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Mayor Sparks - That takes us on to number eleven, the city manager's annual review. I will I guess just open this up for discussion. Commissioner Carn?

Commissioner Carn - I have nothing, thank you.

Vice Mayor Bolin - Yes, thank you. So, this would be the second time this has come before me as commissioner. I took a look at the contract and I would like to just state that the contract clearly says that there's going to be an annual process; form, criteria or format where evaluation as agreed upon by the members of the commission in consultation with the city manager. And I think we really have an opportunity here to get that clarified. And that's not right now. But I would like to request that be a discussion item so we can openly discuss how to do this in the best possible way. You know, a review I think is meant to be constructive. I personally do not do annual reviews anymore. It's quarterly at my firm and at my business and I think you know, I just really want to do this so it's constructive and useful because a review can really help. No one's perfect and everyone's always improve. I personally am going to sit with the city manager and provide my feedback based on this agenda item. I would like to make the request that we have that as a discussion so we can get it clarified - potentially amend the contract so it's just very clear, because the way it's written right now is you know, we really don't have that. It just showed up on the agenda and I think we should we should put a process together.

Commissioner Lonergan - Mr. Mayor, I would support that request.

Mayor Sparks - Okay. Yeah. Former mayor Tim Lonergan, did you have any comments? I'm sorry. Let me back that up just a little. Vice mayor Bolin, did you have anything further than wanting the discussion item?

VM Bolin - No. That's what I'd like a discussion item and then I will be meeting with the city manager to discuss a review. Just us.

Mayor Sparks - Okay, perfect. Yeah, absolutely. If we could bring that up as a discussion item when we can put that on there? Perfect. Thank you Vice mayor for that and former Mayor Lonergan would you care to chime in on anything other than supportive of the discussion item?

Commissioner Lonergan - Yeah, actually I do have some stuff. I first want to say thank you to city manager Hebert and staff for including the ICMA evaluation there, because we hit this point once a year. We have a commission have not come up with a solution as far as how to reasonably and responsibly share our evaluation of the city manager's performance over the past year. I'll tell you looking at the ICMA review - Wow - some really shining spots in there. I do have some comments so I think I'll go down my list here so. Ultimately, just again, just very general and I'm going to take the approach, the same approach that Vice mayor Bolin is. You know I discuss any concerns with the city manager and

opportunities for improvement in performance. I don't know any other job that we get evaluated in the public every one hears how we're being evaluated. But in general, I'm sure the public does want to know how we feel in general about the person that we hire as our city manager. We have a little obligation just to share a little bit on that.

So far some general comments there were on this ICMA manager evaluation so that those who are watching understand there were ninety-six questions and Mr. Hebert as I go through if you notice anything incorrect,

if you could correct that for me, I appreciate it. I think this is used to renew your membership with ICMA. Am I correct on that sir?

City Manager Hebert - Not quite. I am a member of ICMA and have been for a number of years, but about six years ago while I was in homestead, I decided to submit my application to be part of the certified professional managers program. This is a special program that requires individuals with experience and knowledge to apply and then meet some criteria and take some tests which ultimately achieve that credential. I don't know offhand, perhaps Lori Day can help us with this, but this is a credential that is held by approximately one in three, or one in four, city managers international. And in order for me to retain that certification, I have a five-year obligation to have a five-year review, a comprehensive review, 360 review that has to be conducted which is what was attached to this particular agenda item. It's an evaluation that was done just a few months back and I thought, I think that and Ms. Day agreed, that it would be informative in reviewing my evaluation.

Commissioner Lonergan - Yes, so again, I appreciate your adding this. It helps give me a little bit of perspective. My understanding is there are some elected officials that evaluated you. There are some staff members that evaluated you and then others. And if I understand this right, there were a total of nine people that evaluated you. I want to say, you know, there were seven items that you got five stars on and five stars the most you can get. To give a little perspective for those who are watching, I just want to go over this a little bit. To what extent does the person describe a sense of purpose for your organization? They rated him a five. And you know what? I would support that. I think you do a very good job at that. To what extent does this person demonstrate a consistent commitment to quality? I can tell you another thing, I know we have discussions often and his staff, and the staff, follows up on requests that we get from residents and I know that they make sure that, cut once - measure once - you know what the saying is. You measure once, cut once anyways, yeah, you get the general idea.

So again, I think that there is a focus on quality. Writing in a clear and concise manner is one of them. He's got a five star on that. Established clear work priorities for tasks and projects. Got a five star on that. Excellent. Of course, I don't report to him so I can't necessarily say I've experienced that, but what my observations have been fairly positive. Very positive. And you've got to five on Quickly Gain Insights into Complex Problems. You know, I think Mr. Hebert I think

you do look ahead. I think you try and identify problems as we discuss things and you think ok, now if we're going to do this, how might this impact this and that? So, I think that you do look ahead and try and get insights into the complex problems. I would agree with that. Bring People Together with Very Talented Perspectives to Resolve Workgroup Problems: I see you pulling teams together of people even community groups to give input on things that we're doing. So, I agree. Share Credit and Recognition for Accomplishment with Others: I see you praising your staff, the staff, all the time. I know they report to you, their ours too, but they report to you, so I do see you praising the staff. So I want to really commend you on those seven five stars. Overall, one to five star rating I was very impressed. I only saw and going through this and again, we are all human and different people have different perspectives of us and whatever however you want to look at it. But there were zero, there were no ones. You had only three twos in this whole ninety-six survey thing and its good feedback, good learning opportunity. Sometimes people may get upset on something or not necessarily agree. So this was good.

We discussed when we met earlier, I was speaking with Mr. Hebert, and I said it was interesting David, that I said, I see that I didn't give him account on this, but 30 of the ninety-six things; he also rated himself. He was very, very humble on his ratings. 30 of the 96 times he gave himself a three. And you know what? In the company I work for, a three means you're doing your job; you're getting it right and you're making things happen. And I personally have always looked at four and five are going above and beyond and doing good. So, with the company I work for right now they give out - I'm not sure I've seen five. Historically, but there's a new culture right now and you don't really see five. Most people - you're doing a good job -you're doing your job, you're getting a three. So not necessarily that I completely agree with that, but that's the way it is there.

There were a couple things interesting there. I looked at the areas where you gave yourself a three and I wanted to look - to wonder - if other people gave you a three in that rating system. And overall, all your ratings - every rating you had was over a four point zero. I think that's a great accomplishment on every question. It was either four point zero or above. So the only things, Mr. Hebert that I was going to say under empowerment, and I know you know this. Making sure you're encouraging staff to challenge the system and I think I see you challenging your staff and actually encouraging your staff to work very hard and get it right the first time. It looked like there were - you yourself and two other people, gave you a three on allowing others to initiate action on their own. You know, sometimes when you're held accountable, I can get it, because if someone makes the wrong action your kind of - your the chief and you're accountable. So again, good numbers, good ratings overall on everything. I think that I'm here and I'm sure you've done this already, kinda just did a little analysis on it. You know, maybe that's an opportunity. Let's see, I think again it goes into communications. It goes into delegating and motivating and coaching.

I'm not going to go any further into what the report says. It gives you a lot great information. Strength - things you might be able to work towards a little bit better. My basic message today is I have no doubts of your dedication to your job and to the city. It's undeniably. I believe you live your job. I believe you set high expectations and you set high goals. I think you hold your staff accountable sometimes I think that's hard on staff. But you know, I've been in a career for 34 years and I've seen many leaders come in and they have their different styles and sometimes you just got to get used to someone else's style and expectations and that's not always easy.

I believe your passionate - driven you're obviously very educated and you're principled on what you believe in and I stand behind your beliefs because we should all stand behind what we believe in. Seven years ago you accepted this challenge and I remember, I still remember the day saying, looking you in the eye saying, not knowing who you were really understanding your capabilities, "Are you sure you want this job because you've got a huge undertaking?" We have so much opportunity in the city of Oakland park. So many things need to change. And you know what? You took that on and I believe in the last seven years you've done a great job. Like myself - like all of us on the commission and everyone else, none of us are perfect and we all have missteps time to time. I myself get very passionate on issues and sometimes I might not be reasonable because I'm so passionate about it, but it is who I am and I don't take it. I hope people don't take that personally and I don't take that personally with you.

You have my trust and confidence. You and I have had honest and open conversations. I never went out to dinner with you. We don't have a personal friendship. This is about business. And you communicate effectively with me. I communicate with you. We've had and just like probably with the other commissioners and probably every other city, we've had passionate discussion. I will tell you we have some passionate discussion, but I've never been felt that any of those discussions have ever been disrespectful. You know, I'm Irish and my temper can flare and you we'll meet and I may share with Mr. Hebert something in an excitable way. You know, and that May fluster him a little bit. Then he'll fluster back a little bit. Well, you know what that's just part of our conversation. It's not personal. It's not threatening. Nothing involved with it there. Keeping in mind, he has five bosses and each of his five bosses have five different perspectives and beliefs on how things should happen. Some of us want six story buildings. Some of us don't want to go over three stories. Some of us want this. Some want that. So it's real fine line on finding happiness and meeting everyone's expectations.

So I believe, Mr. Hebert, any city manager needs to be focused, need to be open and they need to be firm in what they believe. But I also believe they need to listen. And I think you listen to me when we have meetings, I know you listen and you evaluate things that I say. End result we may not always agree, but I can always count on you listening to me and I do appreciate that. The commission hired you to do a good job and I believe that you do that. I really do. There are there are

times I think you're such a go getter that you want to keep the ball rolling and you initiate things maybe a little bit before your kind of give us a little more of a heads up that I would like to hear about. But again, you have my trust and confidence and I know that your heart is making sure that things keep rolling and you get it done. So you know, I think I would I would say if at all just you know, try and keep us in the loop a little bit more. I don't think it's disrespectful and I don't think it's irresponsible. I think you're so focused on so many different things and getting everything done and you try and go to the path of least resistance, which is what I do too. And sometimes, you know, you start involving other people and that can be that can be kind of challenging, but necessary. So I know historically, over the past years, we as a commission have requested workshops. I would like to be. I've got six months left - five months left, then I'm gone. Boy, and so many things are happening now and we have done a good job with withholding community meetings about everything that's going on. I have no complaint, I want you to understand that. Historically, there were times that I wish we would have had more meetings, commission workshops, but I will tell you one thing - we're the commissioners and if that's how I felt I should have pushed stronger on that as should have my fellow commissioners.

It's not necessarily on you. It's on us to make sure that our voices are heard and we're making sure that our wishes are met. Again, don't misunderstand my message here Mr. Hebert, that was historically I know there were a couple of times that kind of would've preferred workshops and there were a couple of times I requested budget workshops with prior commissions and they didn't have the appetite for it so we didn't do them anyways. So anyways, again I just want you know how I feel, how I appreciate the challenge that you've taken on and I'm not perfect. You're not perfect. We do the best we can. I pretty much am done there. I hope, sir, that you do take a look at your ICMA evaluation. There's a couple of a couple areas in there. That number forty-one demonstrates patience when explaining the assignments, you yourself gave yourself a three and three other people gave you a three and I look at that as a great opportunity to say maybe I might need to be a little more patient with things like that, but knowing how much is on your plate, I get it. I understand you're trying to get things done sometimes taking the time to explain things and do things takes a little time, but it looks like that may be an opportunity. One of the funny ones that I thought was very interesting was assigned responsibilities to match individual capabilities. You don't have a huge staff there and sometimes your confidence in your staff members to go outside the box and work on something and you're giving them your trust and confidence. I get it. So some people may think oh, we need someone a little more specialized to do that. But you know what? Sometimes we have to work with the resources that we do have. And don't misunderstand, I'm not saying you have your staff is not a great staff. I'm just saying sometimes we're not all skilled at everything and sometimes we've got to take on these unique challenges and things we're not used to.

So again, my overall you know my overall opinion, sir, is I think over the past year and over the past seven years, you've done a good job. Continue please, continue improving those enhancing those communication channels. Be proud of what you're doing. Build those relationships. And again, make sure you're taking care of yourself, getting your rest then and keep doing what you need to do to take Oakland park in the right direction. Mr. Mayor. That's all I have. Thank you.

Mayor Sparks - Well then, that just leaves me and I'm just going to say I'm not going to really kind of dissect your review. Your review is what you received and I respect those who reviewed you. So kudos to you. I think it's a really good system, a good score. I think that you are doing a very good job. I'll just put it this way, since we've had this relationship since I've moved into my Mayoral year, since we've been working together, I totally get - like right now it's like the worst time that you would want to get a review, because it seems like there's so much else out there that's. But I get the whole thing and I think that you were reviewed fairly. I think that you have some very strong skills. I think those skills shine. We see that in the types of people that you bring to the table and come up with the conceptual ideas that we're seeing before us which you're sculpting. Although we have our input up here. You are you're molding what is a city and I think you're doing it when it comes to that. it's an excellent job. No doubt. I mean your vision and it matches I think pretty much the balance of the commission's vision. What we like to see and where we'd like to go with our branding the way that the city looks, how we reach out to our businesses and all of this speaks of what you do and how you direct your staff. Of course you have by far the most talented staff. The only time I think you and I heads is on union disagreements. And it's fair. I just see it a different way than you do, because I'm in one and so therefore I don't always agree with you on how we approach that. But again, you have five people that you have to report to and maybe not everybody has the same experience, but that maybe some people have and I don't know it. I know that you have a union card as well. We've established that, sir. But I would say that you know, I think you're doing an excellent job. I think Tim, I'm sorry former mayor Lonergan, I am just such a casual person, former mayor Lonergan has definitely gone over your review for public and I'm assuming it'll probably go into public record. So you know it's there, but I would say that, you know, you and I have had only on one occasion an issue and we sat down and we hashed it out. And for four years, sir, I think that's pretty good. I think there's very good. Again, some of the things we don't see eye to eye on are those are just opinions. And again, you've got five commissioners telling you what to do. So kudos to you. You're doing a great job.

I know what this year is like and I got to tell you, I'm so glad I'm glad I'm in a union and they're paying me not to work. So guys, I'm so busy right now it's like I feel like a cat in a tiny cat box. So anyway, I'm not quite sure how to tell you. You're doing an excellent job, sir. Keep up the good work. Don't let anybody get you down. Criticism is always you know, I micromanaged. I manage myself. I don't ever see my manager ever unless I've done something wrong. That's the only time I

ever hear from them. So really, the only time you'll ever hear from me is when I think you've done something wrong. And that will be between you and I. Otherwise I think you're doing an excellent job. What we've seen tonight what we see brought before us speaks volumes on what you do. So thank you sir for all you do and I hope that that we can end that discussion. You're doing an excellent job. Keep it up.