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Mayor Loneragan - We are down to agenda number 22. This is the city manager annual review. We have 25 minutes. Let me see what else we have here - and then just comments from the city manager and city attorney. Who would like to start us off?

VM Guevrekian - Yes, I have some prepared statements to make regarding the city manager's annual review. I thought it was a very important item, and I didn't want to ad lib. I'm not going to direct my remarks directly to the manager, rather I'm going to state them plainly for the record. After nearly 4 years of working together now, I've been continually impressed with the manager's ability to elevate our city's reputation, our revitalization and to steer our city toward accomplishing our long-term collective goals. I have engaged in substantial dialogue, both on and off the record, proving that I have always been an ardent supporter of the manager's overall performance. That part of my evaluation holds true today. However, there has been an escalating issue throughout the course of the past year which lands me in the very awkward position of having to disclose a totally unacceptable trend in the manager's reactive behavior and instability in a private setting. This, I am seeking immediate corrective action on, and I'm requesting that the manager be held accountable to remain within professionally civil boundaries at all times. I have two very specific areas of review that I would like to share. Regarding communication skills, one of our managers excels in. He has a remarkable memory, he has a remarkable way of consistently reminding us and keeping us up-to-date with things that we have already discussed, as the continuum of things progresses. I find our manager to be extremely well spoken, measured, professional, and mostly courteous, publicly. He represents leadership and the reputation of our great city, in an exemplary fashion. I'm never concerned about how our city is going to be represented in other disciplines or bureaucracies, or among other city managers and colleagues, and the like. However, as I mentioned earlier, regarding communication skills, in a private setting on one too many occasions, I have met with an explosive temper while attempting to discuss questions or concerns that the manager did not wish to discuss. In fact, it has escalated to the point that I'm no longer comfortable meeting in private, and feel that it is prohibiting me from effectively serving in my position. I believe it would serve the manager well to remember that there are no city business related questions that a vice Mayor could ask but should ever be met with unbridled hostility or replies such as, quote "this topic is over, and we are moving on." Or, quote "this meeting is over, unless you have any more agenda related questions." At no time it should ever be acceptable for a manager to yell at, berate, or lob accusations at a commissioner because he is lost his temper. The second category, and I'm almost finished Mr Mayor, is administrative skills, coordination, planning, and adherence to policies. Again, the city manager excels in this area. I find his performance to be extremely reliable, exceptionally organized, I find this highly skilled and

knowing how to access and utilize these resources with a remarkable orientation toward achieving results and realizing his goals. The downside, in my experience and my opinion, are my discussions are that Mr. Manager is extremely impatient, and has a tendency to ignore, reinterpret, or rewrite our standard operating procedures in real time if he perceives them as a hindrance to his progress. I have grave concerns as to whether items are being advanced prematurely, and have brought this concern to the city manager, but have met with defensiveness and resistance to discuss. I do not wish to work at breakneck speed, nor do I wish to be overly burdened with agenda after agenda that have more topics scheduled and we can reasonably be expected to address in one evening. Lastly, there remains no doubt in my mind, I'm doing the sandwich effect on purpose, and I'm going to end on a very positive note. There remains no doubt in my mind that the Oakland Park city commission identified the appropriate and most highly qualified, and hired the right person for this very, very demanding job with all of the responsibilities. However, I would like to lastly remind our manager that are minimum standards for accountability, stability, and professionalism, must never be diminished. Thank you very much.

Mayor Lonergan - Thank you vice mayor. Commissioner Carn?

Commissioner Carn - Thank you, Mr. Mayor. I have something else to submit to the city clerk when I'm done. I rated Mister Manager on a number of areas; interpersonal relationships. My rating skill goes from 0 to 4 points. I gave him a four on that and I think he is always cordial and welcoming in my experience, well respected in the community, stays on message when communicating about the city, and engages well with staff and vendors. Leadership; he is cordial, welcoming and compassionate. He gets the best from his staff, allows them to lead, some surprises, sometimes come that we engage the manager to dream and drive. Judgment; I think Mr. Hebert is able to handle difficult situations with tact. Occasionally we have talked down, I have to talk him down off the wire, but he still listens and reconsiders. Withdraws items when not enough information is available or potentially divisive. Intergovernmental relations; he has a great reputation with county administrator and county commission witnessed firsthand. He freely meets and develops with entities that are introduced. He works well with our lobbyists on state and federal issues. Oakland Park city commission relations; out here. He is responsive and cordial to the commission, communicates vital information regularly, engages with the attorney for clarity, and encourages debate and free thought. Next item, meets overall city of Oakland Park objectives, our physical team wins awards, budget process detailed and clear. He seeks savings whenever possible. The city enjoys great momentum and with redevelopment partners. Diversity. He has a diverse staff. He is inclusionary of persons with diverse backgrounds and discussions and planning, and supportive of small-

business preference legislation that was introduced. I give him an overall rating of four. Evaluator's name is Michael E. Carn, Commissioner in the great city of Oakland Park. Backdated June 20. I will date this July 18, 2018. Thank you.

Commissioner Adornato - Thank you, Mayor. Thank you Mr. Hebert for your hard work. I believe, as well, that we have chosen well with you and your leadership. I hearkened back again to a comment that you made during the interview process about how you intended to advance the ideas that the city has already developed - the long and hard work - well, the audience that usually is as big as it was tonight, and the people who care deeply about this community that continue to stay engaged as prior elected officials of long-standing residence who make it a commitment to take time out of their day, out of their week, out of their month, hours and hours and hours to engage in city boards, in public meetings, commission meetings, and wanting to know more information. I believe, as evidenced by the way you presented the issues related to our public buildings, and the idea of a bond to actually tackle the problems that you have inherited, and that have been issues that we needed to address. The issues of our redevelopment downtown. The ideas and goals that were handed to you on a platter and probably wasn't a silver platter, but it was a platter. I believe that you have embraced those goals, and you have worked tirelessly to achieve them. There are times when I feel like things are moving very quickly, and there are a lot of things going on. I have counseled you, as well, to take a deep breath. Let's make sure we are doing this right, to make sure that the community is engaged and I have seen that change and transition in the city manager and the actions and engagements that you have taken. When we talked about, for instance, the West Dixie lots, again, wanting to say I am hearing some from the community, maybe they want a little bit more engagement? Until and unless we are telling you that, and the community tells you that, and asks for that, then we saw a result. Another public meeting. I've heard from people who have met with you early on, and now, and there is a higher comfort level in you being responsive to them, and being open to continuing to change ideas, as much as there has been a plan on the books for 20 years or so, everything changes. I appreciate the flexibility that you have layered in here, the opportunity for us to discuss things and figure out how we will move forward. I think that is the relationship you are building with the community, but is a strong relationship. I would agree with Commissioner Carn, a strong relationship in our intergovernmental partners, as well. Because I hear, I hear from other bodies, whether it's the MPO or others, elected officials, how they have interacted with you, and there is positive responses from them. I continue to be impressed with the volume of work. I know that our staff are working extremely hard, and are appreciative of the role that you play. I continue to hope, because I see, that they are willing and able to feed back to you in

the context of making sure that what their needs are, what they see in their individual departments, are things that they are able to tell you as a city manager, and say this is what I need, and that you are working with them to achieve those goals. I appreciate your work, I continue to encourage that level of flexibility and engagement with your executive committee, and to continue to engage the community.

Thank you, Commissioner.

Commissioner Sparks - I will keep this really short or relatively short. I wasn't here to make any decisions based on who is going to be city manager and who's not, but I do believe that your vision, I could make a laundry list. You have always been flexible with me; you have always made yourself available. If I needed clarity on something you have either offered it, or if you felt that I needed to speak to the city attorney, which I appreciate. Of course, there have been times where you and I have butt heads, but I think that is healthy. It wasn't disrespectful to me. Maybe it was a little heated, but that is something that we have a working relationship. As far as everything else you do, I think you are doing an excellent job. Keep doing what you are doing. I know we are moving at a bullets pace. We truly are. Is not just the city on the move, it's a city try and catch us. So, thank you sir for all you do.

Mayor Lonergan - Thank you, Commissioner. The difficult part is, I think this is the only job that I know of where there is a public evaluation, where everyone gets to watch and see what we have to say. The difficult part about that is, unless we hold a shade session, and it's aloud were we could give feedback, it is what it is, and to a degree, is unfortunate, because we are pulling out everything little thing and sharing it with everybody. I have to say, whenever any of us make a mistake, hopefully, and I'm not saying -- I'm saying this in a general statement, we make a mistake, we apologize, we look for opportunity for improvement and change that action. I have no doubt that Mr. Hebert's dedication and determination striving to meet the objectives and goals set by the prior commission and the current commission. The short- term challenges, long-term obstacles facing Oakland Park require creativity, assertiveness, and careful consideration. I do think that he tosses and turns some nights thinking about a lot of the stuff. Of years ago, Mr. Hebert accepted a very challenging - the challenge of managing the operations of Oakland Park. Over the past year, he is continue to partner with the commissions to improve the desirability, financial security, safety, and quality of life in Oakland Park. With all positive change, can come the need to take calculated risks. Not everyone will agree with the past forward, or the end goals. I believe Mr. Hebert is passionate about his job and responsibilities. I believe he is working hard to make the changes that are so urgently needed that have eluded us in the past, and are now at a time where we need

to reasonably and responsibly invest in Oakland Park's long-term success. A couple strengths; I see him is creative, dedicated, direct and driven. He is responsive to the residents, businesses, property owners. Every issue I sent to the city manager's office, they are promptly addressed. Direct and honest. During our communications and conversations, we have very open and productive conversations, which at times, as Commissioner said, it can be spirited, but you know what, that's good. We can have different viewpoints on things. We always leave the meeting appreciating one another's perspectives and honesty processing the others comments, and at times - even agreeing to disagree. I consider these healthy conversations. When I discuss current concerns - when I discussed concerns expressed by others - he always offers to have the person call him. In other words, if someone expressed a concern about the city, or city manager, he says have them call me, I will talk to them. I think that's a wonderful thing. I believe he is very assertive when dealing with others, which include the county, f D.O.T., FECC, all of our partners.

I believe he does what is necessary. Observation and perceived opportunities: In an effort to reach goals and satisfy the commission, I believe Mr. Hebert sets high expectations on himself and on his staff which creates a little extra stress. I think I heard that message a little bit as far as moving like a bullet. My concern is, I just want Mr. Hebert and his staff to remain happy and healthy and get their jobs done, and I want everyone -- no one getting sick over not able to meet goals if we are pushing for unreasonable goals on the city manager. Again, I appreciate everything you do in moving us forward.

With everything that is currently in process, recent commission meeting agendas have been extensive and difficult to complete. Tonight is one of those nights where I'm surprised we are almost there. I ask that Mr. Hebert make recommendations to the commission, either recommending occasional special commission meetings, or for the specific purpose of a workshop for major projects. I'll admit, it should be us on the commission making recommendations to the city manager, not the city manager telling us we need a special meeting. Looking back, I would hope, moving forward, if he feels we have \$30 million project, \$50 million project, maybe a workshop is warranted, or a special commission meeting to cover that topic, because everyone knows we like to hash things out. Public comments during commission meetings are occurring much too late for many meetings. I continue to get feedback from other residents and business owners. Again, if there's something we can do to look at the agenda, and I know the city clerk is shuttering now, wondering if there's a way we can do something with that. Again, I mentioned that the city manager maybe offer workshops in the future, or recommend them to the commission,

because they are the ones who will say yea, I think we need it and I want it.

Recently, major development like Oakland Park Square, O1 and O2, Oaktree - projects worth tens of millions of dollars that may have benefited by a commission workshop. Packing an agenda doesn't allow us to have the conversations needed to ask questions and make educated decisions, although I need to say, we do ask questions and make the decisions, it takes a long time, which is why we can't get through the agendas. We often feel hurried. Again, I must admit that it should be the commission making the recommendations for the workshops.

A couple years ago, last year, I believe, I voted not to cancel 4 July meeting, feeling that it was important. I think I also said in December, that we shouldn't cancel the second meeting. Again, I would go back and say, when we ran, we knew the responsibilities, and if we can't address everything, one meeting two months in a row is not acceptable in my eyes. I will say that, that's not anything really for the city manager.

I can only try to understand the difficulties of managing a city of 44,000 residents and a staff of approximately 300. I personally continue to place my confidence in Mr. Hebert to communicate honestly and openly with me, providing me with his options and his recommendations on how he and the commission can most reasonably and responsibly represent and serve the city of Oakland Park. Again, Mr. Hebert, food for thought from the commission, and we appreciate all your hard work. Is there something? I did originally have two questions for you. I thought it was just to help us get to know you better, there's only five minutes, if you want to pass that. I was going to ask, something in the past year that you are proud of.

City Attorney Doody - Can I interject? Are you going to amend this contract?

Mayor Lonergan - No. Not that I know of. We haven't really discussed it.

City Attorney Doody - Evaluations, that's why am asking. Next five minutes.

Mayor Lonergan - No, wasn't that part of the raise process that we went through?

Commissioner Adornato - The city manager has not requested any changes to his contract?

City Attorney Doody - I was just asking. We got five minutes, it's been a very glowing recommend - 20 minutes, I want to make sure in the last five minutes that you are not taking any additional actions are considering.

Commissioner Adornato - Not that I'm aware of, there's no request for making a change. If I May, with the city attorney is in, we have five minutes.

Mayor Loneragan - We can skip the questions. Vice Mayor, is there something specifically that you want us to address based on your comments? Are you looking for something?

VM Guevrekian - I think it's important to articulate that this is several meetings in a row that we have not been barely able to get through. I'm very uncomfortable working that way, but I don't share your observations that is because we talk too much. It's more on the agenda than what we could reasonably be expected to get through. I share your concern about length of time going by between meetings. Not only did it happen between June and July, it will happen again between August and September, a third time between November and December, and a fourth time in December and January. So, there are actually four one month periods of time where we are not meeting at all. Not the city business stops during that time, we must don't meet and there's no public interaction and transparency, I have concerns about that too. But, before we hang up, I am submitting this to the record. This is information provided to us from Mr. Anderson regarding the pet store in the city litigation, and wasn't permitted to submit it to the public record during the shade session. I'm submitting to the clerk's office and or the city attorney's office right now, thank you.