City of Lakeland, Florida Annual Budget Fiscal Year 2022

In accordance with the Americans with Disabilities Act, this material is available in alternative formats upon request. Please contact our ADA Specialist, Jenny Sykes, at 228 S. Massachusetts Avenue, Lakeland, Florida, 33801, by email at Jenny.Sykes@lakelandgov.net, by telephone at (863) 834-8444, or by fax at (863) 834-8040. If hearing impaired, please contact the Local TDD numbers (863) 834-8333 or 1-800-955-8771 (TDD-Telecommunications Device for the Deaf) or the Florida Relay Service Number 1-800-955-8770 (VOICE) for assistance.



City of Lakeland, Florida Annual Budget

Fiscal Year 2022

Vision

Lakeland - a vibrant, innovative, culturally inclusive world-class community.

Mission

A community working together to achieve an exceptional quality of life.



Seated: Commissioner Stephanie Madden, Mayor Bill Mutz, Commissioner Sara Roberts McCarley. Standing: Commissioner Phillip Walker, Commissioner Bill Read, Commissioner Chad McLeod, Commissioner Mike Musick.



Shawn Sherrouse City Manager



Nicole B. Travis
Deputy City Manager



Emily Colón Assistant City Manager & Manager of Innovation & Strategy

For more information, or to download copies of our Annual Budget and supporting documents, please visit our City of Lakeland Website (https://www.lakelandgov.net).

Lakeland City Commission



H. William "Bill" Mutz Mayor William.Mutz@lakelandgov.net Term Expires: 12/31/2025



Phillip Walker
Commissioner, Northwest
Phillip.Walker@lakelandgov.net
Term Expires: 12/31/2024



Sara Roberts McCarley
Commissioner, Southwest
Sara.Mccarley@lakelandgov.net
Term Expires: 12/31/2025



Mike Musick Commissioner, Southeast Mike.Musick@lakelandgov.net Term Expires: 12/31/2025



Stephanie Madden
Commissioner, At-Large
Stephanie.Madden@lakelandgov.net
Term Expires: 12/31/2025



Bill "Tiger" Read Commissioner, Northeast Bill.Read@lakelandgov.net Term Expires: 12/31/2024



Chad McLeod
Commissioner, At-Large
Chad.McLeod@lakelandgov.net
Term Expires: 12/31/2024

Commission members are elected in odd years for four-year staggered terms. The City Commission meets on the first and third Monday of each month at 3:00 p.m. in the City Commission Chambers located in City Hall.

City of Lakeland Commissioner Districts

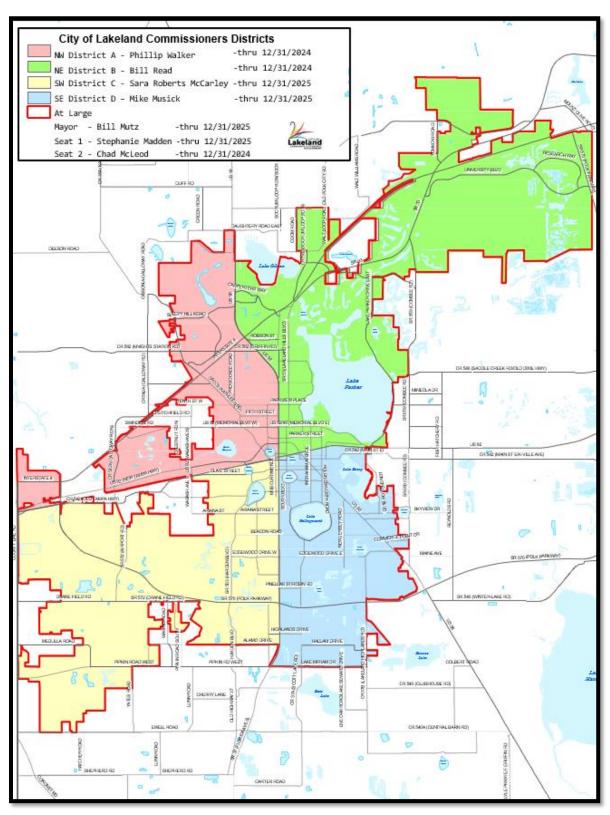


Figure A-1: Map of City Commission Districts inside Lakeland City Limits

City of Lakeland Contact Information

Website: www.lakelandgov.net

Mailing Address

Lakeland City Hall

228 S. Massachusetts Avenue

Lakeland, FL 33801 **Area Code:** 863

Contact Telephone Numbers

. 911
834-6000
.834-3294
. 834-8111
.834-6012
.834-6024
.834-3287
.834-6010
.834-6210
.834-6005
.834-6006
.834-4653
. 834-6251
.834-6264
. 834-6011
.834-8276
.834-9535
.834-6200
.834-8200
. 834-8790
. 834-6544
.834-6276
.834-4280
. 834-6251
.834-6303
.834-6035
.834-6900
.834-6040
.834-6780
.834-6799
.834-8773
.834-8316

Distinguished Budget Presentation Award

The Government Finance Officers Association of the United States and Canada (GFOA) presented a Distinguished Budget Presentation Award to City of Lakeland, Florida for the Annual Budget beginning October 1, 2020. To receive this award, a governmental unit must publish a budget document that meets program criteria as a policy document, as an operations guide, as a financial plan and as a communications device.

This award is valid for a period of one year only. We believe our current budget continues to conform to program requirements, and we are submitting it to the GFOA to determine its eligibility for another award.



GOVERNMENT FINANCE OFFICERS ASSOCIATION

Distinguished Budget Presentation Award

PRESENTED TO

City of Lakeland Florida

For the Fiscal Year Beginning

October 1, 2020

Chuitophe P. Morrill
Executive Director

Figure A-2: GFOA Distinguished Budget Presentation Award

Using the Annual Budget

We have made every effort to make this book as easy as possible to read, but we understand how difficult it can be to find what you are looking for in such a complex document. To make your search easier, we have provided several tools to help you find what you need.

Organization of This Book

The Annual Budget is divided into seven sections:

Introduction: Contains the Table of Contents, the City Manager's Letter of Transmittal, Organization Chart, the City's Vision, Mission, and Values a brief history of the city.

Budget Overview: A discussion of the Budget Highlights for the new fiscal year, financial policies, and the Budget Process Overview.

Long-Range Planning: The analysis and data that went into the development of the budget, specifically our planning and forecasting activities.

Performance Management: Performance and service data from the Strategic/Business Operating Plan and Performance-Based budgets for all departments.

Line Item Budget: Detailed accounting of each fund.

Capital Improvement Plan (CIP): Provides the City's 10-year CIP and projected funding along with a comprehensive look at projects and their operating impact.

Supplementary Information: Miscellaneous information regarding principal taxpayers, property tax rates/revenues and departmental tables of organization. A useful list of abbreviations and acronyms used in the book and a Figure Index, as well as a Glossary of the terminology used that is either technical in nature or unique to the City of Lakeland.

Quick Reference		
Contact Information	A-5	
City Organization Chart	A-23	
Vision, Mission, Values, Goals, and Strategies	A-25	
Budget Summary	B-16	
Financial Health		
Performance Management	D-3	
Process Improvement and Efficiencies		
Measuring Results		
Performance Budget Programs	D-87	
Line-Item Budget		
Capital Improvement Plan		
Tables of Organization		
· · · · · · · · · · · · · · · · · · ·		

Introduction	Section A
City Commission and Contact Information	A-3
Government Finance Officers Association Award	
Using the Annual Budget,	A-7
Table of Contents	A-8
City Manager's Letter	A-13
Organizational Chart	
Vision, Mission, Values, and Goals	
Lakeland at a Glance	A-29
History of Lakeland	A-30
Budget Overview	Section B
Budget Overview	B-3
Budget Development Calendar	
Budget in Brief	B-10
Budget Summary	B-16
Ad Valorem Taxes	
Position Changes by Fund and Department	
Historical FT and PT Position Changes	
Residents per Employee	
Budget Overview and Financial Policies	
Budgeted Funds Relationship by Program	B-31
Long-Range Planning	Section C
Long-Range Planning Overview	
Environmental Scan	
Financial Health	
Revenue Sources	
Historical Revenues	
Debt Management Overview	

Performance Management	Section D
Performance Management Overview	D-3
Strategic Operating Plan – Budget Cycle Process	D-4
2020 – 2024 Strategic Plan Target Areas Objectives & Initiatives.	
2021 Mid-Cycle Report	
Budgeting by Priorities	
Process Improvement and Efficiencies	
Process Improvement Overview	D-25
Process Improvement/Methodologies	
Efficiencies by Department	
Driving Improvements in our Organization	D-44
Performance Measures	
Measuring Results Overview	D-47
Key Success Indicators (KSIs)	
Quality of Life	D-48
Communication	
Economic Opportunity	
Fiscal Management	
Growth Management	
Governance	
Measurements	
Community Safety Program	D-67
Cultural and Community Services Program	
Economic and Community Development Program	
Environmental and Utility Services Program	
Legislative Activities Program	
Parks, Recreation and Properties Program	
Transportation Program	
Support Services Program	D-83
Performance Budget	
Performance Budget Programs	D-87
Community Safety Program	
Cultural and Community Services Program	D-113
Economic and Community Development Program	
Environmental and Utility Services Program	
Legislative Activities Program	
Parks, Recreation and Properties Program	
Transportation Program	
Support Services Program	D-223

Line-Item Budget	Section E
Funds Overview	
Budgeted Funds Structure	E-7
Line Items	
General Fund	
Community and Economic Development/Affordable Housing	E-97
Lakeland Community Redevelopment Agency	E-99
Lakes and Stormwater	
Building Inspection	
Fleet Management	
Purchasing and Stores	
Facilities Maintenance	
Information Technology	
Parking	
RP Funding Center	
Lakeland Linder International Airport	
Solid Waste	
Wastewater Utility	
Water Utility	
Electric Utility	
Debt Service	E-221
Capital Improvement Plan	Section F
CIP Overview	F-3
Capital Improvement Funds	
Comprehensive Planning	
Guidelines and Policies	
Project Evaluation and Prioritization	F-4
CIP Process	
Capital Budget Impact on the Operating Budget	
Relationship between the Operating Budget and the CIP	F-10
CIP Non-Recurring Projects Impact on operating Budget & Debt Management	
Capital Expenditure Summary	F-12
Capital Funding - Sources	F-13
Capital Funding - Uses	F-14
Historical and Projected CIP Expenditures	
Capital Improvement Projects by Fund	F-18
Map of All Significant CIP Projects by Fund	F-19
By Fund: Map, Master List of Projects, and Non-Recurring Significant Projects	F-20

CIP Worksheets	Appendix Number
Transportation	
Public Improvement	
Downtown Community Redevelopment Area	
Midtown Community Redevelopment Area	
Dixieland Community Redevelopment Area	
Parking	
RP Funding Center	
Lakeland Linder International Airport	
Stormwater	
Wastewater Utility	
Water Utility	
Electric Utility	35
Supplementary Information	Section G
Principal Taxpayers	
Principal Employers	
Schedule of Property Tax Rates	
General Fund Property Tax Levies and Collections	
Governmental Activities Tax Revenues by Source	
Fund Balances of Governmental Funds	
Glossary of Terms	
Abbreviations and Acronyms	G-17
Position Changes by Fund and Department	G-20
Department Tables of Organization and Position Mar	nagement
Airport	G-21
City Attorney	G-23
City Commission and City Manager	
Communications	G-26
Community and Economic Development	G-27
Electric	
General Manager	
Customer Service	
Delivery	
Fiscal Operations	
Production	
Finance	
Fire	
Human Resources	
Information TechnologyInternal Audit	
Internal Audit	

Parks and Recreation	
Director	G-69
Cemeteries	G-70
Cleveland Heights Golf Course	G-72
Library	G-74
Parks	
Recreation	
Police Department	
Office of Chief of Police	G-81
Investigative Services	
Community Services	
Uniform Patrol Division	
Special Operations Division	
Support Services Division	
Public Works	
Director	G-89
Construction and Maintenance	
Engineering	
Facilities Maintenance	
Fleet	
Lakes and Stormwater	
Solid Waste	
Traffic and Parking	
Purchasing and Risk Management	
RP Funding Center	
Retirement Services	
Wastewater	
Collection	G-107
Treatment	
Wetlands	
Water	G-111
Administration	C 112
Distribution	
Engineering	
Production Production	
FTOUUGIOH	
Figure Index	G-121

CITY MANAGER'S OFFICE

228 S Massachusetts Ave Lakeland, FL 33801-5086



SHAWN SHERROUSE City Manager 863-834-6006

September 23, 2021

Honorable Mayor and City Commissioners:

The Fiscal Year (FY) 2022 budget development process brought about significant changes from past practices. These changes were in response to requests from the City Commission to have more input, earlier in the budget development process. To meet these requests, Strategic Planning was moved earlier in the budget cycle to allow the City Commission to provide direction from the very beginning. Following establishment of the Strategic Plan, additional workshops narrowed strategic visioning into funding initiatives, including some specific priorities determined by the City Commission.

FY 2022 Strategic Initiatives

The FY 2022 Budget includes funding for City Commission initiatives linked to Strategic Objectives established in the 2020 – 2024 Strategic Plan. Each Strategic Objective is related to specific Strategic Target Areas, established as:

- 1. Infrastructure
- 2. Economic Development
- 3. Affordable Housing
- 4. City Hall Communication
- 5. Parks and Recreation
- Resiliency Plans
- 7. Public Safety

Strategic Initiative funding for FY 2022 totals \$8.2m. This total spending has been committed from various funding sources, including the Community Redevelopment Agency (CRA), Enterprise Funds, General Fund, Transportation Fund, and others. Additionally, the City Commission increased General Fund expenditures for the following initiatives:

- \$25,000 for additional cultural arts funding (from \$250k to \$275k)
- \$75,000 to enhance the City's internship program
- \$1.1m for in-car video, taser and body-worn camera systems package, the addition of two (2) related personnel and required cloud and hardware storage

FY 2022 Budgeted Expenses

In addition to the budgeted Strategic Initiative expenditures, the FY 2022 Budget includes other increased General Fund expenses. Added to recurring operating expenses, the following General Fund increases are included in the FY 2022 budget:

- \$130,000 to resurvey the Historic District, Phase 1
- \$126,000 to add a Recreation Supervisor, Recreation Leader and Part-time Recreation Leader for the new Lake Crago Park. However, \$55,000/year will be offset by increased facility rental revenues
- \$159,000 for a Fire Plans Examiner position, including vehicle and equipment. However,
 \$90,000/year will be offset by increased inspection revenues
- \$104,000 partial year cost to add three (3) firefighter positions to restore minimum manning to Tower-15

Citywide

- Across the board increases range from 1.5% to 2.0% for all employees
- Merit increases are 2.5% for qualified employees
- 1% increase in health insurance rates for calendar year 2022

FY 2022 Expenses by Account

Account	Expenses
Fuel and Purchased Power	\$120,597,789
Personnel	171,388,621
Capital Outlay	251,871,488
Debt Service	72,714,531
All Other Operations and Maintenance	23,689,521
Internal Service Charges	57,708,949
Professional and Contractual	41,189,020
Utilities	13,084,462
Insurance and Fixed Charges	11,136,024
Total Expenditures	\$763,380,405

Figure A-3: Expenses by Account

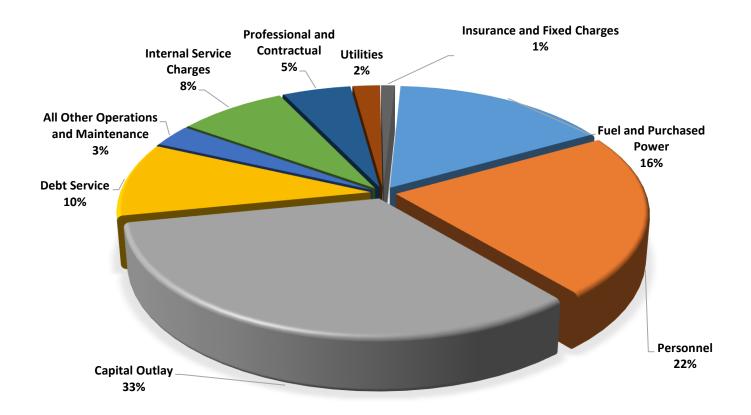


Figure A-4: Expenses by Account Pie Chart Fiscal Year 2022 Annual Budget

FY 2022 Budgeted Revenues

Despite a reduction in the FY 2022 taxable millage rate, budgeted revenues have increased by \$158m over FY 2021. The majority of these increased revenues are attributed to three main sources:

- \$88.1m in a Lakeland Electric (LE) project related bond proceed. Due to the planned shutdown of the McIntosh Unit 3 coal-plant, LE determined that future generation requirements should be produced by purchased power, solar and the use of Reciprocating Internal Combustion Engines (RICE generators). RICE generators were selected based upon their quick response time, scalable generation capacity and lower maintenance costs. Each RICE generator can be brought online in only a few minutes and at a much lower percentage capacity than other types of engines. The series of 6-RICE generators being procured will enable Lakeland Electric to incrementally add megawatts at a lower overall cost since maintenance is based upon operating hours rather than of the number of starts. The total estimated cost of the project is \$145 million dollars.
- Almost \$43m for a stormwater grant project. The City of Lakeland, in partnership with Bonnet Springs Park, was awarded a Florida General Infrastructure Program Mitigation Grant for a multi-component project. The project will focus on increasing the flood storage capacity to the drainage basin by improving the stormwater infrastructure and watershed quality. It will be initiated this fiscal year and is expected to be completed over a 10-year period.

FY 2022 Budgeted Revenues Continued

\$8.9m for a wastewater main replacement project funded by the American Rescue Plan Act (ARPA) of 2021. The City of Lakeland has been awarded approximately \$22.7m from the Federal Government as a part of the American Rescue Plan Act. The City became eligible for half of these monies in July 2021, with the second half being available 12 months after the first disbursement. The FY 2022 Budget includes the ARPA related funding for the first half of this qualifying wastewater project (\$8.9m). The total project cost is approximately \$20.0m, with \$17.8m coming from the ARPA funds. The second half of the project will be funded by a portion of the second disbursement from the Federal Government and will be appropriated later in FY 2022.

Millage Rate	
Fiscal Year	Millage
2013	4.6644
2014	4.6644
2015	4.6644
2016	5.5644
2017	5.5644
2018	5.5644
2019	5.4644
2020	5.4644
2021	5.4644
2022	5.4323

Figure A-5: List of Millage Rates for the Last 10 Years

FY 2022 Revenues by Source

Sources	Revenues
Charges for Services	\$428,909,443
All Other Revenue	116,760,246
Public Service, Communication, and Gasoline Taxes	32,020,196
Intergovernmental	69,554,613
Property Taxes	50,986,566
Licenses and Permits	4,845,921
Prior Year Surplus	60,303,420
Total Revenues	\$763,380,405

Figure A-6: Revenue Sources List

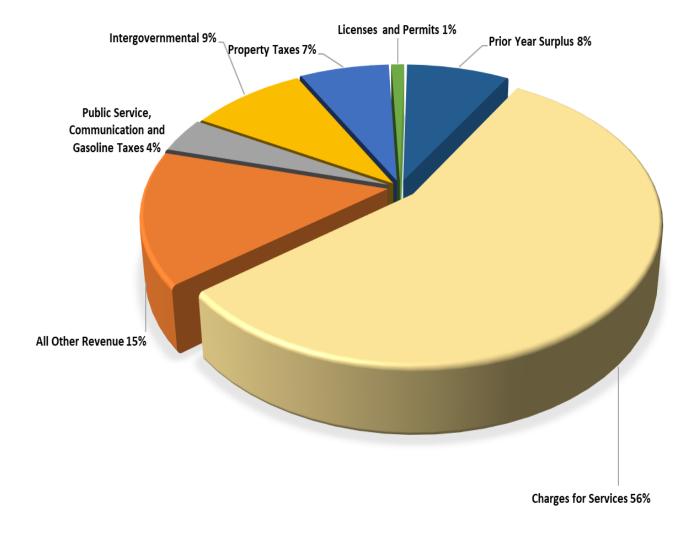


Figure A-7: Revenues by Source Pie Chart

RP Funding Center

A significant change to the accounting treatment of the RP Funding Center (formerly Lakeland Center) is included in the FY 2022 Budget. Since its construction in the early 1970's, the City of Lakeland has always accounted for the RP Funding Center as an Enterprise Fund, with an expectation that it will generate sufficient revenues to offset expenses.

The City Commission, however, has recognized that by treating the RP Funding Center as an Enterprise Fund, requires the General Fund to subsidize related losses by approximately \$900,000 annually for the services the General Fund provides directly to the RP Funding Center. As such, the City Commission directed the Finance Department to change the accounting treatment of the RP Funding Center to a Governmental Fund beginning with the FY 2022 Budget.

This change in accounting treatment accomplishes two goals for the City – it eliminates the approximate \$900,000 annual subsidy from the General Fund and allows the RP Funding Center to be recognized appropriately as a Governmental Fund for accounting and budgeting purposes.

It is important to distinguish that this change did not eliminate the annual losses associated with the RP Funding Center. All losses will continue to be funded by the other eligible Enterprise Funds, in the same manner that all the City's eligible Enterprise Funds currently assist in underwriting the losses for other Governmental Funds.

FY 2022 Budget

The budgeted property value growth for FY 2022 is programmed at 11.03%. The millage rate is reduced from the FY 2019 – FY 2021 millage rates of 5.4644, to an FY 2022 rate of 5.4323. The FY 2022 Budget total is \$763.3m, including \$136.4m in balanced General Fund revenues and expenses. General Fund revenues and surplus reserves are maintained at a minimum of 45 to 60 days cash-on-hand by FY 2024.

Transmittal

The transmittal of this FY 2022 Budget is the culmination of collaborative efforts from our citizens, City Staff, Administration and the City Commission. The process allowed staff to identify funding options for operations, capital projects and City Commission initiatives. The process included seven (7) public meetings, concluding with a Budget Adoption Public Hearing on September 23rd. I would like to thank the City Commission and our highly talented City team of public servants for their dedication to this process and this resulting annual budget. Submitted, herewith, is the City of Lakeland FY 2022 Annual Budget, including the 2022-2031 Capital Improvement Program Budgets.

Respectfully Submitted,

M. Shawn Sherrouse City Manager

Organizational Chart

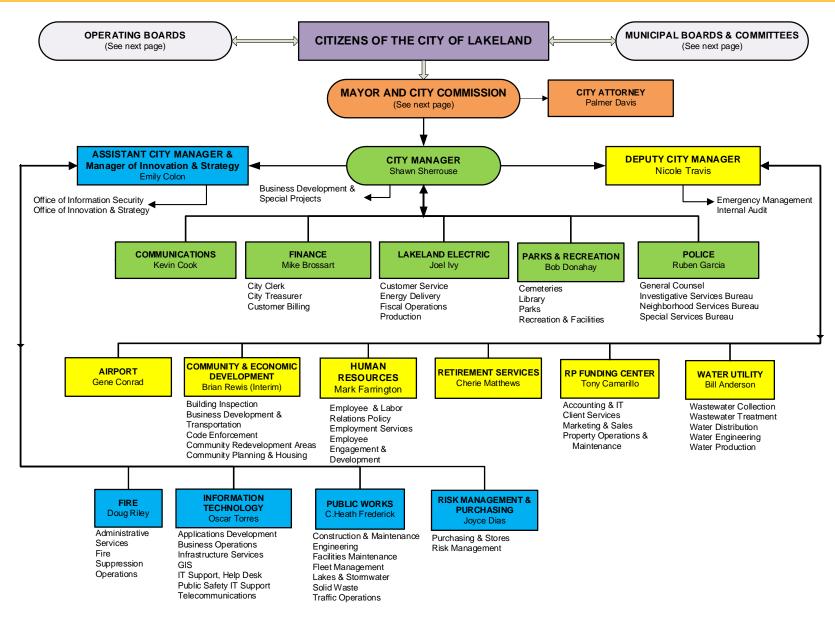


Figure A-8: Organizational Chart Fiscal Year 2022 Annual Budget

Organizational Chart

CITIZENS OF THE CITY OF LAKELAND

MAYOR AND CITY COMMISSIONERS

William "Bill" Mutz, Mayor

Stephanie Madden Sara Roberts McCarley Chad McLeod

Bill Read Phillip E. Walker

Mike Musick

REGIONAL OR PROFESSIONAL ASSOCIATIONS

Airport Advisory Board

American Public Power Association, Policy Makers Council

Central Florida Development Council

Central Florida Regional Planning Council

Community Redevelopment Area

Enterprise Zone Development Agency

Florida League of Cities

International City/County Management Association

Lakeland Area Mass Transit District

Lakeland Chamber of Commerce

Lakeland Downtown Development Authority

Lakeland Economic Development Council

Lakeland Sister Cities, Inc.

Lakeland Vision

National League of Cities

Orlando Economic Partnership - Congress of Leaders

Polk County Tourism and Sports Marketing

Polk Regional Water Cooperative Committee

Sun n' Fun Board of Directors

Transportation Planning Organization

MUNICIPAL BOARDS and COMMITTEES

Affordable Housing Advisory

Affordable Housing Review

Airport Advisory Board

Beautification Board

Citizen's Advisory Committee

Civil Service Board

Code Enforcement Board

Community Redevelopment Area Advisory Board

Employees' Pension Board

Firefighter's Pension Trust—Board of Trustees

Historic Preservation Board

Housing Authority Board

Nuisance Abatement Board

Planning and Zoning Board

Police Officer's Retirement Fund

Public Employee Relations Commission

Public Improvement Endowment Fund

Utility Committee

Zoning Board of Adjustment and Appeals

Vision, Mission, Values

Vision

Lakeland - a vibrant, innovative, culturally inclusive world-class community.

Mission

A community working together to achieve an exceptional quality of life.

Core Values

Core Values are the guiding principles utilized by the elected officials and staff of the City to carry out our duties and obligations in service to the citizens.

Social Responsibility

We will enhance the quality of life for all our citizens through partnerships and programs that embrace cultural diversity, safety, and community involvement.

Leadership

We will lead by example, learn from the past, provide direction for the present, and plan for the future.

Integrity

We will conduct ourselves in an honest and ethical manner to earn the trust of employees and citizens.

Commitment to Excellence

We will achieve measurable success and continuous improvement through investment of resources, a focus on efficiency and accountability, and high expectations for quality.

Empowered Workforce

We will cultivate a work environment which offers employees the authority to act through supportive leadership, mutual respect, trust, personal responsibility, and open communication.

Diversity

We will utilize our ethnic, cultural, gender, and experiential differences to encourage participation, opportunity, equality, respect, and responsiveness to our community.



Quality of Life Goal

Provide quality public spaces, deliver superior municipal services, and support arts, education, recreation, and wellness.

Strategies:

Provide outstanding public safety response and prevention services

Include police presence at recreational areas, street level, crime prevention through environmental design, safe neighborhoods, safe places for kids, and pedestrian safety. Provide fire services with rapid response times for emergency services.

Enhance mobility options throughout the City

Include traffic controls congruent with new developments and transportation for seniors.

Provide outstanding (safe and reliable, clean and green) utility and environmental services

Includes utility and environmental services that residents expect the City to provide in exchange for the taxes they pay. Basic utility services include Solid Waste, Water, Wastewater, Stormwater, and Electric. Being clean and green refers to the manner in which we provide these services. Clean and green includes being environmentally friendly and ensuring our methods preserve human health and environmental quality.

Promote arts, culture, life-long learning, and active, healthy lifestyles

Partner with art/cultural organizations in support of public art, arts in public schools, historic and new architecture promotion, and in celebrating diverse cultural activities.

Support Lakeland Vision and Polk Vision in their efforts to elevate our school system, involve parents in education, provide educational opportunities at varying levels, career training, and the continuation of city/school board projects.

Continue to work with major medical service providers and encourage city/business wellness programs and incentives. Continue to support affordable housing in safe neighborhoods, the Housing and Urban Development Plan to address homelessness, more accessible/affordable mental healthcare, and struggling families.

Include affordable recreation aimed at cultivating quality events which bring people together and downtown activities which cultivate a vibrant nightlife. Focus on a place where people can "work, live, and play" in one community.



Communication Goal

Develop an informed and engaged community.

Strategies:

Respond to all customer inquiries in a responsive, efficient, professional, and courteous manner

Provide an easy access government, which involves and engages citizens by pushing communications to all segments of our community as we provide more open forums for dialogue.

Provide accurate and timely information

Be accountable to the public by sharing our performance goals and progress, citizens/employees - shared vision, goals, and transparency.

Maximize use of social media to increase real-time communications to inform and engage citizens

Include online surveys for public opinion, embrace new forms of technology to communicate with public, one-stop-shop for information (website) for citizens and residents, updated Lakeland Government Network (LGN) programming, improve/upgrade our websites, and utilize all available media means to inform the community.



Economic Opportunity Goal

Create and encourage inclusive, lasting environments that grow, attract, and retain a creative, talented, educated, and technically qualified workforce.

Strategies:

Attract and support high-skill, high-wage, and high-technology jobs

Draw new companies to the area. Bridge workforce loss in current economy to meet aging workforce challenge, develop stronger relationships and understanding with workforce resources, and maintain employment opportunities for all educational levels. Increase the level of understanding of our economic opportunities to our "hard to reach" and "under-served" community sectors and continue to provide access to City employment. Provide programs to tap into semi-retired "aging boomers" who still want to contribute.

Promote Lakeland as a regional center with a vibrant mix of high quality residential, retail, professional, civic, and entertainment options

Continue to focus on the "core" downtown by acquiring property. Develop land by the RP Funding Center. Encourage mixed-use developments and establish green zones downtown. Focus on downtown residential, encourage interesting retail and more mixed-use to support downtown retail and office employment.

Participate with economic partners, creating business opportunities and aligning regional interests

Continue our strong partnership with the Lakeland Economic Development Council, building partnerships regionally and strengthening our Tampa Bay partnerships. Develop partnerships amongst educational institutions and promote joint projects with Polk County. Focus on public/private partnerships and support global networking partnerships within aligned regions.

Collaborate with business and tourism partners to grow and sustain the economic environment

Promote area economic development initiatives by improving the connection between education, training, and business recruitment. Establish business development initiatives improving our processes focused on providing more targeted service.

Foster an inclusive and diverse environment that encourages entrepreneurial ventures

Promote expansion of healthcare/community options for the growing "boomers" segment of the population. Establish strong arts support and related creative class amenities such as the availability of diverse housing, education, and lifestyle opportunities.



Fiscal Management Goal

Develop and effectively manage financial resources.

Strategies:

Continually monitor and evaluate business practices for cost effectiveness and efficiency

Create core business enhancements with good environment of internal controls and best management practices while meeting/exceeding customer expectations.

Maintain financial stability by aligning resources to both municipal services and regulatory requirements

Align financial resource allocations with priorities, effectively redirect financial resources from ineffective uses to more effective and appropriate ones, maintain a conservative, responsible long-term financial plan, and invest/fund critical services of City government.

Maintain transparency in financial and operational reporting

Collect and charge true cost of services, improve productivity per employee, and apply technology.



Growth Management Goal

Ensure planning and infrastructure results in quality development and safe, attractive neighborhoods.

Strategies:

Maintain diverse, safe, attractive neighborhoods throughout the City

Set adequate construction codes and equitable enforcement. Encourage a variety of housing types including affordable housing. Ensure that community gathering places are safe and there is safe access to schools and parks for our children.

Plan and direct investment in infrastructure necessary for growth and redevelopment

Establish balance in the control mix of land use, bring neighbors and the City together as partners, use competitive utility service pricing, promote cross jurisdictional cooperation, and encourage infill. Plan smart so that growth does not consume reserve capacity or degrade service levels.

Effectively align resources to changing environments including green initiatives

Continue to enhance the identity and character of all neighborhoods, supporting a high quality of life in Lakeland. Coordinate services with public/private and other governments that consider citizens' desires and supports sustainable communities.

Provide reliable and sustainable infrastructure

Support broader collaboration with community stakeholders, conduct a cost benefit analysis on all proposed regulation, treat cost as a prime factor for all new infrastructure, and continue to support both short-term and long-term maintenance.



Governance Goal

Provide for responsive and responsible governmental service.

Strategies:

Provide services required by Federal, State, and Local laws or policies, or which meet an accreditation or industry standard

With focus on policy review committee/process, consistency of services and occupational safety.

Provide desired internal services based on customer's priority and availability of funding

Be open to new ideas and proactive in looking for those ideas, oversight, and support of performance management system, cost-effective business practices; ensure that overhead costs are efficiently managed and are effective in providing support and eliminate service duplications.

Foster a work environment that includes City Core Values and enriches, informs, encourages, and engages all employees to achieve their individual and collective potential

Ensure that procedures are in place in each department to keep all employees properly informed, provide engagement activities which motivate and encourage employee involvement. Make the best use of technology and make expectations for all associates clear. Practice responsible, citizen-focused, values driven accountability and specify decision-making authority.

Utilize best practices for timely decisions, transparency, and fiscally accountable governance

Focus on internal processes to support citizen-facing goals, in-touch with the needs of the public, strategic and long-term planning, great communication of roles and responsibilities.

Lakeland at a Glance





136 Years Old

Incorporated January 1, 1885

á**ÍÍ**

112,641 Citizens

Approximate Population



74.85 Square Miles

Land Size inside City Limits



2,358 Employees

City of Lakeland Workforce



\$763,380,405

Million

Adopted Budget for FY 2022



5.4323

FY 2022 Millage Rate

<u>Population</u>	
2011	97,690
2012	98,200
2013	98,733
2014	100,728
2015	101,517
2016	102,507
2017	104,185
2018	105,586
2019	107,552
2020 (US Census Bureau Est.)	110,494
2021 (US Decennial Census)	112,641

Median Age 41.1

(U.S. Census Bureau, 2019)

Median Household Income \$48,687 (2021 Lakeland Demographic Guide) Population by Race

White or Caucasian	72.5%
Black or African American	20.6%
Hispanic or Latino*	14.7%
Asian	2.4%
Two or more races	2.1%
Native American	0.2%

* Embedded within total population (2021 Lakeland Demographic Guide)

Permitted Space (Square Feet)

Warehouse/Industrial Space 2,708,490
Retail Space 122,883
Commercial/Office Space 17,864

(2021 Lakeland Demographic Guide)

The heart of Polk County, Lakeland's charm creates a beautiful blend of a small town feel with the convenience and amenities of a larger city

In 1882, Abraham Godwin Munn of Louisville, Kentucky bought 80-acres of land in an area of small lakes in Polk County, Florida-sight unseen. Munn arrived in February of 1884 to establish the Lakeland Improvement Company (LIC) with two business partners. LIC platted Munn's 80-acre purchase and began selling lots. Munn persuaded Henry Bradley Plant's South Florida Railroad to locate its depot on LIC land just north of today's Munn Park, helping to ensure the success of the budding town.

After the town's incorporation on January 1, 1885, John Washington Trammell became Lakeland's first Mayor, but only for fifty days. It seems that a dispute may have developed between the Trammell family and those affiliated with Abraham Munn over the location of Lakeland's train depot, for that would become the location of the town. The Trammells had provided for a depot location on their property a few blocks northwest of the Munn property, but Munn being far wealthier, was able to convince Mr. Plant to stop on his property with promise of a two-story depot and the granting of a right-of-way.

The Spanish American War of 1898 was another important event for Lakeland. Approximately six thousand U.S. soldiers encamped here during the war, and many wrote letters about the attractiveness of the city. Because of this favorable impression and free advertising, many soldiers retired here, and Lakeland got its first influx of tourists during the first winter after the war ended.

Similar to other towns in the Southern United States, the economy of Lakeland was initially centered around agriculture. Citrus and strawberries were vital cash crops and industries to the city. In the 1870s, citrus became a greater activity in Lakeland when Archie McLeod moved down from Alabama to plant a grove where Florida Southern College now stands. In fact, it was in Lakeland that the seedless grapefruit was developed by Ed Tison in 1887. Tison sold his nursery to C.M. Marsh who gave his name to the popular fruit.

On May 26, 1891, Lakeland joined Tampa and Jacksonville to become one of the first cities in Florida to have electric lights. Today, the City owns and operates its own electric company, Lakeland Electric, which provides service to thousands of Polk County residents.



Figure A-9: Abraham Godwin Munn Founder of Lakeland Fiscal Year 2022 Annual Budget



Figure A-10:
John Washington Trammell
First Mayor of Lakeland



Figure A-11: Henry Plant Railroad Builder A-30

The 1920s economic boom in Florida resulted in the construction of many significant structures in Lakeland, which many are listed on the National Register of Historic Places. The list includes the Terrace Hotel, constructed in 1924, Polk Theatre in 1927, Park Trammell Building in 1927, the Promenade of Lake Mirror in 1928, and many others.

The boom period went bust quickly and years passed before Lakeland recovered. In 1934, Lakeland became the spring training home of the Detroit Tigers, contributing to the reemergence of the city. The development of the Lakeland Linder International Airport as a major facility in Central Florida transportation was another factor. The 1930s also saw the arrival of renowned architect Frank Lloyd Wright, who designed 12 structures for Florida Southern College under the project "A Child of the Sun."

Swans have long been a part of the ambience of Lakeland. Records and sightings indicate that swans have been on the city's lakes since at least 1923. For a variety of reasons, the swan population dwindled to zero. In 1956, Mrs. Singhild Pickhardt wrote to Queen Elizabeth inquiring about purchasing a pair of swans for Lakeland. The Lord Chamberlain intervened and in 1956 a pair of Royal Swans were gifted by the Queen to Lakeland, with the city paying an estimated \$300 for the cost of capturing, crating, and shipping. The pair of white mute swans were released on Lake Morton on February 9, 1957. Today, there are over 200 swans which can be found on Lakes Morton, Wire, Mirror and Parker and at Cleveland Heights Golf and Country Club. Many are directly descended from the original royal pair.

In 1965, a group of musicians, led by Florida Southern College professor Dr. Ken Anderson and Lakeland businessman Jay Erwin, organized the Imperial Symphony Orchestra to provide classical music for the community. Today, that small effort has grown into a highly-polished, regional orchestra that plays many concerts each season.

The Junior Welfare League founded the all-volunteer Imperial Youth Museum in 1966. In 1969, the museum was renamed the Polk Public Museum to reflect its broadened emphasis on history and science. It functions as a cultural arts center for the public. Beginning in 1970, the Mayfaire-by-the-Lake Art Festival has been held every Mother's Day weekend, drawing thousands of visitors each year. Since 1973, Lakeland has been home to the nation's second largest experimental aircraft convention, the Sun n Fun Fly-In, which attracts aviation enthusiasts from around the world every April. In 1999, the Polk Theatre, originally built in 1927, was completely restored and is now supported by revenue from films, its Performing Art Series, fundraising, rental income, and memberships.



Figure A-12: Singhild and Robert Pickhardt



Figure A-13: Pickhardt Family with swans

Hollis Garden, established in 2000, is a formal 1.2-acre botanical garden located on historic Lake Mirror. The garden contains several water features and displays thousands of flowering plants, ornamental shrubs, historic trees, herbs, and vegetables. It was voted one of the "Best of Class Gardens" by the Gulfcoast Research and Education Center

Common Ground Park, constructed in 2009, is Polk County's first "inclusive play experience" designed for children of varying abilities to play side-by-side. The park was community-developed and funded by many volunteers and donations. Play zones such as Adventure Canyon, Butterfly Meadow, and Gopher Mountain provide easy, intermediate, and challenging play opportunities.

Sunflower Preschool Playground, opened in December of 2010, is the second community-led park project and is designed to target age-appropriate equipment for three- to five-year-olds. The park includes a bright and colorful pallet of play equipment selected for imagination qualities, the ability to provide physical development, and most importantly, fun!

2016 marked the Detroit Tigers' 80th Spring Training season in Lakeland, extending the longest-lasting relationship between a Major League Baseball team and a current Spring Training host city. The Detroit Tigers began coming to Lakeland for Spring Training in 1934 and have been coming back each year since. Tigertown is the Spring Training headquarters for the Detroit Tigers as well as the regular season home of its Minor League Farm Team in the Class A Florida State League, the Lakeland Flying Tigers. In 2019, the Detroit Tigers began their 83rd Spring Training Season on Publix Field at the newly renovated Joker Marchant Stadium.

In short, linking Lakeland's past to its present reveals that its natural resources, infrastructure development, favorable climate, and location as a popular Florida destination will continue to attract the quality of people that have made it a historically rich and prosperous city.



Interesting Facts About Our City

- Since 1934, the Detroit Tigers have called Lakeland their Spring Training home and have the longest relationship in history between a Town and a Team.
- The Lakeland Flying Tigers have been affiliated with the Detroit Tigers since 1967.
- The City of Lakeland was designated a Bronze Level Bicycle Friendly Community by the League of American Bicyclists in 2012 for its commitment to cycling as a means of recreation and as a mode of transportation.
- During Sun n' Fun, the Lakeland Linder International Airport becomes the busiest airport in the world.
- The Polk Museum of Art, built in 1988, encompasses over 35,000 square feet across ten galleries.
- Florida Southern College is home to the largest single collection of Frank Lloyd Wright structures in the world and is on the National Register of Historic Places.
- Lakeland made U.S. News and World Report's 2017 list of 100 Best Places to Live in the USA, coming in at #64 in the nation and #6 in Florida.
- In 2017, Lakeland was recognized by Kaboom! as a Playful City USA Community in recognition of its efforts to promote play in the community.
- Lakeland is designated as a Bronze-level Walk Friendly community due to its vibrant system of trails and parks, education, and enforcement efforts focused on pedestrian safety.
- The Arbor Day Foundation named Lakeland a 2019 Tree City USA for our commitment to effective urban forest management.



Figure A-14 Bicycle Friendly Community Logo



Figure A-15: Playful City USA Logo



Figure A-16: Walk Friendly Communities Logo



Figure A-17: Tree City USA Logo