing and responding residents' expectations of Village government	0	
24. Keeping current with evolving public records law and expanding exemptions	0	
25. Measuring the effectiveness of Village services	0	
26. Increasing cost for truck replacements driving future budgets higher	0	
27. Increasing Financial and Internet Crimes	0	
28. Non-compliance to education given on safe guarding against criminals (i.e., unlocked vehicle doors and personal belongings being left in vehicles.).	0	
29.		
30.		

GOAL 2 RESPONSIVE VILLAGE SERVICES

»» Actions 2025 – 2026			PRIORITY	
P	1. Comprehensive Information Security Action Plan to Protect Data & Systems: Direction and Funding	Mgmt	5	
P	2. Public Information Enhancements: Next Steps and Plan for 2025 – 2026	2024 M/VC Mgmt	4	
P	3. Customer Service Enhancements: Performance Review, Report with Findings and Options, Direction and Village Actions	2024 M/VC	3	
P	4. Code Ordinances (Increase Staff Sign-Off): Review, Refinements and Adoption of Changes	M/VC	3	
P	5. Village App: Goal –Easy Access and Key Information for Our Community, Best Practices, Direction and Funding	M/VC	3	
M	6. Talent Development Programs: Programs and Funding	2024 Mgmt	MGMT	
M	7. Management and Employee Succession Implementation: Update Report	2024 M/VC	MGMT	
M	8. ERP: Implementation		MGMT	

GOAL 2 RESPONSIVE VILLAGE SERVICES

»» Actions 2025 – 2026			PRIORITY
M	9. Village of Royal Palm Beach App: Implementation		MGT
	10. Background Checks for Candidates: Best Practices, Report and Direction	M/VC	2
	11. Village Communications and Engagement Enhancements: Goals/Outcomes, Best Practices, Focusing on Strategic Communications, Report with Options, Direction and Funding	M/VC	2
	12. Vector: Evaluation, Re-Purposing and Direction	M/VC	2
	13. Senior Board: Direction and Implementation	M/VC	2
	14. Customer Service Feedback and Evaluation: Outcomes, Approach. Methodology, Direction and Funding	M/VC	1
	15. Channel 18: Direction	M/VC	1
	16. Youth Board: Direction and Implementation	M/VC	1

GOAL 2 RESPONSIVE VILLAGE SERVICES

»» Actions 2025 – 2026			PRIORITY
17. Outdated Speed Measuring Equipment Replacement: Direction and Funding	Mgmt	1	
18. Community Survey: Concept, Direction and Funding	M/VC	0	
19. Civic Education Program: Outcomes, Best Practices, Potential Tools, Village Role, Direction and Funding	M/VC	0	
20. Village Website Upgrade: Goal –Easy Access and Key Information for Our Community, Best Practices, Direction and Funding	M/VC	0	
21. Community Connection Upgrade: Direction	M/VC	0	
22. Abandon the R.O.W. from Wildcat Way to the NPBID Canal: Direction	Mgmt	0	
23.			
24.			

GOAL 2 RESPONSIVE VILLAGE SERVICES

»» Management in Progress 2025 – 2026			TIME	
1. Laserfiche Connect: Engineering	Engr			
2. State Legislative Agenda and Advocacy: Direction and Village Actions	Village Manager			
3. Project Maps and Various Zoning Maps: Update	P & Z			
4. New Resident/Business Packet: Update	Clerk			
5. HRIS System: Make it Work	Human Resources			
6. Development Application Manual Update	P&Z			
7. Royal Palm Beach Passport Type Material: Development	Clerk			
8. Parks Web Maps: Engineering Program Improvements and Map Redesign	Engr			
9. New Engineering and ROW Permits for Mapping and Entry: Streamlining	Engr			
10. Village Code of Ordinance Revisions through CivicPlus (Municode)	Clerk			

GOAL 2 RESPONSIVE VILLAGE SERVICES

»» Management in Progress 2025 – 2026			TIME	
11. Election Materials (i.e., Candidate Information Handbook, Municipal Election Schedule, etc.): Update	Clerk			
12. Artificial Intelligence Functions (and How They May Potentially Be Applied within Community Development Service Delivery): Evaluation and Actions	Comm Dev			
13. Community Summit 2025: Direction	VM			
14. Workforce Tracking for Public Works Using ESRI GIS Tools for Work Order Assignments, Implementation	Engr			
15. New Engineering and ROW Permits for Mapping and Entry into Various Survey123 Applications (Engineering Inspections and NPDES Inspections) (PRJ#- GIS-01 / Fund-N/A) (PRJ#- GIS25-03 / Fund-N/A)	Engr			
16. Financial Policies and Procedures to Ensure Regulatory Compliance: Completion	Finance			
17. Customized Departmental Budget Dashboards in OpenGov: Creation	Finance			
18. New Time Keeping: Implementation	Human Resources			
19. Standard Operating Procedures Specific to HR and Risk: Development	Human Resources			
20. Job Descriptions: Edit and Rewrite	Human Resources			

GOAL 2 RESPONSIVE VILLAGE SERVICES

»» Management in Progress 2025 – 2026		TIME	
21. Worker's Comp and Liability Suits: Resolution	Human Resources		
22. HR Functions and AI: Research and Direction	Human Resources		
23. Professional White Board Videos for Onboarding: Research and Funding (Budget FY 25)	Human Resources		
24. Village Training Program Enhancements: Tracking and Library Development	Human Resources		
25. Cloud-Based Applicant Tracking/Recruitment, On/Off Boarding, Performance/Learning Management, Time & Attendance Capturing Software Solutions: Deployment	Info Services		
26. Windows Hello Login: Completion	Info Services		
27. 10GB Network to Remote Facilities, Primarily Rec Center, Commons, and Cultural Center	Info Services		
28. Aruba Wi-Fi at All Facilities, Replacing Older Ubiquiti System: Deployment	Info Services	5/25	
29. Network Segregation Topology: Deployment	Info Services		
30. Use of AI Technologies: Investigation and Report with Options	Info Services		

GOAL 2 RESPONSIVE VILLAGE SERVICES

» Management in Progress 2025 – 2026			TIME	
31. Permitting of Community Residential Homes (According to the Requirements of Florida State Statute 419.001)	P&Z			
32. Development Approval Layer in GIS: Creation	Engr			
33. Vehicle Replacements: Evaluation and Funding (CIP FY 25)	Public Works			
34. Outdated Speed Measuring Equipment Replacement (Budget FY 25)	PBSO			
35. Enhanced Bathroom Maintenance (Budget FY 25): Kick Off	P&R			
36. Standardized Forms for Resolution, Ordinances and Agenda Item Summaries: Development	City Clerk	11/25		
37. Outdated Park Videos on the Website: Update	City Clerk	10/25		
38. Community Connection with New Photos of the Cultural Center and Commons Park Venue: Completions	City Clerk	11/25		
39. Contract with Impound Company to Remove and Auction of Abandoned RV Lot Vehicles: Completion	City Clerk	5/25		
40. Using Palm Beach County Legal Notice Website for Village Legal Advertising: Completion	City Clerk	6/25		

GOAL 2 RESPONSIVE VILLAGE SERVICES

»» Management in Progress 2025 – 2026			TIME	
41. Project Dox and Electronic Permitting: Monitoring	Com Dev			
42. Virtual Inspection System Program: Implementation	Com Dev			
43. Trades Inspection and Plan Review Internship Programs: Implementation	Com Dev			
44. Private Provider Data Process: Refinement	Com Dev			
45. Compliance with State “Milestone Inspection” Program for Buildings 3 stories or greater: Establish and Monitoring	Com Dev			
46. Customized Departmental Budget Reports in OpenGov: Completion	Finance			
47. American Rescue Plan Act (ARPA) Funds: Quarterly Report	Finance			
48. New Timekeeping System: Report and Funding	Finance			
49. FPL Franchise Fees Audit: Completion	Finance			
50. Onboarding and Online Application System: Implementation	Human Resources			

GOAL 2 RESPONSIVE VILLAGE SERVICES

»» Management in Progress 2025 – 2026		TIME	
51. HR Forms: Updating and Re-Design	Human Resources		
52. SOP for HR: Rewrite	Human Resources		
53. New HRIS: Direction and Funding	Human Resources		
54. New ERP Migration from Mainframe to Modern System: Planning	Info Services		
55. Build IT Roadmap: Re-Evaluating Current Systems and Applications	Info Services		
56. Microsoft Office Email & Applications to O365 Cloud Suite w/One Drive for Improved Productivity Tools; Upgrade	Info Services		
57. SharePoint/One Drive: Rollout	Info Services		
58. Firewall Replacement	Info Services		
59. DBF Subnet Migration	Info Services		
60. Cultural Center Subnet Migration	Info Services		

GOAL 2 RESPONSIVE VILLAGE SERVICES

» Management in Progress 2025 – 2026		TIME
61. Debris Removal Contract for the 2025 Hurricane Season	Public Works	
62. Fire/Security Systems at all Village Buildings	Public Works	
63. Equipment Replacement Schedule Update: Completion	Public Works	
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GOAL 2 RESPONSIVE VILLAGE SERVICES

» Major Projects 2025 – 2026		TIME	
1. Sidewalk Trip Hazards Elimination	Public Works		
2. Bus Stop: Installation (2)	Public Works		
3. LaMancha Underdrain (ARPA PW2204): Construction	Public Works		
4. Canal Bank Stabilization (APRA PW1806) Round 2: Construction	Public Works		
5. Water Treatment Plant (PW1802/PW1902): Bid	Public Works		
6. SR 80 Street Lights Replacement Fixtures: 5 per Year Completion Transfer to FDOT or FPL	Public Works		
7. Drainage System Improvements (PW 1903):Heron Bay Parkway: Grant and Construction	Public Works		
8. Annual Backflow Preventer Replacement (PWXXBF)	Public Works		
9. Storm Drain Outfall Replacement (ARPA – PW22SD): Grant	Public Works		
10. Aquatic Vegetation Maintenance	Public Works		

GOAL 2 RESPONSIVE VILLAGE SERVICES

»» Major Projects 2025 – 2026		TIME	
11. Canal Back Maintenance (ARPA PW2205)	Public Works		
a. Design			
b. TB			
c. Award			
d. Construction			
12. Annual Repairs/Replacements Bus Shelters, (PWXXBS)	Public Works		
13. Lamstein Lane Street Lights (CIP FY 27): Funding	Public Works		
14. ADA Improvements Phase II Grant Notice to Proceed (PRJ#- EN2302 / Fund-303): Notice to Proceed Construction	Engr		
15. Asphalt Walkways on the Village Hall Campus with Concrete Sidewalks (PRJ#- EN25XX / Fund-TBD) Replacement: Design and Construction	Engr		
16. Guard Rail Replacement (PW2104)	Public Works		
a. PO Requisition			
b. Completion			
17. PBSO Bathroom Renovations (PW2404): Completion	Public Works		
18. Street Restriping (PWXXSR)	Public Works		
19. Street Sign R&R (PWXXSS)	Public Works		
20. Fountain Replacement (PWXXFR)	Public Works		

GOAL 2 RESPONSIVE VILLAGE SERVICES

» Major Projects 2025 – 2026		TIME
21. New Roof on the Katz Field Building (PR2405) a. Design b. ITB c. Award d. Construction	Public Works	
22. Boat Dock Repair and Replacement: Direction and Funding (CIP FY 25)	Public Works	
23. Park Bathrooms Upgrade: Review, Direction and Funding		
24. David Farber Building Renovation (PRJ#- EN2401 / Fund-303): Design and Construction		
25. Canal Bank Stabilization, PW1806	Public Works	
26. Katz Field Building Re-Roof, PR2405	Public Works	
27. Landscape Plan for Entry Sign on Okeechobee Boulevard.	Public Works	
28. Street Light Disconnect Replacement, PW2502	Public Works	
29. Aquatic Vegetation Maintenance;	Public Works	
30. Roof Drains @ FOC	Public Works	

GOAL 2 RESPONSIVE VILLAGE SERVICES

» Major Projects 2025 – 2026		TIME
31. Flag Pole and Lighting at Village Hall: Installation	Public Works	
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GOAL 2 RESPONSIVE VILLAGE SERVICES

»» Future Projects 2026 – 2030		TIME
1.	Transportation Fee: Concept Development and Village Participation [Linking to 1 Cent Sales Tax for 561 Plan]	
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GOAL 3 EXCEPTIONAL PARKS AND LEISURE CHOICES FOR ALL

»» Objectives		PRIORITY	
Objective 1	Maintain existing parks at a high service level		
Objective 2	Develop and enhance recreation programs and services for all ages		
Objective 3	Maintain and enhance venues at RPB Commons Park		
Objective 4	Complete Recreation Center construction while maintaining programs and activities during construction		
Objective 5	Enhance quality of community events		
Objective 6	Develop bike/pedestrian access points to RPB Commons Park through easements between houses		
Objective 7	Expand teen and senior programming and activities responsive to the needs of our residents		
Objective 8			
Objective 9			
Objective 10			

GOAL 3 EXCEPTIONAL PARKS AND LEISURE CHOICES FOR ALL

» Means to Residents		PRIORITY
1. More leisure and recreation choices for all family generations		
2. Convenience – parks and leisure amenities near home		
3. Recreation programs and services responsive to the community needs		
4. Family oriented activities at an affordable rate		
5. More reasons to live in Royal Palm Beach		
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GOAL 3 EXCEPTIONAL PARKS AND LEISURE CHOICES FOR ALL

»» Challenges and Opportunities		PRIORITY	
S	1. Defining Village's role in arts and culture	5	
S	2. Maintaining safe parks, facilities and events	4	
S	3. Recreation Center hiring and retaining staff (part-time and full-time).	4	
S	4. Aging facilities needing repairs and upgrades, replacements	3	
S	5. Excessive use of athletic facilities and maintenance	3	
S	6. High costs of the Seafood Festival with no gate and the Village paying \$25,000 for entertainment/relationship to Westfest	3	
S	7. Relocation of programs and activities during the Recreation Center expansion project.	3	
S	8. Getting the senior population to utilize our online (tech related) resources	3	
L	9. Securing and retaining quality Village staff	2	
L	10. Obtaining sponsorships for programs and events	2	

GOAL 3 EXCEPTIONAL PARKS AND LEISURE CHOICES FOR ALL

»» Challenges and Opportunities		PRIORITY	
L	11. Connector to RPB Commons Park	2	
L	12. High volume of usage of Cultural Center rooms is causing increased wear-and-tear on the facility's furnishings and surfaces	2	
L	13. Keeping events fresh and inviting for our residents	1	
L	14. Finding ways to reach and attract teenagers through recreational programming	1	
L	15. Changing recreational and leisure patterns	1	
L	16. New Village facilities providing more opportunities for residents	1	
L	17. Conflicts between residents use and non-resident use	1	
L	18. Securing and retaining volunteer coaches for athletic programs	1	
L	19. Limited lighting in the parking lot of the Recreation Center	1	
L	20. Heavy use of natural grass athletic fields is difficult to maintain and allow for more users than the existing Provider Groups	1	

GOAL 3 EXCEPTIONAL PARKS AND LEISURE CHOICES FOR ALL

»» Challenges and Opportunities		PRIORITY
21. Wide variety of offerings for seniors		0
22. Difficulty in hiring part-time staff and finding volunteers		0
23. Desire for competitive sports over recreational leagues		0
24. Finding instructors		0
25. Finding additional programming space		0
26. Service interruptions of aging A/C system within the Sporting Center		0
27. Lack of storage and office space at Cypress Hall resulting in new challenges and concerns related facilitating rentals at that facility		0
28.		
29.		
30.		

GOAL 3 EXCEPTIONAL PARKS AND LEISURE CHOICES FOR ALL

»» Actions 2025 – 2026			PRIORITY	
P	1. Outdated Playscapes, Play Surfaces, Furniture and Pavilions Village-Wide Replacement: Direction and Funding	Mgmt	4	
P	2. Aging Park Renewal and Replacement Plan: Plan Development and Funding Mechanism	2024 M/VC Mgmt	3	
P	3. Community Events and Festivals Marketing and Resident Information Expansion: Report with Options, Direction and Village Actions	M/VC	3	
P	4. Comprehensive Major Events Assessment and Strategy: Evaluation Report on Community Benefits, Strategic Development, Direction, Funding, and Village Actions	M/VC	3	
P	5. Public Arts Program Re-Evaluation: Outcomes, Village Role, New Initiatives, Report with Options, Direction and Funding	M/VC	3	
P	6. Community Calendar Development: Concept, Best Practices, Direction and Funding	M/VC	3	
M	7. Preservation Park to Crestwood Connection (Grant)		MGMT	
	8. Golf Driving Range Net: Report with Costs, Direction and Funding	M/VC	2	

GOAL 3 EXCEPTIONAL PARKS AND LEISURE CHOICES FOR ALL

»» Actions 2025 – 2026			PRIORITY	
9. Neighborhood Events Support: Outcomes, Best Practices, Report with Options, Direction and Funding	M/VC		2	
10. Commons Park Amphitheatre Access Road: Direction and Funding	Mgmt		2	
11. Veteran's Park Electric Repair and Replacement: Direction and Funding	Mgmt		2	
12. Turf Fields [2]: Feasibility Report, Direction and Funding	2024 M/VC Mgmt		1	
13. Camellia Park Renovation (PR2402): Direction, Funding and Design	2024 Mgmt		1	
14. Westfest/Seafood Fest: Direction	M/VC		1	
15. New Shade Covers for the Sports Field Bleachers: Direction and Funding	Mgmt		0	
16. Ballroom Kitchen at Cultural Center Cabinet Replacement: Direction and Funding.	Mgmt		0	

GOAL 3 EXCEPTIONAL PARKS AND LEISURE CHOICES FOR ALL

»» Actions 2025 – 2026			PRIORITY
17. “Tee Box” Areas of the Driving Ranges Improvements: Direction and Funding	Mgmt	0	
18. A/C System at the Sporting Center: Funding for Evaluation Report	Mgmt	0	
19. Katz Field Gutters and Conduit Replacement: Direction and Funding	Mgmt	0	
20. Recreation Center Project: Design and Construction	M/VC Mgmt	Major Project	
21. Culture Center Entrance Cover: Direction and Funding	M/VC	Major Project	
22.			
23.			
24.			

GOAL 3 EXCEPTIONAL PARKS AND LEISURE CHOICES FOR ALL

»» Management in Progress 2025 – 2026			TIME
1. Shakespeare under the Palms in RPB Commons Park 2025-2026	P&R		
2. Mayor's Benefit Golf Tournament	P&R		
3. RPB Commons Park Access (EN1902) – Easements for Interconnect Plan Future Access Points to Royal Palm Beach Commons Park; Lot 179 Grouse Lane Entrance to Amphitheater: Construction	Engr		
4. Semi-Annual Parks Recreation Program Guide Renewal: Implementation	P&R		
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GOAL 3 EXCEPTIONAL PARKS AND LEISURE CHOICES FOR ALL

» Major Projects 2025 – 2026			TIME	
1. Homeplace Park Pickle Ball Courts (2): Design	P&R			
2. Royal Palm Beach Bike and Pedestrian Access to the Pond Cypress Trail System: Creation	Engr			
3. Camellia Park Renovation (PR2402) – Tennis Court Lights, Pro Office and Restroom Building	P&R			
4. Splash Pad Re-Purpose at Veterans Park (PRJ#- PR2307 / Fund-302)	Engr			
5. Cultural Center Entry Enhancement: Design and Construction (PRJ#- PR2401 / Fund-303)	Engr			
6. Comprehensive All Access Playscape: Report with Options and Direction (CIP FY 25)	P&R			
7. Recreation Center Remodel/Expansion: Final Design, Construction and Opening				
8. All Children's Playground – Common (PRJ#- PR2602-303): Design and Construction	Engr			
9. Bob Marcello Lighting Upgrade (PR2501-303): Design and Construction	Engr			
10. Pickle Ball Courts in Counterpoint Park: Design and Construction	Engr			

GOAL 3 EXCEPTIONAL PARKS AND LEISURE CHOICES FOR ALL

»» Major Projects 2025 – 2026		TIME	
11. Trail and Pavilion Lighting throughout Commons Park: Repair and Replace	P&R		
12. Bob Marcello Park's Ballfields Infield Areas Re-Grading	P&R		
13. Fountain Replacement, PWXXFR	Public Works		
14. Boat Dock Repair & Replacement	Public Works		
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**GOAL 3 EXCEPTIONAL PARKS AND LEISURE CHOICES
FOR ALL**

»» Future Projects 2026 – 2030			TIME
1. Senior Needs: Assessment Update, Report with Findings and Recommendations, Direction and Village Actions	2024 M/VC		
2. Southern Boulevard. Park (PR1901) – Design and Construction of a 10-15 Acre Park			
3. Ferrin Park Drainage on Field #3 Correction: Priority and Funding			
4. RPB Commons Island Renovation			
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GOAL 4 RPB – A UNIQUE COMMUNITY

»» Objectives		PRIORITY	
Objective 1	Redevelop the State Road 7 Corridor consistent with the Village vision		
Objective 2	Have a successful Tuttle Royale development as a mixed-use social center		
Objective 3	Maintain a beautiful community		
Objective 4	Maintain a safe community		
Objective 5	Improve mobility for Village residents within Royal Palm Beach and to the region		
Objective 6	Expand arts and culture facilities and opportunities		
Objective 7			
Objective 8			
Objective 9			
Objective 10			

GOAL 4 RPB – A UNIQUE COMMUNITY

»» Means to Residents		PRIORITY
1. Protection of home and property values		
2. More personal and family time		
3. Predictable, acceptable travel times		
4. Saving time since there is no need to leave the Village		
5. Variety of job opportunities for residents		
6. Greater pride in Royal Palm Beach community		
7. Predictable development and redevelopment guide by the Village's plans		
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GOAL 4 RPB – A UNIQUE COMMUNITY

»» Challenges and Opportunities		PRIORITY
S	1. Defining and following through on common visions for State Road 7 corridor, mobility	5
S	2. Business attraction and investment in Royal Palm Beach	5
S	3. Maintaining the character of Royal Palm Beach – the reasons that residents make the choice to live here	4
S	4. State of Florida actions impacting Village	4
S	5. Direction on Tuttle development of POD #6	4
S	6. Development in West County and the impacts on Royal Palm Beach: Minto West, Arden, GL Homes, Avenir	3
S	7. High cost of housing the impacts on community demographics	3
S	8. Developing underutilized properties	3
S	9. Advocating for a new east-west corridor connecting western communities to the Turnpike and I-95	3
S	10. Creating new maps and apps showing site plans and various setbacks for properties throughout the Village that would allow staff and residents, business owners and developers conveniently view site plans and setback requirements.	3

GOAL 4 RPB – A UNIQUE COMMUNITY

»» Challenges and Opportunities		PRIORITY
L	11. Traffic congestion and limiting road capacity	2
L	12. Maintaining a low crime rate	2
L	13. Maintaining Royal Palm Beach unique assets and keeping them exciting and fresh	2
L	14. Obtaining grant funding for a 600-foot pedestrian/bicycle pathway from Crestwood Boulevard to the Preservation Park Recreation Center, which will include two bridges and a gazebo.	2
L	15. Developing a transit hub in Royal Palm Beach	1
L	16. Lack of a common regional vision and plan for transportation, transit and mobility	1
L	17. Addressing problems associated with homeless population and with few tools for Village government	1
L	18. Developing a family-friendly social destination at Tuttle Royale as part of a mixed-use development	1
L	19. Developing micro-mobility options	1
L	20. Increasing traffic within the Village	1

GOAL 4 RPB – A UNIQUE COMMUNITY

»» Challenges and Opportunities		PRIORITY
L	21. Inflation and uncertain economy	1
L	22. Addressing County mobility fee	1
L	23. Potential population increase 20,000-30,000	1
L	24. Finalizing the capital replacement plan for all the infrastructure maintained in the Village GIS system	1
	25.	
	26.	
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GOAL 4 RPB – A UNIQUE COMMUNITY

»» Actions 2025 – 2026			PRIORITY
P	1. Tuttle Royale Development: Stay Strong with Approved Concept	2024 M/VC Mgmt	4
P	2. State Road 7 Corridor Redevelopment Policy and Land Use: Direction	2024 M/VC Mgmt	4
P	3. Old Commercial Centers Redevelopment/Revitalization Strategy/Actions: Desired Outcomes, Best Practices, Village Role, Direction and Village Actions	M/VC	4
P	4. Crestwood Boulevard Speeding Limitation: Problem Analysis, Report, Direction, and Actions		4
P	5. “A” Rated Schools Strategy: Problem Analysis, Village Role, Desired Outcomes, Direction and Village Actions	M/VC	3
P	6. Accessory Dwelling Units (ADU): State Actions, Direction and Village Actions	M/VC	3
M	7. Water Supply Plan: Completion	2024 Mgmt	MGMT
M	8. Regional Transportation Plan Development: Participation and Update Reports	M/VC	MGMT

GOAL 4 RPB – A UNIQUE COMMUNITY

»» Actions 2025 – 2026			PRIORITY
M	9. Cypress Key-Southern Boulevard Traffic Signal: Project	M/VC	MGMT
M	10. Comprehensive Plan Update: Completion and Adoption	Mgmt	MGMT
M	11. East-West Corridor Connection to the Turnpike and I-95		MGMT
M	12. Pond Cypress Natural Area Connection at Target		MGMT
	13. Homeless Policy, Strategy and Action Plan: State Law Analysis, Report with Options, Village Role, Policy Direction and Village Actions	2024 M/VC Mgmt	2
	14. Drainage System Renewal and Replacement: Plan Development and Funding	Mgmt	2
	15. Business Visibility: Problem Analysis, Best Practices, Report and Direction	M/VC	2
	16. Housing Inventory: Update Report	M/VC Mgmt	2

GOAL 4 RPB – A UNIQUE COMMUNITY

»» Actions 2025 – 2026			PRIORITY
17.	Data Centers Development: Report on Impacts, Direction and Village Actions	M/VC	2
18.	Okeechobee Boulevard Main Entrance Sign Improvements and Landscaping : Design, Direction, and Funding	2024 Mgmt	1
19.	Village Stormwater Management Program: Effectiveness Evaluation and Direction	M/VC	1
20.	Golf Carts Regulations Enforcement: Legal Analysis, Best Practices, Report with Options, Direction and Village Actions	M/VC	1
21.	HOA Relationship Building and Action Plan: Outcomes, Best Practices, Report with Options, Direction and Village Actions	M/VC	1
22.	Shade Trees/Tree Program: Current Activities, Outcomes, Best Practices, Report with Options, Direction and Funding	M/VC	1
23.	Landscape Ordinance: Review, Direction and Adoption	Mgmt	1
24.	600-Foot Pedestrian/Bicycle Pathway from Crestwood Boulevard to the Preservation Park Recreation Center: Direction and Funding	Mgmt	1

GOAL 4 RPB – A UNIQUE COMMUNITY

»» Actions 2025 – 2026			PRIORITY
25. Arts Staffing and Program: Direction and Funding	Mgmt	1	
a. Cleaning/Maintenance Schedule – Developing a regular schedule for maintaining public art with Public Works.			
b. Inventory Report/Lighting for Public Art – Conducting an inventory of public art and improving its lighting.			
c. Plaques for Public Artwork – Establishing a standard for placing plaques on all public artwork around the Village.			
d. Art at Parks & Recreation Events – Increasing the presence of art at events, such as concerts at the park.			
26. Gate Security/Integrity at Madrid and State Road 7: Problem Analysis, Direction and Village Actions	M/VC	0	
27. Car Racing Citywide and Neighborhoods: Problem Analysis, Best Practices, Report with Options, Direction and Village Actions	M/VC	0	
28. Crestwood Traffic Light: Direction	M/VC	0	
29. Residential Lighting Guidelines and Ordinance: Review, Direction and Adoption	Mgmt	0	
30. Tree Mitigation Code Amendment: Direction and Adoption	Mgmt	0	

GOAL 4 RPB – A UNIQUE COMMUNITY

»» Management in Progress 2025 – 2026		TIME
1. Community Education: “Lock Your Vehicle”	PBSO	
2. Sector Patrol Boundaries Analysis (Linked to Tuttle Royale Development)	PBSO	
3. Crime Reduction through Directed Patrol Plans	PBSO	
4. Neighborhood Watch/Crime Reduction Program: Expansion	PBSO	
5. ALDI Park PID Remaining Parcels (Developer Driven)	P&Z	
6. Community Residential Homes Administration Mapping	P&Z	
7. Manufacturing and Limited Processing Parking Requirements: Evaluation and Direction	P&Z	
8. Village-Owned Utility Boxes Wrapping: Completion	P&Z	
9. Directed Patrol Plans: Expanded Use	PBSO	
10.		

GOAL 4 RPB – A UNIQUE COMMUNITY

» Major Projects 2025 – 2026		TIME
1. Annual Vegetation Maintenance	Public Works	
2. Annual Sidewalk Trip Hazards Repair	Public Works	
3. Bilbao Street to Okeechobee Boulevard Pathway Replacement (2305)	Public Works	
4. Cypress Key Traffic Signal: Traffic Study and Installation	Public Works	
5. Road Resurfacing Projects: Completion		
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GOAL 4 RPB – A UNIQUE COMMUNITY

»» Future Projects 2026 – 2030		TIME
1.	Older Commercial Centers Revitalization/Redevelopment: Update Report, Direction and Village Actions	
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SECTION 7

ACTION AGENDA 2025 – 2026 **[Final Summary: 4/5/25]**

Village of Royal Palm Beach Goals 2030

FINANCIALLY SOUND GOVERNMENT



RESPONSIVE VILLAGE SERVICES



**EXCEPTIONAL PARKS AND LEISURE
CHOICES FOR ALL**



RPB – A UNIQUE COMMUNITY

Definitions of Terms

POLICY –

is an issue that needs direction or a policy decision by the Mayor and Village Council; or needs a major funding decision by the Mayor and Village Council; or an issue that needs Mayor and Village Council leadership by the governing body in the community; or with other governmental bodies (Village government, other Village governments, state government, federal government) – questions of “WHAT: IS THE DIRECTION; IS THE GOAL; IS THE BUDGET OR RESOURCES; IS THE VILLAGE'S POLICY OF REGULATION?”

MANAGEMENT –

a management action which the Mayor and Village Council has set the overall direction and provided initial funding (e.g., phased project), may require further Mayor and Village Council action on funding; or a major management project particularly multiple years (e.g., upgrade to the information system) – questions of “HOW: DO WE ADDRESS THE ISSUE, MANAGE THE VILLAGE; IMPLEMENT A DECISION OR PROGRAM; CAN WE IMPROVE THE MANAGEMENT OR ORGANIZATIONAL PROCESS?”

MANAGEMENT IN PROGRESS –

a management or organization action which Mayor and Village Council has set the direction, needs staff work before going to Mayor and Village Council for direction next year or beyond, no choice mandated by an outside governmental agency or institution, management process improvement budgeted or funded by the Mayor and Village Council.

MAJOR PROJECT –

a capital project funded in the CIP or by Mayor and Village Council action which needs design or to be constructed (e.g., Road project, Village facility project, park project, etc.).

ON THE HORIZON –

an issue or project that will not be addressed during the year by management or the Mayor and Village Council but should be addressed in the next five years; it could become an action item for this year if another party moves the issue or project forward – it depends on them.

Policy Agenda 2025 – 2026

Targets for Action

Royal Palm Beach

TOP PRIORITY

- 1 **Village Competitive Compensation and Preferred Employer, COLA and Benefits:
Direction and Funding**
- 4 **State Road 7 Corridor Redevelopment Policy and Land Use:
Direction**
- 1 **Balanced Budget FY26 without Tax Increase:
Direction**
- 4 **Tuttle Royale Development: Stay Strong with Agreement Concept:
Developer's Response**
- 1 **Village Support for Schools:
Desired Outcomes, Village Role, Options, Direction and Funding**

HIGH PRIORITY

- 3 **Community Events and Festivals Marketing and Resident Information Expansion:
Report with Options, Direction and Village Actions**
- 4 **Old Commercial Centers Redevelopment/Revitalization Strategy/Actions:
Direction and Village Actions**
- 3 **Comprehensive Major Events Assessment and Strategy:
Evaluation Report on Community Benefits, Strategic Development,
Direction, Funding, and Village Actions**
- 2 **Comprehensive Information Security Action Plan to Protect Data and Systems:
Direction, Funding and Implementation**
- 2 **Public Information Enhancements:
Next Steps and Plan for 2025 – 2026**

Royal Palm Beach Policy Agenda 2025 – 2026

			PRIORITY		
		Priority	Top	High	
1	1. Village Competitive Compensation and Preferred Employer, COLA and Benefits: Direction and Funding	TOP	5	-	
4	2. State Road 7 Corridor Redevelopment Policy and Land Use: Next Steps	TOP	5	-	
1	3. Balanced Budget FY26 without Tax Increase: Direction	TOP	4	-	
1	4. Village Support for Schools: Desired Outcomes, Village Role, Options, Direction and Funding	TOP	3	-	
4	5. Tuttle Royale Development: Stay Strong with Approved Concept: Developer’s Response	TOP	3	-	
3	6. Community Events and Festivals Marketing and Resident Information Expansion: Report with Options, Direction and Village Actions	HIGH	2	5	
4	7. Old Commercial Centers Redevelopment/Revitalization Strategy/Actions: Direction and Village Actions	HIGH	2	4	
3	8. Comprehensive Major Events Assessment and Strategy: Evaluation Report on Community Benefits, Strategic Development, Direction, Funding, and Village Actions	HIGH	1	4	

*Number to far-left of area correlates the Goal to the Action listed

Royal Palm Beach Policy Agenda 2025 – 2026

			PRIORITY		
		Priority	Top	High	
2	9. Comprehensive Information Security Action Plan to Protect Data and Systems: Direction, Funding and Implementation	HIGH	1	3	
2	10. Public Information Enhancements: Next Steps and Plan for 2025 – 2026	HGIH	1	3	
2	11. Village App: Goal –Easy Access and Key Information for Our Community: Direction and Funding		1	2	
3	12. Public Arts Program Re-Evaluation: Outcomes, Village Role, New Initiatives, Direction and Funding		1	2	
2	13. Code Ordinances (Increase Staff Sign-Off): Review, Refinements and Adoption of Changes		0	2	
2	14. Customer Service Enhancements: Performance Review, Report with Findings and Options, Direction and Village Actions		1	1	
3	15. Outdated Playscapes, Play Surfaces, Furniture and Pavilions Village-Wide Replacement: Direction and Funding		1	1	
1	16. Intergovernmental Strategy and Action Plan: Direction, Funding and Village Actions a. NLC/FLC b. State Lobbying c. Project for Outside Funding		0	1	

Royal Palm Beach Policy Agenda 2025 – 2026

		Priority	PRIORITY		
			Top	High	
4	17. Crestwood Boulevard Speeding Limitation: Data Gathering and Analysis, Report, Direction, and Actions		0	0	
4	18. Accessory Structures/Dwelling Units: Direction a. Accessory Dwelling Units (ADU) b. Accessory Buildings and Structure		0	0	
	19.				
	20.				
	21.				
	22.				
	23.				
	24.				

Management Agenda 2025 – 2026

Targets for Action

Royal Palm Beach

TOP PRIORITY

- | | |
|---|--|
| 1 | Village Capital Planning – Revenue Projections and Plan (5-Year):
Direction and Funding |
| 1 | Financial Projections and Tax Rate:
Report and Direction |
| 4 | Regional Transportation Plan Development:
Participation and Update Reports |
| 4 | Cypress Key-Southern Boulevard Traffic Signal:
Project |
| 2 | Royal Palm Beach Boulevard Maintenance – Turnover to Residents:
Direction and Funding |

HIGH PRIORITY

- | | |
|---|---|
| 4 | Comprehensive Plan Update:
Completion and Adoption |
| 1 | ERP:
Scope of Consultant Services, ERP Evaluation, Direction and Funding |
| 2 | Talent Development Programs:
Programs and Funding |
| 4 | Water Supply Plan:
Completion |
| 4 | East-West Corridor Connection to the Turnpike and I-95 |

Royal Palm Beach Management Agenda 2025 – 2026

		PRIORITY		
		Priority	Top	High
1	1. Village Capital Planning – Revenue Projections and Plan (5-Year): Direction and Funding	TOP	5	-
1	2. Financial Projections and Tax Rate: Report and Direction	TOP	5	-
4	3. Regional Transportation Plan Development: Participation and Update Reports	TOP	4	-
4	4. Cypress Key-Southern Boulevard Traffic Signal: Project Completion	TOP	3	-
2	5. Royal Palm Beach Boulevard Maintenance – Turnover to Residents: Direction and Funding	TOP	3	-
4	6. Comprehensive Plan Update: Completion and Adoption	HIGH	2	5
1	7. ERP: Scope of Consultant Services, ERP Evaluation, Direction and Funding	HIGH	1	5
2	8. Talent Development Programs: Programs and Funding	HIGH	1	5

Royal Palm Beach Management Agenda 2025 – 2026

		Priority	PRIORITY		
			Top	High	
4	9. Water Supply Plan: Completion	HIGH	1	5	
4	10. East-West Corridor Connection to the Turnpike and I-95: Next Steps	HIGH	1	3	
3	11. Preservation Park to Crestwood Connection: Grant		0	1	
4	12. Pond Cypress Natural Area Connection at Target: Direction and Funding		0	1	
	13.				
	14.				
	15.				
	16.				

Royal Palm Beach Action Outlines 2025 – 2026

GOAL 1	FINANCIALLY SOUND GOVERNMENT
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ACTION: Village Competitive Compensation and Preferred Employer, COLA and Benefits: Direction and Funding

PRIORITY

Policy Top

Key Issues

- Goals: 50-60 percentile
- Cost of Living (COLA)
- Merit-Based Compensation
- Same Benefits
- Balancing between Market and Funding Capacity

Activities/Milestones

1. Complete Market Analysis and Report
2. Prepare budget proposal
3. **BUDGET WORKSHOP: Budget FY 26 Discussion and Direction**
4. **DECISION: Budget FY26 Adoption and Funding**
5. Implementation

Time

6/25
7.25
7/25
9/25
10/25

Responsibility: Human Resources Director

ACTION: Balanced Budget FY26 without Tax Increase: Direction

PRIORITY
Policy

Key Issues

- Village Services and Levels of Service
- Village Staffing Levels
- Village Employee Compensation
- Tax Rate – No Increase

Activities/Milestones

1. Prepare initial budget document
2. **BUDGET WORKSHOP: Budget FY26 Discussion and Direction**
3. **DECISION: Budget FY 26 Adoption**

Time

7/25

7/25

9/25

Responsibility: Finance Director

ACTION: Village Support for Schools: Desired Outcomes, Village Role, Best Practices, Direction and Funding

PRIORITY

Policy Top

Key Issues

Activities/Milestones

Time

- Legal Framework: Primary Responsibilities
- Village Government Mission
- Village Government Role
- Less than 10% Households Have School Age Children
- School Use of Village Facilities
- Village Costs to Support School Events
- Private School in Royal Palm Beach: Direction
- Advocacy to School Board Representative
- Village Scholarship Funding: \$10,000
- School Use of Village Facilities: \$10,000+ in Wages and Fees
- High Schools Reputation
- Clubs Have Free Use of Village Facilities
- Education Advisory Council Responsibilities and Activities
- City Government Week Presentation
- Youth Council: Purposes and Structure
- Teacher of the Month Recognition
- Designated Teacher Friendly Businesses: Criteria and List
- Desire: "A" Rated Schools
- School Boundary
- Consistency of School Leadership

1. Prepare presentation on Youth Council Concept
2. **PRESENTATION: Youth Council Concept**
3. Request meeting with School Board Representative
4. **MEETING/PRESENTATION: School Board Representative**
5. **DECISION: Youth Council Direction**

5/25

6/25

6/25

8/25

10/25

Responsibility: Mayor/Village Manager

ACTION: Intergovernmental Strategy and Action Plan: Direction, Funding and Village Actions**PRIORITY**

Policy

- a. NLC/FLC
- b. State Lobbying
- c. Project for Outside Funding

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> Level of Participation Funding Level 	A. NLC/FLC <ol style="list-style-type: none"> Identify level of participation Prepare budget proposal 	5/25 6/25
	3. BUDGET WORKSHOP: Budget FY 26 Discussion and Direction	7/25
	4. DECISION: Budget FY 26 Adoption Funding	9/25
<ul style="list-style-type: none"> Key Issues for Village of Royal Palm Beach 	B. State Lobbying <ol style="list-style-type: none"> Identify key issues for Legislative Session Convey Legislative Agenda to Lobbyist 	12/25 1/26
<ul style="list-style-type: none"> Potential Project for Funding 	C. Project for Outside Funding <ol style="list-style-type: none"> Review Capital Projects List Review Projects with Lobbyist and Congressional Representative 	12/25 12/25 2/26
	3. REPORT: Update	

Responsibility: Village Manager/Village Engineer

ACTION: Village Capital Planning – Revenue Projections and Plan
(5-Year): Direction and Funding

PRIORITY

Mgmt Top

Key Issues

- Projects
- Project Costs
- Funding Level
- Separating Maintenance from New Projects

Activities/Milestones

1. Update Village Projects List
2. Prepare Project List by Departments
3. Prepare draft Village Capital Plan with Costs and Revenue Projections
4. **WORKSHOP: Capital Plan FY 26 Presentation, Discussion and Direction**
5. **DECISION: Capital Plan FY 26 Adoption and Funding**

Time

6/25
6/25
6/25
7/25
9/25

Responsibility: Village Engineer/Finance Director

ACTION: Financial Projections and Tax Rate: Report and Direction

PRIORITY

Mgmt Top

Key Issues

- Expenditure Projections
- Revenue Projections
- Uncertain National and Global Economy
- Potential Cutbacks and Efficiencies
- New Revenue Sources
- MSTU Fire Review
- Tax Increase
- Public Information to Residents

Activities/Milestones

1. **COUNCIL DISCUSSION: Village Services and Financial Projections**
2. Develop Communications Strategy/Action Plan on Village Services and Finances
3. Update Financial Projections and Tax Rate
4. **STRATEGIC PLANNING WORKSHOP: Report Presentation, Discussion and Direction**

Time

8/25

10/25

2/26

4/26

Responsibility: Finance Director

ACTION: ERP: Scope of Consultant Services, ERP Evaluation, Direction and Funding

PRIORITY

Mgmt High

Key Issues

- Scope
- Costs
- Funding
- Outcomes Evaluation
- Village Process Improvements

Activities/Milestones

1. Create RFP for consultation services
2. Receive bids
3. Selection Committee evaluates bids and prepare recommendations
4. **DECISION: Award Contract for ERP**
5. Kick-off ERP Project
6. Complete ERP Project

Time

4/25
6/25
8/25
9/25
10/25
12/27

Responsibility: Information Services Director

☐ Management in Progress 2025 – 2026			TIME
1	1. Federal American Rescue Dollars: Reporting	Finance	Quarterly 12/26
1	2. Contract for Services: Opportunities Identification	Village Manager	Ongoing
1	3. Purchasing Procedures and Standardized Bid Templates: Development	Finance	12/25

☐ Major Projects 2025 – 2026			TIME
1	1. Farber Building Renovations: Construction	Engr	10/25

GOAL 2	RESPONSIVE VILLAGE SERVICES
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ACTION: Royal Palm Beach Boulevard Maintenance Turnover to Residents: Direction and Funding

PRIORITY

Policy Top

Key Issues

- Residents' Responsibility
- Irrigation System Connection
- Costs
- Funding
- Public Information

Activities/Milestones

1. Prepare budget proposal
2. Finalize budget recommendations
3. **BUDGET WORKSHOP: Budget FY 26 Presentation, Discussion and Direction**
4. **DECISION: Budget FY 26 Adoption and Funding**

Time

6/25
6/25
7/25
9/25

Responsibility: Information Services Director

ACTION: Comprehensive Information Security Action Plan to
Protect Data & Systems: Direction and Funding

PRIORITY

Policy High

Key Issues

- Training Human Firewall
- Physical Firewall Replacement
- Cyber Insurance

Activities/Milestones

1. Prepare budget proposal
2. Finalize budget recommendations
3. **BUDGET WORKSHOP: Budget FY 26 Presentation, Discussion and Direction**
4. **DECISION: Budget FY 26 Adoption Funding**
5. Replace Physical Firewall

Time

6/25
6/25
7/25
9/25
12/25

Responsibility: Information Services Director

ACTION: Public Information Enhancements: Next Steps and Plan for 2025 – 2026

PRIORITY

Policy High

Key Issues

- Vector: Future Direction
- Village Voice: Future Direction
- Community Connection: Future Direction
- Channel 18: Future Direction
- Village Website: Upgrade
- Village Digital Billboards
- Volume of Information from the Clerk's Office
- Getting Residents' Attention
- Use of Social Media

Activities/Milestones

1. Review current activities and prepare a Report with Action Plan for 2025-2026
2. **REPORT: Village Public Information Report and Plan**
3. Provide feedback to City Clerk for improvements/enhancements
4. Implement actions

Time

5/25

6/25

8/25

10/25

Responsibility: Village Clerk/Village Manager

ACTION: Village App: Goal –Easy Access and Key Information
for Our Community: Direction and Funding

PRIORITY
Policy

Key Issues

- App Content
- Centralized Engagement Tool
- Residents' Service Request Mechanisms
- Ease of Use
- Community Calendar

Activities/Milestones

1. Prepare budget proposal
2. **BUDGET WORKSHOP: Budget FY 26 Presentation, Discussion and Direction**
3. **DECISION: Budget FY 26 Adoption and Funding**
4. Identify provider
5. Implement App

Time

6/25
7/25

9/25
10/25
3/26

Responsibility: Information Services Director

ACTION: Code Ordinances: Refinements and Adoption of Changes**PRIORITY**

Policy

Key Issues

- Code Simplification
- Code Clarification

Activities/MilestonesTime**A. Increase Staff Sign-Off**

1. Prepare Report 2/26
2. **BREIFING: Report** 4/26

B. Tree Mitigation

1. Prepare recommendation 6/25
2. TSR Review 7/25
3. P&Z Review 8/25
4. **DECISION: Tree Mitigation Code Approval** 10/25

C. Minor Site Plans Modification Approval

1. Prepare recommendation 7/25
2. TSR Review 8/25
3. P&Z Review 9/25
4. **DECISION: Minor Site Plans Modification Code Approval** 11/25

D. Residential Lighting

1. Prepare recommendations 7/25
2. TSR Review 8/25
3. P&Z Review 9/25
4. **DECISION: Residential Lighting Code Approval** 11/25

Responsibility: Planning and Zoning Director

ACTION: Customer Service Enhancements: Performance Review, Report with Findings and Options, Direction and Village Actions

PRIORITY

Policy

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Service with Empathy • Response Standards • Customer Feedback Mechanism • Training Staff on Customer Interface • Part-Time Employee Service • Information on Follow-up to Mayor and Village Council • Feedback to Employees 	<ol style="list-style-type: none"> 1. Prepare budget proposal for Customer Service Training 2. BUDGET WORKSHOP: Budget FY 26 Presentation, Discussion and Direction 3. DECISION: Budget FY 26 Adoption and Funding 4. Kick-off Customer Training 5. Complete Initial Customer Training 	<p>6/25</p> <p>7/25</p> <p>9/25</p> <p>1/26</p> <p>12/26</p>

Responsibility: Human Resources Director

ACTION: Talent Development Programs: Programs and Funding

PRIORITY

Mgmt High

Key Issues

- Employee Training Requests
- Internship Programs
- Apprentice Programs
- College Reimbursement
- Leadership Development
- Succession Planning
- Future Retirements

Activities/Milestones

1. Receive individual employee training requests
2. Prepare budget proposal for Talent Development
3. **BUDGET WORKSHOP: Budget FY 26 Presentation, Discussion and Direction**
4. **DECISION: Budget FY 26 Adoption and Funding**

Time

4/25

6/25

7/25

9/25

Responsibility: Human Resources Director

Management in Progress 2025 – 2026			TIME	
2	1. Laserfiche Connect: Engineering	Engr	TBD	
2	2. Project Maps and Various Zoning Maps: Update	P & Z	10/25	
2	3. New Resident/Business Packet: Update	Village Clerk	7/25	
2	4. HRIS System: Make it Work	Human Resources	12/26	
2	5. Development Application Manual Update	P&Z	8/25	
2	6. Parks Web Maps: Engineering Program Improvements and Map Redesign	Engr	Ongoing	
2	7. Village Code of Ordinance Revisions through CivicPlus (Municode)	Village Clerk	Ongoing	
2	8. Election Materials (i.e., Candidate Information Handbook, Municipal Election Schedule, etc.): Update	Village Clerk	8/24	
2	9. Artificial Intelligence Functions (and How They May Potentially Be Applied within Community Development Service Delivery): Evaluation and Actions	Comm Dev	Ongoing	
2	10. Community Summit 2025: Direction	VM	4/25	
2	11. Workforce Tracking for Public Works Using ESRI GIS Tools for Work Order Assignments, Implementation	Engr	9/25	
2	12. Financial Policies and Procedures to Ensure Regulatory Compliance: Completion	Finance	Ongoing	
2	13. Customized Departmental Budget Dashboards in OpenGov: Creation	Finance	10/25	
2	14. Standard Operating Procedures Specific to HR and Risk: Development	Human Resources	6/25	
2	15. Job Descriptions: Edit and Rewrite	Human Resources	Ongoing	
2.	16. Worker's Comp and Liability Suits: Resolution	Human Resources	Ongoing	
2	17. Windows Hello Login: Completion	Info Services	19/25	
2	18. 10GB Network to Remote Facilities, Primarily Rec Center, Commons, and Cultural Center	Info Services	1/26	
2	19. Aruba Wi-Fi at All Facilities, Replacing Older Ubiquiti System: Deployment	Info Services	5/25	
2	20. Network Segregation Topology: Deployment	Info Services	10/25	

Management in Progress 2025 – 2026 (continued)				TIME
2	21.	Use of AI Technologies: Investigation and Report with Options	Info Services	7/25
2	22.	Permitting of Community Residential Homes (According to the Requirements of Florida State Statute 419.001)	P&Z	Ongoing
2	23.	Vehicle Replacements: Purchase Order and Receive Vehicles (CIP FY 25)	Public Works	4/25
2	24.	Outdated Speed Measuring Equipment Replacement (Budget FY 25)	PBSO	1/26
2	25.	Enhanced Bathroom Maintenance (Budget FY 25): Kick Off	P&R	Ongoing
2	26.	Standardized Forms for Resolution, Ordinances and Agenda Item Summaries: Development	City Clerk	11/25
2	27.	Outdated Park Videos on the Website: Update	City Clerk	10/25
2	28.	Community Connection with New Photos of the Cultural Center and Commons Park Venue: Completions	City Clerk	11/25
2	29.	Contract with Impound Company to Remove and Auction of Abandoned RV Lot Vehicles: Completion	City Clerk	5/25
2	30.	Using Palm Beach County Legal Notice Website for Village Legal Advertising: Completion	City Clerk	6/25
2	31.	Project Dox and Electronic Permitting: Monitoring	Com Dev	Ongoing
2	32.	Virtual Inspection System Program: Implementation	Com Dev	Ongoing
2	33.	Trades Inspection and Plan Review Internship Programs: Implementation	Com Dev	6/25
2	34.	Private Provider Data Process: Refinement	Com Dev	Ongoing
2	35.	Compliance with State “Milestone Inspection” Program for Buildings 3 Stories or Greater: Establish and Monitoring	Com Dev	6/26
2	36.	New Timekeeping System: Report and Funding	Finance	12/25
2	37.	FPL Franchise Fees Audit: Completion	Finance	9/25
2	38.	New ERP Migration from Mainframe to Modern System: Planning	Info Services	10/27
2	39.	Build IT Roadmap: Re-Evaluating Current Systems and Applications	Info Services	7/25
2	40.	Microsoft Office Email & Applications to O365 Cloud Suite w/One Drive for Improved Productivity Tools; Upgrade	Info Services	10/25
2	41.	SharePoint/One Drive: Rollout	Info Services	10/25
2	42.	Firewall Replacement: Completion	Info Services	10/25

Management in Progress 2025 – 2026 (continued)			TIME
2	43. DBF Subnet Migration	Info Services	10/25
2	44. Cultural Center Subnet Migration	Info Services	6/25
2	45. Debris Removal Contract for the 2025 Hurricane Season	Public Works	5/25
2	46. Fire/Security Systems at all Village Buildings: Completion	Public Works	5/25
2	47. Equipment Replacement Schedule Update: Completion	Public Works	7/25

<div> <div> <div></div> <div>Major Projects 2025 – 2026</div> </div> </div>			TIME
2.	1. Sidewalk Trip Hazards Elimination	Public Works	Ongoing
2	2. Bus Stop: Installation (2): Permitting	Public Works	12/25
2	3. LaMancha Underdrain (ARPA PW2204): Construction	Public Works	4/26
2	4. Canal Bank Stabilization (APRA PW1806) Round 2: Construction	Public Works	8/25
2	5. Water Treatment Plant (PW1802/PW1902): Completed	Public Works	11/25
2.	6. SR 80 Street Lights Replacement Fixtures: 5 per Year Completion Transfer to FDOT or FPL	Public Works	5/25
2	7. Drainage System Improvements (PW 1903):Heron Bay Parkway: Grant and Construction	Public Works	12/25
2	8. Annual Backflow Preventer Replacement (PWXXBF)	Public Works	8/26
2	9. Storm Drain Outfall Replacement (ARPA – PW22SD): Grant	Public Works	12/25
2	10. Aquatic Vegetation Maintenance	Public Works	Ongoing
2	11. Canal Back Maintenance (ARPA PW2205): Construction	Public Works	9/25
2	12. Annual Repairs/Replacements Bus Shelters, (PWXXBS)	Public Works	Ongoing
2	13. Lamstein Lane Street Lights (CIP FY 27): Funding	Public Works	2027
2	14. ADA Improvements Phase II Grant Notice to Proceed (PRJ#- EN2302 / Fund-303): Notice to Proceed Construction	Engr	4/26
2	15. Asphalt Walkways on the Village Hall Campus with Concrete Sidewalks (PRJ#- EN25XX / Fund-TBD) Replacement: a. Design b. Construction	Engr	9/25 9/26
2	16. PBSO Bathroom Renovations (PW2404): Completion	Public Works	5/25
2	17. Street Restriping (PWXXSR)	Public Works	Ongoing

<div> <div> <div></div> <div>Major Projects 2025 – 2026 (continued)</div> </div> </div>			TIME
2	18. Street Sign R&R (PWXXSS)	Public Works	Ongoing
2	19. Fountain Replacement (PWXXFR)	Public Works	Ongoing
2.	20. New Roof on the Katz Field Building (PR2405): Construction	Public Works	12/25
2	21. Boat Dock Repair and Replacement: Direction and Funding (CIP FY 25): a. Design b. Construction5	Public Works	5/25 3/25
2	22. Park Bathrooms Upgrade: Review, Direction and Funding	P&R	3/26
2	23. David Farber Building Renovation (PRJ#- EN2401 / Fund-303): Design and Construction	Engr	10/25
2	24. Landscape Plan for Entry Sign on Okeechobee Boulevard a. Design b. Construction	Public Works	5/25 7/25
2	25. Street Light Disconnect Replacement, PW2502	Public Works	12/25
2	26. Roof Drains @ FOC: Completion	Public Works	9/25
2	27. Flag Pole and Lighting at Village Hall: Installation	Public Works	12/25

GOAL 3	EXCEPTIONAL PARKS AND LEISURE CHOICES FOR ALL
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ACTION: Community Events and Festivals Marketing and Resident Information Expansion: Report with Options, Direction and Village Actions

PRIORITY

Policy High

Key Issues

- Informing Residents
- Greater Awareness of Events

Activities/Milestones

1. Review current approach and prepare Report with Recommendations for Enhancements
2. **BRIEFING: Community Events and Festivals Marketing Report**

Time

6/25

7/25

Responsibility: Village Clerk

ACTION: Comprehensive Major Events Assessment and Strategy:
Evaluation Report on Community Benefits, Strategic
Development, Direction, Funding, and Village Actions

PRIORITY

Policy High

Key Issues

- Events Audience: Residents/RPB
Community vs. Regional Draw
- Combining Events
- Security at Events – Larger the Events
the More Security Issues
- Mayor – Inviting Other Elected
Officials to VIP Area
- Size of Events

Activities/Milestones

1. Prepare Report with Cost
2. **BUDGET WORKSHOP:**
Budget FY 26 Presentation,
Discussion and Direction
3. **DECISION: Budget FY 26**
Adoption and Funding

Time

7/25

7/25

9/25

Responsibility: Parks and Recreation Director

ACTION: Public Arts Program Re-Evaluation: Outcomes, Village Role, New Initiatives, Report with Options, Direction and Funding

PRIORITY

Policy

Key Issues

- Potential Loss of Funding Source
- Purposes/Desire Outcomes
- Current Program and Activities
- Community Benefit
- Staffing Level

Activities/Milestones

1. Monitor actions by the State of Florida
2. Re-evaluate Arts Program and Activities
3. **DECISION: Public Arts Program Direction**

Time

7/25
8/25
9/25

Responsibility: Planning and Zoning Director

ACTION: Outdated Playscapes, Play Surfaces, Furniture and Pavilions Village-Wide Replacement: Direction and Funding

PRIORITY

Policy

Key Issues

- Old – 20-25 years old
- Need for Replacement
- Visual Appearance
- Safety Concerns

Activities/Milestones

Time

- | | |
|--|------|
| 1. Prepare Report with Replacement Schedule and Costs | 6/25 |
| 2. Prepare budget request | 6/25 |
| 3. BUDGET WORKSHOP: Budget FY 26 Presentation, Discussion and Direction | 7/25 |
| 4. DECISION: Budget FY 26 Adoption and Funding | 9/25 |

Responsibility: Parks and Recreation Director

ACTION: Preservation Park to Crestwood Connection (Grant)

PRIORITY
Mgmt

Key Issues

- Wetlands
- Link to Recreation Center Project

Activities/Milestones

1. Update meeting with SFWMD
2. Find a non-NEPA Grant

Time

10/25
12/26

Responsibility: Village Engineer

Management in Progress 2025 – 2026			TIME
3	1. Shakespeare under the Palms in RPB Commons Park 2025-2026	P&R	1/26
3	2. Mayor's Benefit Golf Tournament	P&R	7/25
3	3. RPB Commons Park Access (EN1902) – Easements for Interconnect Plan Future Access Points to Royal Palm Beach Commons Park; Lot 179 Grouse Lane Entrance to Amphitheater: Construction	Engr	TBD
3	4. Semi-Annual Parks Recreation Program Guide Renewal: Implementation	P&R	8/25 1/26

Major Projects 2025 – 2026			TIME
3	1. Homeplace Park Pickle Ball Courts (2): a. Design b. Construction	P&R	12/25 12/26
3	2. Royal Palm Beach Bike and Pedestrian Access to the Pond Cypress Trail System: Meet with Environmental Resources Management	Engr	9/25
3	3. Camellia Park Renovation (PR2402) – Tennis Court Lights, Pro Office and Restroom Building a. Design b. Construction	Engr	12/25 12/26
3	4. Splash Pad Re-Purpose at Veterans Park (PRJ#- PR2307 / Fund-302)	P&R	4/26
3	5. Cultural Center Entry Enhancement: Design and Construction (PRJ#- PR2401 / Fund-303)	Engr	1/26
3	6. Comprehensive All Access Playscape: Construction (CIP FY 25)	P&R	1/27
3	7. Recreation Center Remodel/Expansion: Final Design, Construction and Opening	Engr	1/27
3	8. Bob Marcello Lighting Upgrade (PR2501-303): Design and Construction	Engr	12/25
3	9. Bob Marcello Park's Ballfields Infield Areas Re-Grading	P&R	7/25
3	10. Fountain Replacement, PWXXFR	Public Works	Ongoing
3	11. Boat Dock Repair & Replacement	Public Works	3/26

GOAL 4	RPB – A UNIQUE COMMUNITY
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ACTION: State Road 7 Corridor Redevelopment Policy and Land Use: Direction

PRIORITY

Policy Top[

Key Issues

Activities/Milestones

Time

A. Code Amendments

1. Finalize Code Amendments 8/25
2. TSR Review 9/25
3. P&Z Review 10/25
4. **DECISION: State Road 7 Corridor Code Amendments** 12/25

B. Comprehensive Plan

1. Finalize Comprehensive Plan 5/25
2. TSR Review 6/25
3. P&Z Review 7/25
4. **DECISION: State Road 7 Corridor Comprehensive Plan Adoption** 9/25

Responsibility: Planning and Zoning Director

ACTION: Tuttle Royale Development: Stay Strong with Approved Concept: Developer's Response

PRIORITY

Policy Top

Key Issues

Activities/Milestones

Time

A. Pod 2

1. Build Approved Plan or Submit Modification by Developer

Ongoing

B. Pod 6

1. Monitor lawsuit
[ON HOLD UNTIL
RESOLUTION}

Ongoing

Responsibility: Planning and Zoning Director

ACTION: Old Commercial Centers Redevelopment/Revitalization
Strategy/Actions: Desired Outcomes, Best Practices,
Village Role, Direction and Village Actions

PRIORITY

Policy High

Key Issues

- Code Enforcement Focused Initiative
- Landscape Plan
- New Owner
- Order Compliance

Activities/Milestones

1. Review activities and results
2. **BRIEFING: Update Report**

Time

11/25
12/25

Responsibility: Community Development Director

ACTION: Crestwood Boulevard Speeding Limitation: Problem Analysis, Report, Direction, and Actions

PRIORITY
Policy

Key Issues

- Roadway Design – Moving Cars
- 85% going 44mph
- Pace: 40mph
- Posted: 35mph
- Feeling Safe: Neighborhood vs. Cars with Drivers

Activities/Milestones

1. Gather information
2. Compile and analyze data and prepare Report on findings
3. **DECISION: Crestwood Boulevard Speeding Direction**

Time

5/25
6/25
7/25

Responsibility: Village Engineer/PBSO

ACTION: Accessory Structures/Dwelling Units: Direction

a. Accessory Dwelling Units

b. Accessory Buildings and Structures

Key Issues

Activities/Milestones

Time

PRIORITY

Policy

A. Accessory Dwelling Units

1. Monitor State actions

TBD

B. Accessory Buildings and Structure

1. Finalize requirements and code

6/25

2. TSR Review

7/25

3. P&Z Review

8/25

4. **DECISION: Accessory Buildings and Structures Code**

10/25

Responsibility: Planning and Zoning Director

ACTION: Regional Transportation Plan Development:
Participation and Update Reports

PRIORITY

Mgmt Top

Key Issues

Activities/Milestones

Time

1. Select consultant
2. Complete Plan

7/25

12/26

Responsibility: Mayor/Village Manager

ACTION: Cypress Key-Southern Boulevard Traffic Signal: Project

PRIORITY

Mgmt Top

Key Issues

- Installation
- Option: Close-Off

Activities/Milestones

1. Complete Traffic Study (by developers)
2. FDOT Approval
3. Complete design and permitting
4. Construction

Time

6/25
10/25
3/26
12/26

Responsibility: Village Engineer

ACTION: Comprehensive Plan Update: Completion and Adoption

PRIORITY

Mgmt High

Key Issues

Activities/Milestones

Time

1. Finalize Comprehensive Plan 1/26
2. TSR Review 2/26
3. P&Z Review 4/26
4. **DECISION:** 6/26
Comprehensive Plan
Adoption

Responsibility: Planning and Zoning Director

ACTION: Water Supply Plan: Completion

PRIORITY

Mgmt High

Key Issues

Activities/Milestones

Time

- | | |
|--|------|
| 1. Finalize Water Supply Plan | 1/26 |
| 2. TSR Review | 2/26 |
| 3. P&Z Review | 4/26 |
| 4. DECISION: Water Supply Plan Adoption | 6/26 |

Responsibility: Planning and Zoning Director

ACTION: East-West Corridor Connection to the Turnpike and I-95

PRIORITY

Mgmt High

Key Issues

Activities/Milestones

Time

1. Meeting with City of West Palm Beach

5/25

Responsibility: Village Manager

ACTION: Pond Cypress Natural Area Connection at Target

PRIORITY
Policy

Key Issues

Activities/Milestones

Time

- | | |
|---|-------|
| 1. Meet with Environmental Resources Management (Palm Beach County) | 10/25 |
| 2. Finalize Development Agreement to Maintain Gate | 4/26 |
| 3. Construction Gate | 8/26 |

Responsibility: Village Engineer

Management in Progress 2025 – 2026			TIME	
4	1. Community Education: “Lock Your Vehicle”	PBSO	Ongoing	
4	2. Sector Patrol Boundaries Analysis (Linked to Tuttle Royale Development)	PBSO	Ongoing	
4	3. Crime Reduction through Directed Patrol Plans	PBSO	Ongoing	
4	4. Neighborhood Watch/Crime Reduction Program: Expansion	PBSO	Ongoing	
4	5. ALDI Park PID Remaining Parcels (Developer Driven)	P&Z	Ongoing	
4	6. Community Residential Homes Administration Mapping	P&Z	11/25	
4	7. Manufacturing and Limited Processing Parking Requirements: Evaluation and Direction (Council Decision)	P&Z	10/25	
4	8. Village-Owned Utility Boxes Wrapping: Completion	P&Z	5/25	

Major Projects 2025 – 2026			TIME	
4	1. Annual Vegetation Maintenance	Public Works	Ongoing	
4	2. Annual Sidewalk Trip Hazards Repair	Public Works	Ongoing	
4	3. Bilbao Street to Okeechobee Boulevard Pathway Replacement (2305): Grant Approval	Public Works	7/25	
4	4. Road Resurfacing Projects: Completion	Public Works	6/26	

Policy Calendar 2025 – 2026

MONTH

May 2025

1.

2.

3.

4.

5.

MONTH

June 2025

1. **PRESENTATION: Youth Council Concept**
2. **REPORT: Village Public Information Report and Plan**
3. **DECISION: Comprehensive Plan Adoption**
4. **DECISION: Water Supply Plan Adoption**
- 5.

MONTH

July 2025

1. **BUDGET WORKSHOP: Budget FY 26 Presentation, Discussion and Direction**
 - a. **Balanced Budget**
 - b. **Employee Compensation**
 - c. **NLC/FLC Participation**
 - d. **Royal Palm Beach Boulevard Maintenance Turnover to Residents**
 - e. **Information Security**
 - f. **Village App**
 - g. **Customer Service Training**
 - h. **Talent Development Program**
 - i. **Comprehensive Major Events Direction**
 - j. **Outdated Playcapes, Play Structures, Furniture Replacement**
2. **WORKSHOP: Capital Plan FY 26 Presentation, Discussion and Direction**
3. **DECISION; Tax Rate**
4. **BRIEFING: Community Events and Festivals Marketing Report**
5. **DECISION: Crestwood Boulevard Speeding Direction**
- 6.

MONTH

August 2025

1. **MEETING/PRESENTATION: School Board Representative**
2. **COUNCIL DISCUSSION: Village Services and Financial Projections**
- 3.
- 4.
- 5.

MONTH

September 2025

1. **DECISION: Budget FY26 Adoption and Funding**
2. **DECISION: Capital Plan FY 26 Adoption and Funding**
3. **DECISION: Youth Council Direction**
4. **DECISION: Award Contract for ERP**
5. **DECISION: Public Arts Program Direction**
6. **DECISION: State Road 7 Corridor Comprehensive Plan Adoption**
- 7.

MONTH

October 2025

1. **DECISION: Tree Mitigation Code Approval**

2. **DECISION: Accessory Buildings and Structures Code**

- 3.

- 4.

- 5.

MONTH

November 2025

1. **DECISION: Minor Site Plans Modification Code Approval**

2. **DECISION: Residential Lighting Code Approval**

- 3.

- 4.

- 5.

MONTH

December 2025

1. **DECISION: State Road 7 Corridor Code Amendments**
2. **BRIEFING: Update Report on Old Commercial Centers Redevelopment**
- 3.
- 4.
- 5.

MONTH

January 2026

1.

2.

3.

4.

5.

MONTH

February 2026

1. **REPORT: Update on Project for Outside Funding**
- 2.
- 3.
- 4.
- 5.

MONTH

March 2026

1.

2.

3.

4.

5.

MONTH

April 2026

1. **STRATEGIC PLANNING WORKSHOP: City Financial Projections and Tax Rate Report Presentation, Discussion and Direction**
2. **BREIFING: Report Increasing Staff Sign-off**
- 3.
- 4.
- 5.

Table of Contents

Strategic Planning for the Village of Royal Palm Beach	1
Royal Palm Beach Vision 2040	3
Royal Palm Beach Village Government: Our Mission	6
Royal Palm Beach Plan 2025 – 2030	11
Royal Palm Beach Action Agenda 2025 – 2026	32

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STRATEGIC PLANNING FOR THE VILLAGE OF ROYAL PALM BEACH

Strategic Planning Model for the Village of Royal Palm Beach

Value-based principles that
describe the preferred
future in 15 years

VISION

Destination
“You Have Arrived”

Strategic goals that focus
outcome-based objectives and
potential actions for 5 years

PLAN

Map
“The Right Route”

Focus for one year – a work
program: policy agenda for
Mayor and Council,
management agenda for staff;
major projects

EXECUTION

Itinerary
“The Right Direction”

Principles that define the
responsibility of Village
government and frame the
primary services – core service
businesses

MISSION

Vehicle
“The Right Bus”

Personal values that define
performance standards and
expectations for employees

CORE BELIEFS

Fuel
“The Right People”

ROYAL PALM BEACH VISION 2040

Royal Palm Beach Vision 2040

ROYAL PALM BEACH 2040 *is a*

Hometown Community ⁽¹⁾,

Family Community ⁽²⁾

Royal Palm Beach Vision 2040

PRINCIPLE 1

HOMETOWN COMMUNITY

► Means

1. Safe community with great services from the PBSO in partnership with our residents and businesses
2. RPB residents having ease access to top-quality parks and park amenities
3. Strong community events and festivals that bring our RPB community together – neighbors meeting and enjoying neighbors
4. RPB neighbor knowing and helping neighbors
5. Community identifying and supporting schools
6. Beautiful and well-landscaped RPB community with attractive streetscapes, neighborhoods and public facilities/infrastructure
7. Protection of livable neighborhoods and housing
8. Residents knowing about and using local RPB businesses

PRINCIPLE 2

FAMILY COMMUNITY

► Means

1. All family generations feeling welcome and included
2. Parks, facilities and places for families to hang out and enjoy each other
3. Parents want to raise their children in Royal Palm Beach
4. “A” rated schools and great educational programs
5. Families and family members feeling safe and secure
6. Variety of family-friendly community events with high family participation
7. Free and affordable family-Oriented activities and entertainment
8. Walkable neighborhoods connected to community destination
9. Support of and investments in seniors through programs and activities
10. Family-oriented businesses and hours

ROYAL PALM BEACH VILLAGE GOVERNMENT: MISSION

Royal Palm Beach Village Government: Mission

The mission of the Village of Royal Palm Beach

is to provide ***Desired Municipal Services*** ⁽¹⁾
and

***Well-Designed, Well-Built and Well-Maintained
Facilities and Infrastructure*** ⁽²⁾

to create an ***Aesthetically Pleasing*** ⁽³⁾,
Active ⁽⁴⁾ and ***Connected Community*** ⁽⁵⁾.

Royal Palm Beach Village Government Mission Guiding Principles

PRINCIPLE 1

DESIRED MUNICIPAL SERVICES

► Means

1. Provide high level of customer services – service with empathy
2. Provide basic core services – police and fire
3. Acting as responsible fiscal stewards of the Village’s resources
4. Proactively communicating information and marketing about Village finances, services, facilities, programs and events
5. Village and County Services available and easily accessible in the community
6. Responding to and solving problems in a timely manner
7. Using technology to better serve our community

PRINCIPLE 2

WELL-DESIGNED, WELL-BUILT AND WELL-MAINTAINED FACILITIES AND INFRASTRUCTURE

► Means

1. Having sufficient fund for ongoing maintenance
2. Having great parks and park venues
3. Designing buildings and facilities for customers and with our residents in mind
4. Having an effective capital project planning process
5. Having the capacity to respond to a crisis or major event related to facilities, buildings and infrastructure
6. Having high quality roads, sidewalks and pathways
7. Having Recreation Center and Cultural Center for programs and activities
8. Designing facilities and infrastructure for safety

PRINCIPLE 3

AESTHETICALLY PLEASING COMMUNITY

► Means

1. Attractive community with no trash or litter or graffiti
2. Trees and well-maintained landscaping
3. Residents and property owners investing in the maintenance and improvements to their buildings and homes
4. Attractive, distinctive entrances signifying your “Home in Royal Palm Beach”
5. Buildings, signs and homes meeting Village codes and regulations
6. Having public art throughout our Royal Palm Beach community
7. White sidewalks through power washing

PRINCIPLE 4

ACTIVE COMMUNITY

► Means

1. Having a variety of successful events and festivals with high level of resident participation
2. Adjusting to the changing leisure trends
3. Having a Recreation Center with a variety of family-oriented programs and activities
4. Sport programs for all
5. Commons Park with a variety of venues and facilities – the focal point of the Royal Palm Beach community
6. Ball and athletic fields for recreational leagues, tournaments and competition with turf fields
7. Being a walkable and bikeable community connecting neighborhood to community destinations

PRINCIPLE 5

CONNECTED COMMUNITY

► Means

1. Easy access to Village information and services
2. Using technology to communicate and to connect with our residents
3. Linking to the community and each other
4. Managing traffic flow to minimize congestion
5. Partnering to community institutions, organization and residents
6. Walkable, biking community connecting neighborhoods and community destinations
7. Partnering with schools

VILLAGE OF ROYAL PALM BEACH PLAN 2025 – 2030

Village of Royal Palm Beach Goals 2030

FINANCIALLY SOUND GOVERNMENT

=====

RESPONSIVE VILLAGE SERVICES

=====

EXCEPTIONAL PARKS AND LEISURE CHOICES FOR ALL

=====

RPB – A UNIQUE COMMUNITY

Goal 1

Financially Sound Government

OBJECTIVES

1. Have a responsible Village ad valorem tax rate
2. Maintain and update a financially sustainable model for expenditures/revenues to make fiscal responsible decisions
3. Attract, hire, retain and train a quality workforce dedicated to serving the Royal Palm Beach community
4. Provide Village services in the most cost-effective, efficient manner responsive to the community
5. Have a tax levy to support desired levels of services and to make the reserves last as long as possible

MEANS TO RESIDENTS

1. Responsible financial stewardship of the Village resources
2. Confidence that Village services are delivered in an efficient manner
3. Value for tax dollars and fees
4. Village using the resources from the sale of the utilities in a responsible manner
5. Affordable taxes and a greater place to live

SHORT-TERM CHALLENGES AND OPPORTUNITIES

1. Maintaining fiscal responsibility
2. State of Florida legislation impacting Village revenues and services, impact fees, sovereign immunity, home rule, etc.
3. Significant number of retirements coming up over the next year and five years
4. Finding quality and qualified candidates for Village employment
5. Deciding when to increase the tax rate
6. Rising operational costs for Village governments: employee benefits and pensions, electric rates, raw materials, fuel, construction materials, contractors, labor rate
7. Continuing to expand residents' understanding of Village's plans, projects, services, finances, programs and activities
8. Increasing cost of living for Village employees and the costs of living in South Florida
9. Helping the residents to understand the value of the services and facilities that they receive and the future need for a tax increase

LONG-TERM CHALLENGES AND OPPORTUNITIES

1. Expanding the search for grants and earmark funding for Village projects
2. Exploring the use of artificial intelligence (AI) to better serve our community
3. Paying competitive wages while being compliant with our pay policies for the current market
4. Prioritizing and funding future capital projects – continuing to invest in Village infrastructure, parks and facilities
5. Defining and prioritizing the Village services and service levels that are responsive to the community
6. Having a skilled, technologically savvy Village workforce
7. Cyber security and the protection of Village information
8. Maintaining the focus on the Village's core mission and service responsibilities

POLICY ACTIONS 2025 – 2026

- | | Priority |
|---|---------------------|
| 1. Village Competitive Compensation and Preferred Employer, COLA and Benefits: Direction and Funding | <i>Top Priority</i> |
| 2. Balanced Budget FY26 without Tax Increase: Direction | <i>Top Priority</i> |
| 3. Village Support for Schools: Desired Outcomes, Village Role, Best Practices, Direction and Funding | <i>Top Priority</i> |
| 4. Intergovernmental Strategy and Action Plan: Direction, Funding and Village Actions | |

MANAGEMENT ACTIONS 2025 – 2026

- | | Priority |
|--|----------------------|
| 1. Village Capital Planning – Revenue Projections and Plan (5-Year): Direction and Funding | <i>Top Priority</i> |
| 2. Financial Projections and Tax Rate: Report and Direction | <i>Top Priority</i> |
| 3. ERP: Scope of Consultant Services, ERP Evaluation, Direction and Funding | <i>High Priority</i> |

MANAGEMENT IN PROGRESS 2025 – 2026

1. Federal American Rescue Dollars: Reporting
2. Contract for Services: Opportunities Identification
3. Purchasing Procedures and Standardized Bid Templates: Development

MAJOR PROJECTS 2025 – 2026

1. Farber Building Renovations: Construction

FUTURE PROJECTS 2026 – 2030

1. Reserves Policy Update: Review and Refinement
2. Village Incentives for Teachers to Live in Royal Palm Beach: Desired Outcomes, Village Role, Best Practices, Direction and Funding
3. Facilities and Buildings Impacts Fees: Evaluation, Report and Direction

Goal 2

Responsive Village Services

OBJECTIVES

1. Listen to and understanding the service needs of residents and families in context of Village service responsibilities and capacity
2. Enhance residents' positive engagement with Village government
3. Maintain top-quality and qualified Village workforce with appropriate and competitive compensation
4. Maintain and upgrade Village facilities, buildings and equipment at a high level
5. Invest in the maintenance and upgrade of Village infrastructure
6. Invest in technology to enhance service delivery and to reduce the cost-of-service delivery

MEANS TO RESIDENTS

1. Services delivered with you in mind
2. Sense of pride in Village services and facilities
3. Value for tax dollars and fees
4. Timely response for calls for service
5. Attractive, functional Village facilities and infrastructure

SHORT-TERM CHALLENGES AND OPPORTUNITIES

1. Maintaining a highly skilled, customer-oriented workforce dedicated to serving the Royal Palm Beach community
2. Maintaining residents' confidence and trust in Village government
3. Increasing volume of Public Records Request and keeping pace to ensure a timely and accurate response.
4. Monitoring/filling Board/Commission Seats with resident volunteers.
5. Maintaining a safe environment in public areas and events
6. Continuing and enhancing the effective methods for communicating with the community
7. Upcoming retirement and succession planning and talent development
8. Increasing State of Florida mandates and regulations impacting Village finances and service delivery
9. Paying for and funding the desired service levels
10. Limitations of Current Financial (ERP) & Legacy Systems

LONG-TERM CHALLENGES AND OPPORTUNITIES

1. Increasing frequency and severity of cyber-attacks and security breaches
2. Outdated "Thorguard" system throughout the park sites is difficult to repair. (Lightning Prediction System)
3. Long-term funding for Stormwater Utility CIP projects
4. Growing village population and increasing demands for Village services
5. Excessive use and maintaining Village parks and facilities
6. Labor pool shortages and potential need for outsourcing
7. Maintaining the current Village organization culture when hiring new managers and employees
8. Involving the community to obtain input and feedback for policy development, planning and decision making
9. Ensuring social media content is aligned with today's trends and audience needs.
10. Disaster Recovery – Business Continuity

POLICY ACTIONS 2025 – 2026

	Priority
1. Royal Palm Beach Boulevard Maintenance Turnover to Residents: Direction and Funding	<i>Top Priority</i>
2. Comprehensive Information Security Action Plan to Protect Data & Systems: Direction and Funding	<i>High Priority</i>
3. Public Information Enhancements: Next Steps and Plan for 2025 – 2026	<i>High Priority</i>
4. Village App: Goal –Easy Access and Key Information: Direction and Funding	
5. Code Ordinances: Refinements and Adoption of Changes	
6. Customer Service Enhancements: Performance Review, Report with Findings and Options, Direction and Village Actions	

MANAGEMENT ACTIONS 2025 – 2026

	Priority
1. Talent Development Programs: Programs and Funding	<i>High Priority</i>

MANAGEMENT IN PROGRESS 2025 – 2026

1. Laserfiche Connect: Engineering
2. Project Maps and Various Zoning Maps: Update
3. New Resident/Business Packet: Update
4. HRIS System: Make it Work
5. Development Application Manual Update
6. Parks Web Maps: Engineering Program Improvements and Map Redesign
7. Village Code of Ordinance Revisions through CivicPlus (Municode)
8. Election Materials (i.e., Candidate Information Handbook, Municipal Election Schedule, etc.): Update
9. Artificial Intelligence Functions (and How They May Potentially Be Applied within Community Development Service Delivery): Evaluation and Actions
10. Community Summit 2025: Direction
11. Workforce Tracking for Public Works Using ESRI GIS Tools for Work Order Assignments, Implementation
12. Financial Policies and Procedures to Ensure Regulatory Compliance: Completion
13. Customized Departmental Budget Dashboards in OpenGov: Creation
14. Standard Operating Procedures Specific to HR and Risk: Development
15. Job Descriptions: Edit and Rewrite

**MANAGEMENT IN PROGRESS 2025 – 2026
(continued)**

16. Worker’s Comp and Liability Suits: Resolution
17. Windows Hello Login: Completion
18. 10GB Network to Remote Facilities, Primarily Rec Center, Commons, and Cultural Center
19. Aruba Wi-Fi at All Facilities, Replacing Older Ubiquiti System: Deployment
20. Network Segregation Topology: Deployment
21. Use of AI Technologies: Investigation and Report with Options
22. Permitting of Community Residential Homes (According to the Requirements of Florida State Statute 419.001)
23. Vehicle Replacements: Purchase Order and Receive Vehicles (CIP FY 25)
24. Outdated Speed Measuring Equipment Replacement (Budget FY 25)
25. Enhanced Bathroom Maintenance (Budget FY 25): Kick Off
26. Standardized Forms for Resolution, Ordinances and Agenda Item Summaries: Development
27. Outdated Park Videos on the Website: Update
28. Community Connection with New Photos of the Cultural Center and Commons Park Venue: Completions
29. Contract with Impound Company to Remove and Auction of Abandoned RV Lot Vehicles: Completion
30. Using Palm Beach County Legal Notice Website for Village Legal Advertising: Completion

**MANAGEMENT IN PROGRESS 2025 – 2026
(continued)**

31. Project Dox and Electronic Permitting: Monitoring
32. Virtual Inspection System Program: Implementation
33. Trades Inspection and Plan Review Internship Programs: Implementation
34. Private Provider Data Process: Refinement
35. Compliance with State “Milestone Inspection” Program for Buildings 3 Stories or Greater: Establish and Monitoring
36. New Timekeeping System: Report and Funding
37. FPL Franchise Fees Audit: Completion
38. New ERP Migration from Mainframe to Modern System: Planning
39. Build IT Roadmap: Re-Evaluating Current Systems and Applications
40. Microsoft Office Email & Applications to O365 Cloud Suite w/One Drive for Improved Productivity Tools; Upgrade
41. SharePoint/One Drive: Rollout
42. Firewall Replacement: Completion
43. DBF Subnet Migration
44. Cultural Center Subnet Migration
45. Debris Removal Contract for the 2025 Hurricane Season
46. Fire/Security Systems at all Village Buildings: Completion
47. Equipment Replacement Schedule Update: Completion

MAJOR PROJECTS 2025 – 2026

1. Sidewalk Trip Hazards Elimination
2. Bus Stop: Installation (2): Permitting
3. LaMancha Underdrain (ARPA PW2204): Construction
4. Canal Bank Stabilization (APRA PW1806) Round 2: Construction
5. Water Treatment Plant (PW1802/PW1902): Completed
6. SR 80 Street Lights Replacement Fixtures: 5 per Year Completion Transfer to FDOT or FPL
7. Drainage System Improvements (PW 1903):Heron Bay Parkway: Grant and Construction
8. Annual Backflow Preventer Replacement (PWXXBF)
9. Storm Drain Outfall Replacement (ARPA – PW22SD): Grant
10. Aquatic Vegetation Maintenance
11. Canal Back Maintenance (ARPA PW2205): Construction
12. Annual Repairs/Replacements Bus Shelters, (PWXXBS)
13. Lamstein Lane Street Lights (CIP FY 27): Funding
14. ADA Improvements Phase II Grant Notice to Proceed (PRJ#- EN2302 / Fund-303): Notice to Proceed Construction
15. Asphalt Walkways on the Village Hall Campus with Concrete Sidewalks (PRJ#- EN25XX / Fund-TBD) Replacement:
 - a. Design
 - b. Construction

MAJOR PROJECTS 2025 – 2026 (continued)

16. PBSO Bathroom Renovations (PW2404): Completion
17. Street Restriping (PWXXSR)
18. Street Sign R&R (PWXXSS)
19. Fountain Replacement (PWXXFR)
20. New Roof on the Katz Field Building (PR2405): Construction
21. Boat Dock Repair and Replacement: Direction and Funding (CIP FY 25):
 - a. Design
 - b. Construction5
22. Park Bathrooms Upgrade: Review, Direction and Funding
23. David Farber Building Renovation (PRJ#- EN2401 / Fund-303): Design and Construction
24. Landscape Plan for Entry Sign on Okeechobee Boulevard
 - a. Design
 - b. Construction
25. Street Light Disconnect Replacement, PW2502
26. Roof Drains @ FOC: Completion
27. Flag Pole and Lighting at Village Hall: Installation

FUTURE PROJECTS 2026 – 2030

1. Transportation Fee: Concept Development and Village Participation [Linking to 1 Cent Sales Tax for 561 Plan]
2. Background Checks for Candidates: Best Practices, Report and Direction
3. Village Communications and Engagement Enhancements: Goals/Outcomes, Best Practices, Focusing on Strategic Communications, Report with Options, Direction and Funding
4. Vector: Evaluation, Re-Purposing and Direction
5. Senior Board: Direction and Implementation
6. Customer Service Feedback and Evaluation: Outcomes, Approach. Methodology, Direction and Funding
7. Channel 18: Direction
8. Youth Board: Direction and Implementation
9. Outdated Speed Measuring Equipment Replacement: Direction and Funding
10. Community Survey: Concept, Direction and Funding
11. Civic Education Program: Outcomes, Best Practices, Potential Tools, Village Role, Direction and Funding
12. Village Website Upgrade: Goal –Easy Access and Key Information for our Community, Best Practices, Direction and Funding
13. Community Connection Upgrade: Direction
14. Abandon the R.O.W. from Wildcat Way to the NPBID Canal: Direction

Goal 3

Exceptional Parks and Leisure Choices for All

OBJECTIVES

1. Maintain existing parks at a high service level
2. Develop and enhance recreation programs and services for all ages
3. Maintain and enhance venues at RPB Commons Park
4. Complete Recreation Center construction while maintaining programs and activities during construction
5. Enhance quality of community events
6. Develop bike/pedestrian access points to RPB Commons Park through easements between houses
7. Expand teen and senior programming and activities responsive to the needs of our residents

MEANS TO RESIDENTS

1. More leisure and recreation choices for all family generations
2. Convenience – parks and leisure amenities near home
3. Recreation programs and services responsive to the community needs
4. Family oriented activities at an affordable rate
5. More reasons to live in Royal Palm Beach

SHORT-TERM CHALLENGES AND OPPORTUNITIES

1. Defining Village's role in arts and culture
2. Maintaining safe parks, facilities and events
3. Recreation Center hiring and retaining staff (part-time and full-time).
4. Aging facilities needing repairs and upgrades, replacements
5. Excessive use of athletic facilities and maintenance
6. High costs of the Seafood Festival with no gate and the Village paying \$25,000 for entertainment/relationship to Westfest
7. Relocation of programs and activities during the Recreation Center expansion project.
8. Getting the senior population to utilize our online (tech related) resources

LONG-TERM CHALLENGES AND OPPORTUNITIES

1. Securing and retaining quality Village staff
2. Obtaining sponsorships for programs and events
3. Connector to RPB Commons Park
4. High volume of usage of Cultural Center rooms is causing increased wear-and-tear on the facility's furnishings and surfaces
5. Keeping events fresh and inviting for our residents
6. Finding ways to reach and attract teenagers through recreational programming
7. Changing recreational and leisure patterns
8. New Village facilities providing more opportunities for residents
9. Conflicts between residents use and non-resident use
10. Securing and retaining volunteer coaches for athletic programs
11. Limited lighting in the parking lot of the Recreation Center
12. Heavy use of natural grass athletic fields is difficult to maintain and allow for more users than the existing Provider Groups

POLICY ACTIONS 2025 – 2026

Priority

- 1. Community Events and Festivals Marketing and Resident Information Expansion: Report with Options, Direction and Village Actions *High Priority*
- 2. Comprehensive Major Events Assessment and Strategy: Evaluation Report on Community Benefits, Strategic Development, Direction, Funding, and Village Actions *High Priority*
- 3. Public Arts Program Re-Evaluation: Outcomes, Village Role, New Initiatives, Report with Options, Direction and Funding
- 4. Outdated Playscapes, Play Surfaces, Furniture and Pavilions Village-Wide Replacement: Direction and Funding

MANAGEMENT ACTIONS 2025 – 2026

Priority

- 1. Preservation Park to Crestwood Connection (Grant)

MANAGEMENT IN PROGRESS 2025 – 2026

1. Shakespeare under the Palms in RPB Commons Park 2025-2026
2. Mayor's Benefit Golf Tournament
3. RPB Commons Park Access (EN1902) – Easements for Interconnect Plan Future Access Points to Royal Palm Beach Commons Park; Lot 179 Grouse Lane Entrance to Amphitheater: Construction
4. Semi-Annual Parks Recreation Program Guide Renewal: Implementation

MAJOR PROJECTS 2025 – 2026

1. Homeplace Park Pickle Ball Courts (2):
 - a. Design
 - b. Construction
2. Royal Palm Beach Bike and Pedestrian Access to the Pond Cypress Trail System: Meet with Environmental Resources Management
3. Camellia Park Renovation (PR2402) – Tennis Court Lights, Pro Office and Restroom Building
 - a. Design
 - b. Construction
4. Splash Pad Re-Purpose at Veterans Park (PRJ#- PR2307 / Fund-302)
5. Cultural Center Entry Enhancement: Design and Construction (PRJ#- PR2401 / Fund-303)
6. Comprehensive All Access Playscape: Construction (CIP FY 25)
7. Recreation Center Remodel/Expansion: Final Design, Construction and Opening
8. Bob Marcello Lighting Upgrade (PR2501-303): Design and Construction
9. Bob Marcello Park's Ballfields Infield Areas Re-Grading
10. Fountain Replacement, PWXXFR
11. Boat Dock Repair & Replacement

FUTURE PROJECTS 2026 – 2030

1. Senior Needs: Assessment Update, Report with Findings and Recommendations, Direction and Village Actions
2. Southern Boulevard. Park (PR1901) – Design and Construction of a 10-15 Acre Park
3. Ferrin Park Drainage on Field #3 Correction: Priority and Funding
4. RPB Commons Island Renovation
5. Golf Driving Range Net: Report with Costs, Direction and Funding
6. Neighborhood Events Support: Outcomes, Best Practices, Report with Options, Direction and Funding
7. Commons Park Amphitheatre Access Road: Direction and Funding
8. Veteran’s Park Electric Repair and Replacement: Direction and Funding

**FUTURE PROJECTS 2026 – 2030
(continued)**

10. Camellia Park Renovation (PR2402): Direction, Funding and Design
11. Westfest/Seafood Fest: Direction
12. New Shade Covers for the Sports Field Bleachers: Direction and Funding
13. Ballroom Kitchen at Cultural Center Cabinet Replacement: Direction and Funding.
14. “Tee Box” Areas of the Driving Ranges Improvements: Direction and Funding
15. A/C System at the Sporting Center: Funding for Evaluation Report
16. Katz Field Gutters and Conduit Replacement: Direction and Funding

Goal 4

RPB – A Unique Community

OBJECTIVES

1. Redevelop the State Road 7 Corridor consistent with the Village vision
2. Have a successful Tuttle Royale development as a mixed-use social center
3. Maintain a beautiful community
4. Maintain a safe community
5. Improve mobility for Village residents within Royal Palm Beach and to the region
6. Expand arts and culture facilities and opportunities

MEANS TO RESIDENTS

1. Protection of home and property values
2. More personal and family time
3. Predictable, acceptable travel times
4. Saving time since there is no need to leave the Village
5. Variety of job opportunities for residents
6. Greater pride in Royal Palm Beach community
7. Predictable development and redevelopment guide by the Village's plans

SHORT-TERM CHALLENGES AND OPPORTUNITIES

1. Defining and following through on common visions for State Road 7 corridor, mobility
2. Business attraction and investment in Royal Palm Beach
3. Maintaining the character of Royal Palm Beach – the reasons that residents make the choice to live here
4. State of Florida actions impacting Village
5. Direction on Tuttle development of POD #6
6. Development in West County and the impacts on Royal Palm Beach: Minto West, Arden, GL Homes, Avenir
7. High cost of housing the impacts on community demographics
8. Developing underutilized properties
9. Advocating for a new east-west corridor connecting western communities to the Turnpike and I-95
10. Creating new maps and apps showing site plans and various setbacks for properties throughout the Village that would allow staff and residents, business owners and developers conveniently view site plans and setback requirements.

LONG-TERM CHALLENGES AND OPPORTUNITIES

1. Traffic congestion and limiting road capacity
2. Maintaining a low crime rate
3. Maintaining Royal Palm Beach unique assets and keeping them exciting and fresh
4. Obtaining grant funding for a 600-foot pedestrian/bicycle pathway from Crestwood Boulevard to the Preservation Park Recreation Center, which will include two bridges and a gazebo
5. Developing a transit hub in Royal Palm Beach
6. Lack of a common regional vision and plan for transportation, transit and mobility
7. Addressing problems associated with homeless population and with few tools for Village government
8. Developing a family-friendly social destination at Tuttle Royale as part of a mixed-use development
9. Developing micro-mobility options
10. Increasing traffic within the Village
11. Inflation and uncertain economy
12. Addressing County mobility fee
13. Potential population increase 20,000-30,000
14. Finalizing the capital replacement plan for all the infrastructure maintained in the Village GIS system

POLICY ACTIONS 2025 – 2026

	Priority
1. State Road 7 Corridor Redevelopment Policy and Land Use: Direction	<i>Top Priority</i>
2. Tuttle Royale Development: Stay Strong with Agreement Concept: Developer's Response	<i>Top Priority</i>
3. Old Commercial Centers Redevelopment/ Revitalization Strategy/Actions: Direction and Village Actions	<i>High Priority</i>
4. Crestwood Boulevard Speeding Limitation: Problem Analysis, Report, Direction, and Actions	
5. Accessory Structures/ Dwelling Units (ADU): Direction	

MANAGEMENT ACTIONS 2025 – 2026

	Priority
1. Regional Transportation Plan Development: Participation and Update Reports	<i>Top Priority</i>
2. Cypress Key-Southern Boulevard Traffic Signal: Project	<i>Top Priority</i>
3. Comprehensive Plan Update: Completion and Adoption	<i>High Priority</i>
4. Water Supply Plan: Completion	<i>High Priority</i>
5. East-West Corridor Connection to the Turnpike and I-95	<i>High Priority</i>
6. Pond Cypress Natural Area Connection at Target	

MANAGEMENT IN PROGRESS 2025 – 2026

1. Community Education: “Lock Your Vehicle”
2. Sector Patrol Boundaries Analysis (Linked to Tuttle Royale Development)
3. Crime Reduction through Directed Patrol Plans
4. Neighborhood Watch/Crime Reduction Program: Expansion
5. ALDI Park PID Remaining Parcels (Developer Driven)
6. Community Residential Homes Administration Mapping
7. Manufacturing and Limited Processing Parking Requirements: Evaluation and Direction (Council Decision)
8. Village-Owned Utility Boxes Wrapping: Completion

MAJOR PROJECTS 2025 – 2026)

1. Annual Vegetation Maintenance
2. Annual Sidewalk Trip Hazards Repair
3. Bilbao Street to Okeechobee Boulevard Pathway Replacement (2305): Grant Approval
4. Road Resurfacing Projects: Completion

FUTURE PROJECTS 2026 – 2030

1. Older Commercial Centers Revitalization/Redevelopment: Update Report, Direction and Village Actions
2. Homeless Policy, Strategy and Action Plan: State Law Analysis, Report with Options, Village Role, Policy Direction and Village Actions
3. Drainage System Renewal and Replacement: Plan Development and Funding
4. Business Visibility: Problem Analysis, Best Practices, Report and Direction
5. Housing Inventory: Update Report
6. Data Centers Development: Report on Impacts, Direction and Village Actions
7. Okeechobee Boulevard Main Entrance Sign Improvements and Landscaping : Design, Direction, and Funding
8. Village Stormwater Management Program: Effectiveness Evaluation and Direction
9. Golf Carts Regulations Enforcement: Legal Analysis, Best Practices, Report with Options, Direction and Village Actions
10. HOA Relationship Building and Action Plan: Outcomes, Best Practices, Report with Options, Direction and Village Actions
11. Shade Trees/Tree Program: Current Activities, Outcomes, Best Practices, Report with Options, Direction and Funding
12. Landscape Ordinance: Review, Direction and Adoption

FUTURE PROJECTS 2026 – 2030 (continued)

13. 600-Foot Pedestrian/Bicycle Pathway from Crestwood Boulevard to the Preservation Park Recreation Center: Direction and Funding
14. Arts Staffing and Program: Direction and Funding
 - a. **Cleaning/Maintenance Schedule** – Developing a regular schedule for maintaining public art with Public Works.
 - b. **Inventory Report/Lighting for Public Art** – Conducting an inventory of public art and improving its lighting.
 - c. **Plaques for Public Artwork** – Establishing a standard for placing plaques on all public artwork around the Village.
 - d. **Art at Parks & Recreation Events** – Increasing the presence of art at events, such as concerts at the park.
15. Gate Security/Integrity at Madrid and State Road 7: Problem Analysis, Direction and Village Actions
16. Car Racing Citywide and Neighborhoods: Problem Analysis, Best Practices, Report with Options, Direction and Village Actions
17. Crestwood Traffic Light: Direction
18. Residential Lighting Guidelines and Ordinance: Review, Direction and Adoption
Tree Mitigation Code Amendment: Direction and Adoption

VILLAGE OF ROYAL PALM BEACH ACTION AGENDA 2025 – 2026

Policy Agenda 2025 – 2026

Royal Palm Beach

TOP PRIORITY

**Village Competitive Compensation and Preferred Employer, COLA and Benefits:
Direction and Funding**

**State Road 7 Corridor Redevelopment Policy and Land Use:
Next Steps**

**Balanced Budget FY26 without Tax Increase:
Direction**

**Tuttle Royale Development: Stay strong with Agreement Concept:
Developer's Response**

**Village Support for Schools:
Desired Outcomes, Village Role, Options, Direction and Funding**

HIGH PRIORITY

**Community Events and Festivals Marketing and Resident Information Expansion:
Report with Options, Direction and Village Actions**

**Old Commercial Centers Redevelopment/Revitalization Strategy/Actions:
Direction and Village Actions**

**Comprehensive Major Events Assessment and Strategy:
Evaluation Report on Community Benefits, Strategic Development, Direction, Funding, and Village Actions**

**Comprehensive Information Security Action Plan to Protect Data and Systems:
Direction, Funding and Implementation**

**Public Information Enhancements:
Next Steps and Plan for 2025 – 2026**

Management Agenda 2025 – 2026

Royal Palm Beach

TOP PRIORITY

**Village Capital Planning – Revenue Projections and Plan (5-Year):
Direction and Funding**

**Financial Projections and Tax Rate:
Report and Direction**

**Regional Transportation Plan Development:
Participation and Update Reports**

**Cypress Key-Southern Boulevard Traffic Signal:
Project Completion**

**Royal Palm Beach Boulevard Maintenance – Turnover to Residents:
Direction and Funding**

HIGH PRIORITY

**Comprehensive Plan Update:
Completion and Adoption**

**ERP:
Scope of Consultant Services, ERP Evaluation, Direction and Funding**

**Talent Development Programs:
Programs and Funding**

**Water Supply Plan:
Completion**

**East-West Corridor Connection to the Turnpike and I-95:
Next Steps**

Management in Progress 2025 – 2026

Royal Palm Beach

Federal American Rescue Dollars: Reporting

Contract for Services: Opportunities Identification

Purchasing Procedures and Standardized Bid Templates: Development

Laserfiche Connect: Engineering

Project Maps and Various Zoning Maps: Update

New Resident/Business Packet: Update

HRIS System: Make it Work

Development Application Manual Update

Parks Web Maps: Engineering Program Improvements and Map Redesign

Village Code of Ordinance Revisions through CivicPlus (Municode)

Election Materials (i.e., Candidate Information Handbook, Municipal Election Schedule, etc.): Update

**Artificial Intelligence Functions (and How They May Potentially Be Applied within Community Development Service Delivery):
Evaluation and Actions**

Community Summit 2025: Direction

Workforce Tracking for Public Works Using ESRI GIS Tools for Work Order Assignments, Implementation

Financial Policies and Procedures to Ensure Regulatory Compliance: Completion

Customized Departmental Budget Dashboards in OpenGov: Creation

Standard Operating Procedures Specific to HR and Risk: Development

Management in Progress 2025 – 2026

Royal Palm Beach

Job Descriptions: Edit and Rewrite

Worker's Comp and Liability Suits: Resolution

Windows Hello Login: Completion

10GB Network to Remote Facilities, Primarily Rec Center, Commons, and Cultural Center

Aruba Wi-Fi at All Facilities, Replacing Older Ubiquiti System: Deployment

Network Segregation Topology: Deployment

Use of AI Technologies: Investigation and Report with Options

Permitting of Community Residential Homes (According to the Requirements of Florida State Statute 419.001)

Vehicle Replacements: Purchase Order and Receive Vehicles (CIP FY 25)

Outdated Speed Measuring Equipment Replacement (Budget FY 25)

Enhanced Bathroom Maintenance (Budget FY 25): Kick Off

Standardized Forms for Resolution, Ordinances and Agenda Item Summaries: Development

Outdated Park Videos on the Website: Update

Community Connection with New Photos of the Cultural Center and Commons Park Venue: Completions

Contract with Impound Company to Remove and Auction of Abandoned RV Lot Vehicles: Completion

Using Palm Beach County Legal Notice Website for Village Legal Advertising: Completion

Management in Progress 2025 – 2026

Royal Palm Beach

Project Dox and Electronic Permitting: Monitoring

Virtual Inspection System Program: Implementation

Trades Inspection and Plan Review Internship Programs: Implementation

Private Provider Data Process: Refinement

Compliance with State “Milestone Inspection” Program for Buildings 3 stories or greater: Establish and Monitoring

New Timekeeping System: Report and Funding

FPL Franchise Fees Audit: Completion

New ERP Migration from Mainframe to Modern System: Planning

Build IT Roadmap: Re-Evaluating Current Systems and Applications

Microsoft Office Email & Applications to O365 Cloud Suite w/One Drive for Improved Productivity Tools; Upgrade

SharePoint/One Drive: Rollout

Firewall Replacement: Completion

DBF Subnet Migration

Cultural Center Subnet Migration

Debris Removal Contract for the 2025 Hurricane Season

Management in Progress 2025 – 2026

Royal Palm Beach

Fire/Security Systems at all Village Buildings: Completion

Equipment Replacement Schedule Update: Completion

Shakespeare under the Palms in RPB Commons Park 2025-2026

Mayor's Benefit Golf Tournament

RPB Commons Park Access (EN1902) – Easements for Interconnect Plan Future Access Points to Royal Palm Beach Commons Park; Lot 179 Grouse Lane Entrance to Amphitheater: Construction

Semi-Annual Parks Recreation Program Guide Renewal: Implementation

Community Education: "Lock Your Vehicle"

Sector Patrol Boundaries Analysis (Linked to Tuttle Royale Development)

Crime Reduction through Directed Patrol Plans

Neighborhood Watch/Crime Reduction Program: Expansion

ALDI Park PID Remaining Parcels (Developer Driven)

Community Residential Homes Administration Mapping

Manufacturing and Limited Processing Parking Requirements: Evaluation and Direction (Council Decision)

Village-Owned Utility Boxes Wrapping: Completion

Major Projects 2025 – 2026

Royal Palm Beach

Farber Building Renovations: Construction

Sidewalk Trip Hazards Elimination

Bus Stop: Installation (2): Permitting

LaMancha Underdrain (ARPA PW2204): Construction

Canal Bank Stabilization (APRA PW1806) Round 2: Construction

Water Treatment Plant (PW1802/PW1902): Completed

SR 80 Street Lights Replacement Fixtures: 5 per Year Completion Transfer to FDOT or FPL

Drainage System Improvements (PW 1903):Heron Bay Parkway: Grant and Construction

Annual Backflow Preventer Replacement (PWXXBF)

Storm Drain Outfall Replacement (ARPA – PW22SD): Grant

Aquatic Vegetation Maintenance

Canal Back Maintenance (ARPA PW2205): Construction

Annual Repairs/Replacements Bus Shelters, (PWXXBS)

Lamstein Lane Street Lights (CIP FY 27): Funding

ADA Improvements Phase II Grant Notice to Proceed (PRJ#- EN2302 / Fund-303): Notice to Proceed Construction

**Asphalt Walkways on the Village Hall Campus with Concrete Sidewalks (PRJ#- EN25XX / Fund-TBD) Replacement:
Design and Construction**

Major Projects 2025 – 2026

Royal Palm Beach

Street Sign R&R (PWXXSS)

Fountain Replacement (PWXXFR)

New Roof on the Katz Field Building (PR2405): Construction

Boat Dock Repair and Replacement: Direction and Funding (CIP FY 25): Design and Construction

Park Bathrooms Upgrade: Review, Direction and Funding

David Farber Building Renovation (PRJ#- EN2401 / Fund-303): Design and Construction

Landscape Plan for Entry Sign on Okeechobee Boulevard: Design and Construction

Street Light Disconnect Replacement, PW2502

Roof Drains @ FOC: Completion

Flag Pole and Lighting at Village Hall: Installation

Homeplace Park Pickle Ball Courts (2): Design and Construction

Royal Palm Beach Bike and Pedestrian Access to the Pond Cypress Trail System: Meet with Environmental Resources Management

Camellia Park Renovation (PR2402) – Tennis Court Lights, Pro Office and Restroom Building: Design and Construction

Splash Pad Re-Purpose at Veterans Park (PRJ#- PR2307 / Fund-302)

Cultural Center Entry Enhancement: Design and Construction (PRJ#- PR2401 / Fund-303)

Comprehensive All Access Playscape: Construction (CIP FY 25)

Major Projects 2025 – 2026 Royal Palm Beach

Recreation Center Remodel/Expansion: Final Design, Construction and Opening

Bob Marcello Lighting Upgrade (PR2501-303): Design and Construction

Bob Marcello Park's Ballfields Infield Areas Re-Grading

Fountain Replacement, PWXXFR

Boat Dock Repair & Replacement

Annual Vegetation Maintenance

Annual Sidewalk Trip Hazards Repair

Bilbao Street to Okeechobee Boulevard Pathway Replacement (2305): Grant Approval

Road Resurfacing Projects: Completion