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Mayor Loneragan - Okay. And item number 17 city manager annual review. And this is a discussion for the commission. Who would enjoy?

Commissioner Carn - I'm the newest kid on the block. I wanted to just from a procedural perspective I'd like to when we do this and I hope the city manager will be with us another year, that we separate these items that - it presents a little shade to me on item when you talk about granting something to the city manager and evaluating him in the same, he may feel a little uncomfortable about that as well. So I think from a comfort perspective I would if I were the city manager being evaluated - to evaluate me and then any type of compensation you're going to discuss then separate those two things so that one doesn't seem to affect the other. Ok? I have enjoyed so far working with the city manager. I undergo a performance appraisal and myself. I work at the pleasure of a board since I'm the President Of the company and I'd like to give Mr. Hebert or an opportunity next go round, because this is too late to get into this now to have some input into his review, to kind of tell what he wants to work on, what he wants to see, how he wants to improve, what his goals are in his position so that then we can come back and have something to measure him against or measure him with. Okay? And I enjoy doing that. I write my own goals for my organization and they hold me to them. I'll share with Mr. Hebert privately what I use to evaluate the CEO of Workforce One. I serve on his board and we have an evaluation tool and the feedback that we get from him, Mason Jackson, some of you may know it, but it keeps him moving, keeps him reaching for some things that he normally or may not on his own reach for. But as far as what I would say in a nutshell about this city manager is that - extremely articulate, extremely passionate - those things I like. I think we have a good relationship which is very important with what the board you have to have a good relationship with your board. I've got some phone numbers to give you Mr. Hebert. Some people who want to talk to you who as you said and I like that that you said if you have any complaint and it is proven true and I don't expect you to answer my emails when you do. But whenever I send them I get a response almost immediately right away from you or Miss Alvarez and I think that's just leadership in action it's not just management, it's leadership. Saying that I will step out there and that I will make sure that the people who I serve are being touched in a way that will give them some measure of confidence that this city cares. This city is concerned that we all love the town. The event today, I like the fact that you give empowerment to your team. That's why these people work well. I know people who don't serve under great leaders or good leaders and they don't feel empowered to do as they do, which is why that archway is up there. We speak we see we all get excited and I like that it's contagious in what we bring. I love the fact that you and I can go behind closed doors and do what we need to do to get done what we need to get done and we look at each other. We don't necessarily have it's done and I like that because it's

all in the name of timing. It's all in the name of this is the moment. This is the time. This city has been moving and pushing to get that momentum going and I'm so happy that you were the one chosen to sit in that position to get us there because you don't stand in our way. We are we are with you. And again, I think you know this about me. If I if I think it I'm gonna say it. If I believe it, I'm gonna say it and I believe in giving accolades just as well as I do. Encouragement I never call it criticism, but I call it encouragement. So welcome aboard, because I'm a six month'er and welcome aboard to you and we look forward to raising the bar a little bit higher. Thank you.

Commissioner Shank. - Thank you, Mayor. I'll keep my brief as a courtesy call. It's 10 46 and we have to close down by 11:00 o'clock. Let me just jump into the details. I'll say that I support the compensation increase that's in here. I think it's supported because it brings you up to par and it's consistent with what the other executive pay is. So if we have to have a vote on it, or if that comes back I'm going to support that. I will state for the record in terms of compensation increase I do - I'm really opposed to the annual compensation increase set that you received on the second day of employment, but that's a separate issue. And so this one I don't want to get muddled up with that. And I had a lot of problems with that. But I'm going to leave that issue alone and leave it at that.

With regard to the process by which we're doing the reviews, I'm going to give you some comments and this should be considered overall positive because I'm supporting the increase and I do have some positive comments to say about your performance. But these really need to be written. When I was mayor, the attorney asked me how I wanted the reviews and I said let's have a written review, let's have the H.R. Director do some research and bring us back something in a written format, something short a page or two. And when I came here on the day of the meeting I was shocked to find I guess the rest of the board had been polled privately and the majority decided not to have it written. But I think going forward we really need to have these written because something needs to be in the file and it's difficult otherwise to really articulate where we feel we want you to focus on, otherwise the comments turned into just some somewhat really superficial comments and generalization. So going forward I'd like to see something written. So having said that, I can only do so much that I can with my comments and I'm going to say, you know, it's really difficult to assess performance for a city manager. I've struggled with that. People ask me how is he doing? And I would say it's difficult to assess performance not because of you, because of the position in general - it's difficult to determine cause and effect. So the first thing that we look at is outcomes. Do we like what we see in the city? And I think that I think that was the consensus and most people I talked to and myself included I'm pretty pleased with what I see that's going on in the city. And I think that you have a lot to do with that. I think that it's difficult to assess how much you have to do with that. You could take one extreme position on either side and say well that's because of you know, a lot

that was put into place before you got here you could take the other extreme side and say it's all because of you. And I think the answer that's probably somewhere in the middle and time will tell. And I hope to - I hope to continue to see improvements in the city and I like the ultimate results. I think that. Someone else brought this issue up about concerns about turnover. I brought that issue up early on and that seems to have snowballed. We got an analysis on the turnover we received one an email I wasn't real excited about the analysis. I thought I thought staff are much more able to do something a little better to try to answer and address that question. But ultimately - ultimately when I have to say well you know, end of the day do I like what I see it's going on in the city and the answer is yes. Yes, I do.

Thank you, Commissioner

Commissioner Guevrekian - Yes, is this an action item to say whether or not we're supporting the compensation increase a and b offering our 2 cense for the evaluation? I suppose that's what we're doing. We had previously decided to do that, but we could talk about that future reference I suppose and how what method we're going to employ. At the time of Mr. Hebert's hiring I use the expression performance based incentives only because we did not yet know the full extent of Mr. Hebert's ability and commitment to the betterment of our great city. In the past nearly two years I've seen nothing but such and I've seen a devoted manager that is both detail and goal oriented. I've seen numerous remarkable examples of responsiveness of an articulate ability to coalesce the commission's direction with the manager's own vision for improvements, but remain extremely attentive customer service as well as having identified numerous important and beneficial both short and long term planning tools for our growth into the future in the great city of Oakland Park. I've said this to Mr. Hebert privately and not just I'm just going all in, I think you're the best thing that could have ever happened to the great city of Oakland Park and I think you got here just the right time. And John Stunson was a very well respected manager for a very long time and he kept the ship steering in the right direction and afloat during some very difficult times, but you know, the man likes to play tennis. He opted to retire and I think we chose the absolutely best option as far as city manager. And thank you. Thank you very much for my service.

VM Adornato - Thank you. I want to echo the positive comments to the city manager. I think one of the interesting things and it's just been highlighted over and over and over again tonight I'll do it again, is that when we interviewed you and you said well you've already got a vision for downtown, you've got a vision for the culinary arts district, you've got a vision for the city and I'm going to help you implement it, not try layer in my vision. And what you've done is thankfully not that you've thankfully, not that, thankfully you've added your vision and your input into what we had on the stage and I think that the ribbon cutting for the archway today and the ribbon cutting for the approval for the next

archway and the Jaco entrance way is your vision and your assistance in that vision and I think it's a good one. I think there's been a whole lot of stuff. I mean you just talked about the building permits and the number of building permits that have gone up and that's not just residential, but it's commercial and otherwise. And so I think there is a lot more happening and you have kept the boat steered in the right direction and you have made good on those visions. And with you know, all these challenges with bid pack nine, you know, but you are you know, a little litigation challenges this year. You know, we have a lot of stuff going on and you have kept us moving forward. You have responded to the residents when we said we needed above ground work and we're doing it. And I appreciate your hard work. With respect to this process. We never did this for John Stunson and I don't know if this is valuable. I don't see - I mean overall otherwise send compliments, but I think that the reality is you know; you're tested every city commission meeting whether it's agenda items that we've talked to you about in advance to say change this or what's this or why that? Or in emails to say did you respond to these residents? Did you do these things? What's happening? What's the next step? How do we do more above ground? So I'm not necessarily keen, I'm certainly not keen and wasn't at the time in some kind of written evaluation I'm not just not sure what that what that benefit is. Regardless since this is the moment I would move that we approve the increase in the city's contribution.

Commissioner Guevrekian - Second

Mayor Loneragan - Thank you Vice Mayor

VM Adornato - I don't mean to cut off

City Attorney Doody - Can I get a clarification for the record. So the intent of the motion is to approve a Second Amendment or amendment to the existing contract to provide for his participation.

Commissioner Guevrekian - The equivalent of what the FRS contribution would be. To increase

City Attorney Doody - the city's contribution.

Commissioner Guevrekian - Yes

City Attorney Doody - to be contribute to the FRS.

Commissioner Shank - Point of order Mayor. Can we to the city attorney through the mayor, can we take an action on a non-action item or does that need to come back us?

City Attorney Doody - It's an action item, sir.

Commissioner Shank - An action item. Excuse me.

City Attorney Doody - Yes sir. There is a resolution for action on so it's intended to be action.

Commissioner Shank - Ok, I didn't see that the recommendations blank.

Lonergan - Ok, do we have a motion in a second? Ok.

VM Adornato - motion

Commissioner Guevrekian - second

City Attorney Doody - A resolution by title only resolution city commission of Oakland Park approving authorize a proper city officials execute the Second Amendment to the employment Agreement with David Hebert City Manager. Copy which is attached as exhibit a provided for severability, providing for conflicts and provide for an effective date.

Commissioner Carn. Yes. Commissioner Shank? Yes. Vise Mayor. Adornato Yes. Commissioner Guevrekian Yes. Commissioner Lonergan yes.

Lonergan - Mr. Hebert, I would just like to say it's been a pleasure. I think I've put a lot of pressure on you time to time and you've produced and your actions - you're driven, you have great vision, you're responsive. I think I can speak on behalf of all the commissioners, we get e-mails and we get telephone calls all the time and it ends up going to someone's office. And I believe that you're doing and you have staff doing their best job to provide the best customer service possible. Are we perfect? No. And do we have a lot of opportunity for enhancements? Yes. I believe that you're working on that. I believe you're developing the staff. I think in Oakland Park in the past couple of years change has been the big word. There has been so much change in for some people changes very difficult - change is very difficult. So I appreciate all your efforts, your vision hanging in there. I know you're very proud of Oakland Park and thank you for being in that chair.