

**MEMORANDUM NO. M16-018**

**TO: Buildings and Grounds Committee**  
**FROM: Dean R. Bostrom, Executive Director**  
**Craig Talsma, Deputy Director/Director A&F**  
**Mike Kies, Director of Recreation**  
**John Giacalone, Director Park Services/Dev & Risk Mgmt**  
**Gary Buczkowski, Director Planning & Development**  
**Brian Bechtold, Director Golf Operations**  
**RE: Balanced Scorecard**  
**DATE: January 27, 2016**

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**Background**

The attached Balanced Scorecard report documents the full year performance measure for 2015 as well as the previously documented full year performance measure for 2014. As discussed at previous committee meetings, some of the performance measures used in 2015 were modified so they do not provide a direct comparison to 2014 performance measures.

When the 1Q2016 Balanced Scorecard report is presented in May, staff plans to modify the format under which the report is presented.

**Recommendation**

Staff recommends the Board approve the Balanced Scorecard for 4<sup>th</sup> quarter 2015.