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Mayor Shank - Yes. The next item is, uh, city manager a six month evaluation at this time. I usually just, uh, go to the city manager, see if you got a presentation for us.

City Manager Hebert - Would you like it evaluation, sir?

Commissioner Guevrekian - How do you think you're doing?

Mayor Shank - Yeah. Yeah. All right. Why don't we go? All right. So all right. Come on now we have to bang the gavel here. All right. Commissioner McCartney wants talk.

VM McCartney - Thank you, Mayor. As I recall, just by way of background and perhaps setting up do brief discussion on this item, my recollection is that that in our discussions the contract we said well, you know, we're requiring for instance that the new city manager live in our city. He doesn't. And that he would need to sell his house and pick up Homestead and move here. And before he ran off and did that let's be fair and see how you're doing in six months. Do you like us? Do we like you? Before you sell your house and here we are surprisingly in some ways it was yesterday and in some ways it's been a long time that the six months have come. But I believe that our intent at this point was not a formal review or as our contract requires at a later date a more formal analysis but rather that we have a generalized discussion about your performance. So if I May of all lead off just with my opinion, I said a couple of things tonight I think that stand out of the way you've hit the ground running and you have developed a keen grasp on our issues are our most important issues. And I'm impressed with that and you keep us apprised I guess I'll speak myself. I feel very apprised about what's going on and consulted, advised and I think you're well suited to take continue to take on this task. I am very happy with the way you have embraced the city and taken on the things you have an understanding of what's important to us and you're moving forward with them. And so at this six months juncture, I just want to say that a vote of confidence for me.

Commissioner Guevrekian - Thank you, Mayor. I will also offer my resounding six month approval. That's what we're being asked to do here, I believe. I could not be happier with the display of executive management skill set. Your comprehension of our Oakland Park culture and your professional competence level that I have experienced thus far. And you know, keep it coming. At this point I am extremely pleased with our new city manager's vision as well as his ability to lead the great city of Oakland Park into the future while achieving all of our mutual goals. Thank you.

Commissioner Adornato - Thank you, Mayor. Thank you Vice Mayor. Um, thank you, David. Thank you to our city manager. I am very happy that

we made the choice to put you in as our city manager. It has been just a few short months, but yet so much has happened with the Platt approval tonight I think we've gotten more residential units approved in this city than in the prior four years that I would city commissioner. So uh, I think there is a lot of exciting things happening in the downtown area. You came in at a great time and I think that these things are things that you are keeping moving as evidenced by the CRA update keeping the staff focused and on point to where we're going as far as a city for what was very important to me in running for city commission which is our redevelopment. You've grabbed on to the other things that were moving like the landscape ordinance very difficult issue, something that we've talked a lot about, something that we will continue to talk about. But you put your spin on it and I want to say thank you to the staff direction that you gave us that you gave because the content and the responsiveness that we had from the staff was exemplary. And I think that that reflects on your direction and your management and guidance of your team. I think that while this has been a short time, you've still been able to put your shine on our great city like the lights keeping the Christmas lights up or shall I say holiday lights. But the whole holiday event and the lights that are on the trees I think it's something that, you know, is just a little bit of shine on our city that that you brought. I can't agree more about the communication. I feel very informed about what's happening. Obviously you tell me that you tell all the other commissioners the same thing and I trust that you do. And I think that as evidenced by our discussions here that it is clear of the consistent communication that you're having with everybody. So I just I really am excited about what's going to happen in the future with your leadership here as our city manager. Negotiating the BSO contract again just to say that that is something that you have turned the corner with and I appreciate your leadership on that. So um, you're here. I look forward to your formal review and uh in another six months.

Commissioner Lonergan - Mr. Hebert I also want to say I'm very pleased with your performance and I want to share some basics that really impressed me. You're accepting of ownership with pride. I've been with you when we've had conversations with people throughout the city, business owners and I hear you say my city at times and I hear you say our city. So you're taking that ownership. You know you're responsible and you're also making sure at times that those other people who need to be responsible in the community are also stepping up. It was interesting three weeks before you even came on board. We met and we did a four hour tour of the city during that tour. And keep in mind he's not an employee yet. We were on the roof of one house where they were doing Habitat for Humanity and he was trying to hand out his business card and he's got three weeks until he starts yet. So it was very impressive. We stopped in at several

businesses. You met the business owners. I felt at that point we definitely made the right decision. I liked what I saw. I think you're building trust and you're acting in my mind ethically with decisions you have to make> You're very responsible making sure staff is responding to our service requests as you're aware. We get requests from residents and the first thing we do is we send it on to you and make sure that it gets taken care of and

at times we call the residents back when they request it and at other times we just respond via email saying to expect a response. So I think you're a visionary and a problem solver. And I appreciate that those are overall strengths that I really see and that have impressed me. Opportunities - we all have opportunities the commission up here we all have opportunities to do a better job. I know there were it was a little frustration on a few meetings just to make sure you're more closely monitoring due date on due dates on project. But you know, I kind of look at it this way, there is so much going on. He's brand new to the job. He's responsible for 42000 residents and businesses. Do I expect perfection right now? No, I do not. You know, when I spoke with David originally, I said my expectation for you at six months is to get the feel, get the lay of the land, get the feel for the residents, get to know everybody, get to understand how processes work, what your responsibilities are. And at the same time in that first six months try and change things, but I really didn't set high expectations because there is a lot to learn and to get used to at the beginning. So, that's one recommendation I would say even though there was a lot on your plate just keep an eye on the due dates and continue to improve on timeliness of educating and informing the commissioners. And I absolutely agree that I've received more updates on things than since you became manager than I did prior. And I'm very pleased with that. And I think again there's always a little opportunity for more improvement. So, that's the reason that I make this statement. We all have that opportunity. And one of the other things that that we've had several discussions is just budget is very important to me and I know it's very important to the rest of the commission. So I scrutinize the decisions you make and I want to make sure moving forward that you continue to make the good decisions. I'm making sure that we have to invest in our communities so sometimes some people may not like the investments that we're making. But you know what, there's a lot of thought behind a lot of the decisions we're making and we're seeing both short term and long term improvements and is that investment going to be worth it? You know, for the first three months it may not really show, but a year later, two years later we actually may see some great improvements. So overall I think you're doing a great job and I appreciate having you here.

Mayor Shank - Thank you. I want to refer to section three point one of the city manager's contract. It states the city the commission will provide the city manager with a performance evaluation six months post commencement date. It's that six month period has not occurred yet and I'd like to ask the city attorney who is responsible for putting this evaluation on the agenda. When we spoke and you asked I was a little surprised to see on the agenda. I ask that it not be on this agenda. Can you tell me why we ended up having it at this time?

City Attorney Doody - There is a sentiment to move forward from the majority of the commission.

Mayor Shank - When you spoke with them?

City Attorney Doody - Yes, sir.

Shank - Okay. They were aware that the mayor had requested it to not be on this agenda.

City Attorney Doody - I discussed that. Yes, ma'am - yes, sir.

Mayor Shank - Thank you, sir. When we talked about the format for the Evaluation, you asked me how I would like it on here. I stated I felt that we should have some form of written Evaluation. Not anything too extensive because it is a six month period, but something in line with best practices and that did not occur. We're just providing some verbal evaluation. Can you tell me why we did not have a written evaluation

City Attorney Doody - As we discussed on several occasions, yes sir. Your initial comment was you'd like to see something of a formal nature requiring each commissioner to write something. I did speak to the H.R. manager, director and she indicated we could do something of a smaller scale, not a full scale evaluation as is would typically be the case if there is going to be an amendment to the contract in terms of compensation or any earn anything to that effect. Then in light of the fact that I have to consider the desires and the intent of the remaining members of the commission, I had independent conversations - not sharing with them necessarily everyone's consensus or injure and feelings, but I asked point blank as to the process they would like to engage in to the extent would they like something of a written nature or an informal or formal evaluation? And I can represent to you mayor, as I did I think privately, I will do so tonight as well, that the consensus was to have a discussion item and not to have any formal evaluation because there was no going not going to be any amendment to the contract. And just to revisit in accordance with the terms of the contract initially signed

and I think was also part of the discussion when the city manager was hired.

Mayor Shank - Thank you. During the additions changes and deletions section of the of the commissioner agenda tonight I requested and did not receive support for having this pushed onto the April 1st, pull from this agenda and moved on to the April 1st agenda. I'm disappointed not receiving support for that and I cited two reasons. One, was the six month period has not yet occurred and the second reason was I have a discussion item on tonight and out of a courtesy to the city manager, I just felt it was inappropriate to have the evaluation on the same agenda with the discussion item due to its nature.

With that, I'm going to provide mine in writing. I will submit that after the six month period. It will be detailed. It will identify areas of where I'd like to provide direction and where I my feedback is and so forth. For purposes as a courtesy to you and as I indicated to you before, I will tell you overall the evaluation is going to be effective. It's probably going to be positive because I overall am pleased. I think we've had a good rapport when we've met and gone over issues, but I'll provide it in writing and it's going to be very detailed so you'll know exactly the direction that I'm coming from. Commissioner Guevrekian

Commissioner Guevrekian - Yes. Mayor Shank, thank you for the opportunity to be heard. In the spirit of transparency, I do not wish for you to leave the dais this evening without recalling that my personal comment was that I was neither in favor nor opposed to moving this two weeks out. I merely did not believe that two weeks was going to make a difference. My initial evaluation has already been made and my perception of the six month review process as it was written into the contract - and I recall having this conversation in person throughout the interview process before we had even reached a determination and my concern at the time was, and I've shared this with the city manager, God forbid we should have hired Dr. Jekyll - Mr. Hyde we needed a back safety net. I do not feel that is the concern and therefore, my concern about giving a detailed or in writing review I simply did not feel was necessary because we've each intimated and expressed our high points and believe me if there were low points nobody gets a pass on that would we? So you know me enough to know that. I would very much wish to support your desire to move it forward two weeks, but when I was asked the question, my answer was I'm neither in support of it nor opposed to it. I simply don't understand what the logic to it is. And as far as the six month review I see this as a pass or fail. Another six months we'll sit down and discuss it further in in the format that we all mutually agree because after all we each have equal say in each item. Is that not correct? Is that is that how you perceive it? Mayor Shank, we each have one vote.

Mayor Shank - That's correct. Yeah. Okay. All right. Well, thank you. Any more discussion? Seeing no other discussion. There was no action on this.

Commissioner Adornato - Excuse me, Mayor, May I please. Perhaps we did mention whether or not we wanted to hear from the city manager as to how he feels he is doing or how he feels about his position.

Mayor Shank - Would it be the sense of the commission to ask him that question formally? Absolutely. If he's willing to wait.

Mayor, if we may.

City Manager Hebert - Thank you. I strive very hard to have a close and cooperative working relationship with each one of you. I recognize that you bring different perspectives to this dais as and uh I hope that I do my utmost at all times to try accommodate to the opinions, the goals, the considerations that each of you have individually. I know that's difficult. Uh, having been in public service for as long as I have been finding five individuals who are in an elected body who all will be in accord. Is uh is a challenging uh equation. Um but I'm going to be uh committed to your vision collectively and to your needs to the best of my ability individually.

We will have a lot to do in the next several months. Uh, as we deal with additional development issues. And we've learned a lot over the last six months about how we can perhaps, better perform through that process. And of course into the budget process which will be upon us soon. I am, as I've stated before, blessed to have this position. I owe that to each and every one of you. And, I am humbled by the fact that, you continue to provide me your support and your confidence. So, I thank you very much.

Mayor Shank - Thank you. Do you have any more comments? Okay. That wraps up. Item number eleven item