

MONDAY
OCTOBER 16, 2023
5:30 PM – 6:30 PM



WESTON CITY HALL
17200 ROYAL PALM BOULEVARD
WESTON, FLORIDA

CITY COMMISSION
SPECIAL MEETING AGENDA

1. Roll Call
2. A Resolution of the City Commission of the City of Weston, Florida, approving the Fourth Amendment to the Employment Agreement with Donald P. Decker; authorizing the Mayor to execute the Amendment to the Employment Agreement.

Pages 2-59

3. Adjournment

PUBLIC PARTICIPATION AT COMMISSION MEETINGS

Anyone wishing to address the Commission with regards to a matter appearing on the Agenda must sign in with the City Manager or his designee. Each individual must state his or her name and the name of the entity represented (if applicable) and the item on the agenda to be addressed prior to conclusion of the discussion of the matter. Each person addressing the Commission shall approach the lectern, shall give their name and address in an audible tone of voice for the record, and unless further time is granted by the Presiding Officer, shall limit their address to three (3) minutes. All remarks shall be addressed to the Commission as a body and not to any member thereof. A person speaking on an item on the agenda shall limit their comments to matters relevant to the item. No person addressing the Commission shall make personal attacks on any member of the Commission or any other individuals or entities. No person, other than the Commission and the person having the floor, shall be permitted to enter any discussion, either directly or through a member of the Commission, without the permission of the Presiding Officer. No question shall be asked of a Commissioner except through the Presiding Officer.

Any person who addresses the Commission on behalf of an individual, corporation or special interest group for compensation must disclose that representation when stating his or her name, as described above.

Pursuant to Florida Statutes 286.0105, if a person decides to appeal any decision made by the body with respect to any matter considered at such meeting or hearing, he or she will need a record of the proceedings, and for such purpose, he or she may need to ensure that a verbatim record of the proceedings is made, which record includes testimony and evidence upon which the appeal is to be based.

In accordance with the Americans with Disabilities Act and Florida Statutes Section 286.26, persons needing a special accommodation to participate in this proceeding should contact the City Clerk's Office at (954) 385-2000 at least 48 hours prior to the meeting.



AGENDA ITEM SUMMARY

MEETING DATE: October 16, 2023

AGENDA ITEM NO.: 2

FOR:

City of Weston Indian Trace Development District Bonaventure Development District

TITLE:

A Resolution of the City Commission of the City of Weston, Florida, approving the Fourth Amendment to the Employment Agreement with Donald P. Decker; authorizing the Mayor to execute the Amendment to the Employment Agreement.

SUMMARY EXPLANATION & BACKGROUND:

On July 1, 2019, the City Commission adopted Resolution No. 2019-70, approving the Employment Agreement with Donald P. Decker to serve as the City Manager for the City.

On October 5, 2020, the City Commission adopted Resolution No. 2020-120, approving the First Amendment to the Employment Agreement with Donald P. Decker, amending Section 3, Salary and Evaluation.

On October 4, 2021, the City Commission adopted Resolution No. 2021-131, approving the Second Amendment to the Employment Agreement with Donald P. Decker, amending Section 3, Salary and Evaluation.

On October 17, 2022, the City Commission adopted Resolution No. 2022-125, approving the Third Amendment to the Employment Agreement with Donald P. Decker, amending Section 3, Salary and Evaluation.

The City Commission and Donald P. Decker desire to enter into the Fourth Amendment to the Employment Agreement, amending Section 3, Salary and Evaluation.

REQUESTED ACTION: Consideration.

EXHIBITS (LIST): (i) Resolution, (ii) City Manager Self Evaluation, (iii) City Manager Fiscal Year 2024 Salary Request Memorandum, (iv) City Manager Fiscal Year 2023 Accomplishments Memorandum, (v) City Manager Employment Agreement dated July 1, 2019, (vi) City Manager First Amendment to the Employment Agreement, (vii) City Manager Second Amendment to the Employment Agreement; (viii) City Manager Third Amendment to the Employment Agreement; and (ix) City Commission Evaluation Forms

PREPARED BY:

Jamie Alan Cole, City Attorney

PETITIONER/REPRESENTATIVE:

Not Applicable

RECOMMENDED FOR CONSIDERATION BY:

Jamie Alan Cole, City Attorney

FUNDING SOURCE:

Not Applicable



AGENDA ITEM SUMMARY

VOTING REQUIRED FOR PASSAGE:						
<input checked="" type="checkbox"/> Majority <input type="checkbox"/> Majority Plus One <input type="checkbox"/> Unanimous						
COMMISSION ACTION:						
	M	2	Y	N	Approved as presented	
Commissioner Mead					Approved as amended	
Commissioner Eddy					Approved with conditions	
Commissioner Molina-Macfie					Continued to	
Commissioner Jaffe					Deferred to	
Mayor Brown					To deny	

1 CITY OF WESTON, FLORIDA
2 RESOLUTION NO. 2023-___
3

4 A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF WESTON,
5 FLORIDA, APPROVING THE FOURTH AMENDMENT TO THE EMPLOYMENT
6 AGREEMENT WITH DONALD P. DECKER; AUTHORIZING THE MAYOR TO
7 EXECUTE THE FOURTH AMENDMENT TO THE EMPLOYMENT AGREEMENT.
8

9 WHEREAS, First, on July 1, 2019, the City Commission adopted Resolution No. 2019-70,
10 approving the Employment Agreement with Donald P. Decker to serve as the City Manager for the
11 City of Weston; and
12

13 WHEREAS, Second, on October 5, 2020, the City Commission adopted Resolution No. 2020-
14 120, approving the First Amendment to the Employment Agreement with Donald P. Decker,
15 amending Section 3, Salary and Evaluation; and
16

17 WHEREAS, Third, on October 4, 2021, the City Commission adopted Resolution No. 2021-
18 131, approving the Second Amendment to the Employment Agreement with Donald P. Decker,
19 amending Section 3, Salary and Evaluation; and
20

21 WHEREAS, Fourth, on October 17, 2022, the City Commission adopted Resolution No.
22 2022-125, approving the Third Amendment to the Employment Agreement with Donald P. Decker,
23 amending Section 3, Salary and Evaluation; and
24

25 WHEREAS, Fifth, the City Commission and Donald P. Decker desire to enter into the Fourth
26 Amendment to the Employment Agreement, amending Section 3, Salary and Evaluation, attached as
27 Exhibit "A;" and
28

29 WHEREAS, Sixth, the City Commission finds it in the best interest of the City to approve the
30 Fourth Amendment to the Employment Agreement with Donald P. Decker, attached as Exhibit "A,"
31 and to authorize the Mayor to execute the Fourth Amendment to the Employment Agreement.
32

33 NOW, THEREFORE, BE IT RESOLVED by the City Commission of the City of Weston, Florida:
34

35 Section 1: The foregoing recitals contained in the preamble to this Resolution are incorporated by
36 reference herein.
37

38 Section 2: The Fourth Amendment to the Employment Agreement with Donald P. Decker is
39 approved.
40

41 Section 3: The Mayor is authorized to execute the Fourth Amendment to the Employment
42 Agreement, in substantially the form attached as Exhibit "A," together with such non-substantial
43 changes as may be acceptable to the Mayor and approved as to form and legality by the City Attorney.
44

45 Section 4: The appropriate City officials are authorized to execute all necessary documents and to
46 take any necessary action to effectuate the intent of this Resolution.

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF WESTON, FLORIDA, APPROVING THE FOURTH AMENDMENT TO THE EMPLOYMENT AGREEMENT WITH DONALD P. DECKER; AUTHORIZING THE MAYOR TO EXECUTE THE FOURTH AMENDMENT TO THE EMPLOYMENT AGREEMENT.

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Section 5: This Resolution shall take effect upon its adoption.

ADOPTED by the City Commission of the City of Weston, Florida, this 16th day of October 2023.

Margaret Brown, Mayor

ATTEST:

Patricia A. Bates, MMC, City Clerk

Approved as to form and legality
for the use of and reliance by the
City of Weston only:

Jamie Alan Cole, City Attorney

Roll Call:
Commissioner Mead _____
Commissioner Eddy _____
Commissioner Molina-Macfie _____
Commissioner Jaffe _____
Mayor Brown _____

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF WESTON, FLORIDA, APPROVING THE FOURTH AMENDMENT TO THE EMPLOYMENT AGREEMENT WITH DONALD P. DECKER; AUTHORIZING THE MAYOR TO EXECUTE THE FOURTH AMENDMENT TO THE EMPLOYMENT AGREEMENT.

Exhibit "A"

Fourth Amendment to Employment Agreement

Between the City of Weston, Florida

and Donald P. Decker

(See Following 2 pages)

**FOURTH AMENDMENT
TO
EMPLOYMENT AGREEMENT
BETWEEN THE
CITY OF WESTON, FLORIDA
AND
DONALD P. DECKER**

This Fourth Amendment to the Employment Agreement is made and entered into this ____ day of October, 2023, between the City of Weston, a Florida municipal corporation, (the "CITY"), and Donald P. Decker ("CITY MANAGER").

WITNESSETH:

WHEREAS, Article 3 of the Charter of the City of Weston ("Charter") provides for the creation of the position of City Manager and provides for the appointment of the City Manager by the City Commission ("Commission"); and

WHEREAS, on July 1, 2019, the Commission adopted Resolution No. 2019-70, approving the Employment Agreement with CITY MANAGER; and

WHEREAS, on October 5, 2020, the Commission adopted Resolution No. 2020-120, approving the First Amendment to the Employment Agreement, amending Section 3, Salary and Evaluation; and

WHEREAS, on October 4, 2021, the City Commission adopted Resolution No, 2021-131, approving the Second Amendment to the Employment Agreement, amending Section 3, Salary and Evaluation; and

WHEREAS, on October 17, 2022, the City Commission adopted Resolution No, 2022-125, approving the Third Amendment to the Employment Agreement, amending Section 3, Salary and Evaluation; and

WHEREAS, the Commission and CITY MANAGER desire to enter into this Fourth Amendment to the Employment Agreement, amending Section 3.1, and agree upon the terms and conditions hereinafter set forth.

IN CONSIDERATION OF THE MUTUAL COVENANTS AND CONDITIONS HEREIN EXPRESSED AND THE FAITHFUL PERFORMANCE OF ALL SUCH COVENANTS AND CONDITIONS, THE PARTIES AGREE AS FOLLOWS:

1. Each and every WHEREAS clause set forth above is a true and correct recital and representation and is incorporated herein as if set forth in full.

FOURTH AMENDMENT TO EMPLOYMENT AGREEMENT BETWEEN THE CITY OF WESTON, FLORIDA, AND DONALD P. DECKER.

2. Section 3.1 shall be amended as follows:

3.1 CITY MANAGER'S salary shall be ~~\$252,599~~ \$265,217 per year, which shall be payable in installments at the same time as other employees of the CITY are paid.

3. Except as herein amended, all other provisions of the Agreement shall remain in full force and effect.

4. This Amendment shall be retroactive from October 1, 2023.

IN WITNESS WHEREOF, the parties hereto have made and executed this Fourth Amendment to the Agreement on the respective dates under each signature: City of Weston, through its Mayor, authorized to execute same, and DONALD P. DECKER, authorized to execute same.

CITY OF WESTON

ATTEST:

By: _____
Margaret Brown, Mayor

_____ day of _____, 2023

Patricia A. Bates, MMC, City Clerk

Approved as to form and legality
for the use of and reliance by the
City of Weston only:

(CITY SEAL)

Jamie Alan Cole, City Attorney

_____ day of _____, 2023

CITY MANAGER

By: _____
Donald P. Decker

_____ day of _____, 2023

WITNESSES:

Print Name

Print Name

Donald P. Decker, City Manager

City Manager Performance Evaluation Form

October 2022 – September 2023

CITY OF WESTON, FLORIDA



17200 Royal Palm Boulevard
Weston, Florida 33326

(P) 954-385-2000
(F) 954-385-2010

City Manager Performance Evaluation Form

City Manager Name: Donald P. Decker

Evaluation Period: Oct 2022 - Sept 2023

	Place a mark in the box that applies.				
Professional Skills	- Unacceptable*	- Needs Improvement	- Meets Expectations	- Exceeds Expectations	- Outstanding*
*An explanation is required for all factors rated Unacceptable or Outstanding. A corrective plan is required for performance not meeting expectations and individual goals.					
Leadership: Represents the City in a professional manner; demonstrates a high degree of integrity; displays ability to handle crises; accepts constructive criticism; demonstrates courtesy, tact and skill in dealing with sensitive matters and in dealing with others; maintains an overall warm and personable attitude. Establishes a positive work environment to promote high morale & effectiveness.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Decision Making/Judgment: Makes timely decisions that are well thought out and in the best interest of the City; accepts responsibility for outcomes; handles difficult situations in a professional and proactive manner; seeks input from others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Coordination: Ability to work with others as a team and express individual viewpoint while considering the views and responsibilities of others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Planning and Organization: Works with Commission developing long- and short-term goals and objectives; makes effort to carry out the goals, policies, and resolutions of the Commission; demonstrates the ability to anticipate needs of the City and recommends options to appropriately respond to those needs; sets realistic objectives with appropriate time frames.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Budgeting: Provides operating and capital improvement plans and other short- and long-range plans that anticipate the needs of the community; presents a timely annual budget which is well documented, organized and one which closely represents the goals of the Commission.	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Financial Management: Accurately and precisely reports and projects financial condition; budgets realistically; implements management practices and policies to maintain or achieve a sound long-term financial condition; uses debt appropriately; plans for long-term maintenance and replacement of infrastructure; priorities needs and projects for best budgetary outcomes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Asset Management: Oversees the appearance and condition of City-owned facilities, equipment, vehicles; reviews equipment and property for the purpose of future development and/or replacement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

Comments:

Keeps staff/Commission informed, celebrates team successes. shows proper discretion, is empathetic when appropriate.

Place a mark in the box that applies.					
Interactive Skills	<i>*An explanation is required for all factors rated Unacceptable or Outstanding. A corrective plan is required for performance not meeting expectations and individual goals.</i>				
	- Unacceptable *	- Needs Improvement	- Meets Expectations	- Exceeds Expectations	- Outstanding*
Interpersonal Relationships: Demonstrates ability to cooperate, work and communicate with Commission, subordinates, and outside contacts.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Community Relations: Maintains positive relations with community groups and organizations; attends community functions; properly handles complaints from residents and businesses.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Responsiveness: Responds in a timely manner to the requests of Commission and residents.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Follows Direction: Understands and follows Commission's direction, while advising of legal, extended, or unintended consequences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

Comments:

Treats everyone with equal respect regardless of title or community status. Listens effectively before making decisions. Maintains accessibility to the community traditionally and in the social media environment.

Place a mark in the box that applies.					
Communication Skills	<i>*An explanation is required for all factors rated Unacceptable or Outstanding. A corrective plan is required for performance not meeting expectations and individual goals.</i>				
	- Unacceptable	- Needs Improvement	- Meets Expectations	- Exceeds Expectations	- Outstanding
Commission: Openly communicates with Commission, promptly and properly responds to requests, keeps Commission informed of current issues, remains accessible; provides support in carrying out Commission decisions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Residents/General Public: Maintains constructive relations with the public; effectively utilizes tools such as newsletters, press releases, internet, and public speaking opportunities to inform community about Commission action and policies, and other City businesses.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

Comments:

Consistently stays abreast of community concerns and addresses them in a timely manner. Keeps Commission and Staff aware of all pertinent information.

Place a mark in the box that applies.

**An explanation is required for all factors rated Unacceptable or Outstanding. A corrective plan is required for performance not meeting expectations and individual goals.*

Administrative Skills and Traits

	- Unacceptable*	- Needs Improvement	- Meets Expectations	- Exceeds Expectations	- Outstanding*
Job Knowledge: Demonstrates knowledge of all aspects of municipal government; knowledgeable in state and federal government.	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creativity: Identifies effective, efficient, and innovative solutions to problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Operational Efficiency: Obtains the best possible result for the resources expended.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Honesty/Integrity: Is consistently open, honest, straight forward, and impartial.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Adaptability: Responds positively and in a pro-active manner to a changing fluid, and crisis situations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Initiative: Uses initiative to develop new programs to meet the needs of the City or resolve identified problems; implements or modifies procedures and programs necessary to improve organizational effectiveness and efficiency.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Resiliency: Maintains energy and motivation despite constant demands; handles stress well.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Ethical Standards: Conforms to high standards of the profession.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

Comments:

Places an emphasis on integrity and ethical behavior and creates an environment where it is expected as a core value of the agency.

Strengths, Weaknesses and Performance Objectives *(Please add pages if needed.)*

Strengths: What do you feel are some of this person's strongest attributes and finest accomplishments in the last twelve (12) months?

Provided as a separate document.

Weaknesses: What areas of performance do you feel most need improvement? Do you have any suggestions for improvements in these areas?

I would like to drive change more expediently than I have been able to. I find myself bouncing from one priority to another without achieving certain benchmarks or goals as quickly as we should. That probably means I need to look for more opportunities to delegate certain projects and tasks.

New Objectives: List new priorities you would like to see addressed in the next year.

I expect to obtain Credentialing through the ICMA in the coming year, which will require a certain number of continuing education units.

I will continue to explore opportunities for team building and learning opportunities for the City staff.

I will look for opportunities to engage more in community activities.

Evaluator: Donald P. Decker

Signature: *Don Decker*

Date: Sep 22, 2023



MEMORANDUM

TO: Mayor and City Commissioners
FROM: Donald P. Decker, City Manager
THRU: Patricia A. Bates, MMC, City Clerk
C: Jamie Alan Cole, City Attorney
DATE: September 25, 2023
RE: City Manager's FY2024 Salary

As part of the annual evaluation process, I am providing this memo to propose the City Manager's FY2024 salary.

This year's salary adjustment for staff (the 11 City of Weston employees) is 5%. My recommendation is for the City Manager's salary adjustment to mirror the staff adjustment. Total salary for FY2024 is recommended to increase from \$252,588 to \$265,217. No additional changes are proposed for the Employment Agreement.

This request is respectfully submitted for your consideration.



MEMORANDUM

TO: Mayor and City Commissioners
FROM: Donald P. Decker, City Manager
DATE: September 8, 2023
RE: FY2023 Accomplishments

This memo is intended to recap personal accomplishments and educational opportunities I sought out during the past year and give you some information for consideration during the evaluation process.

FRPA (Florida Recreation and Park Association)

Recipient of the 2023 Lifetime Award in recognition of “professional attainments, ethical practices, and countless contributions to the parks and recreation field, and devotion to his associates”.

ICMA (International City/County Management Association)

My application is under review for the Credentialed Managers Program offered by ICMA. In addition to practical experience, credentialing requires 40 hours of professional development per year.

Webinars/Classes

- 5/18 ICMA Online Course: Fostering Civil Discourse
- 5/25 Understanding the Risks and Rewards of Social Media Communication for Local Officials
- 8/29 Using AI in Government Operations
- 8/29 Experiences with Hurricane Ian – A Tale of Two Counties
- 8/29 Communicating Through A Crisis
- 8/30 The Correlations Between Volunteerism and Professional Growth
- 8/31 Serve to Lead, Lead to Serve
- ** Also registered for several sessions at upcoming ICMA Annual Conference in Austin, TX 9/30-10/4

Speaking Opportunities

- 6/14 Realtors Spotlight at Weston Hills Country Club
- 6/30 Invest Ft Lauderdale (Interview for Future Magazine Article)
- 7/28 American Society of Landscape Architects (Aventura)

Other

- 7/21 Weston/Pines/Miramar Chamber of Commerce Strategic Planning Workshop
- Cont. Broward County Board of Rules and Appeals
- Cont. Solid Waste Working Group
- Cont. BCCMA (Broward County City Managers' Association)
- Cont. FRPA Foundation Past President Duties

Personal Goals

Attain the Credential Manager Designation from ICMA and maintain it with required, annual CEUs. In addition, I intend to engage further with the BCCMA (Broward branch of ICMA) in their regular meetings.

**CITY OF WESTON, FLORIDA
RESOLUTION NO. 2019-70**

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF WESTON, FLORIDA, APPROVING THE EMPLOYMENT AGREEMENT WITH DONALD P. DECKER TO SERVE AS THE CITY MANAGER; AUTHORIZING THE MAYOR TO EXECUTE THE EMPLOYMENT AGREEMENT.

WHEREAS, First, the City desires to appoint Donald P. Decker as the City Manager for the City; and

WHEREAS, Second, the proposed Employment Agreement, attached as Exhibit "A," reflects the proposed terms and conditions of Mr. Decker's employment as the City Manager; and

WHEREAS, Third, the City Commission finds it in the best interest of the City to approve the Employment Agreement with Donald P. Decker, attached as Exhibit "A," and to authorize the Mayor to execute the employment agreement.

NOW, THEREFORE, BE IT RESOLVED by the City Commission of the City of Weston, Florida:

Section 1: The foregoing recitals contained in the preamble to this Resolution are incorporated by reference herein.

Section 2: The Employment Agreement with Donald P. Decker to serve as the City Manager of the city, is approved.

Section 3: The Mayor is authorized to execute the Employment Agreement, in substantially the form attached as Exhibit "A," together with such non-substantial changes as may be acceptable to the Mayor and approved as to form and legality by the City Attorney.

Section 4: The appropriate City officials are authorized to execute all necessary documents and to take any necessary action to effectuate the intent of this Resolution.

Section 5: This Resolution shall take effect upon its adoption.

ADOPTED by the City Commission of the City of Weston, Florida, this 1st day of July 2019.



Daniel J. Stermer, Mayor

ATTEST:



Patricia A. Bates, City Clerk

Approved as to form and legality
for the use of and reliance by the
City of Weston only:



Jamie Alan Cole, City Attorney

Roll Call:

Commissioner Molina-Macfie	<u>Yes</u>
Commissioner Jaffe	<u>Yes</u>
Commissioner Kallman	<u>Yes</u>
Commissioner Brown	<u>Yes</u>
Mayor Stermer	<u>Yes</u>

EMPLOYMENT AGREEMENT

BETWEEN THE

CITY OF WESTON, FLORIDA

AND

DONALD P. DECKER

This Agreement is made and entered into this 1st day of July, 2019, between the City of Weston, a Florida municipal corporation, (the "CITY"), and Donald P. Decker ("CITY MANAGER").

WITNESSETH:

WHEREAS, Article 3 of the Charter of the City of Weston ("Charter") provides for the creation of the position of City Manager and provides for the appointment of the City Manager by the City Commission ("Commission"); and

WHEREAS, the CITY wishes to retain CITY MANAGER to serve as City Manager, and CITY MANAGER wishes to be employed as City Manager under the terms and conditions set forth in this Agreement; and

WHEREAS, the CITY and CITY MANAGER agree upon the terms and conditions hereinafter set forth.

IN CONSIDERATION OF THE MUTUAL COVENANTS AND CONDITIONS HEREIN EXPRESSED AND THE FAITHFUL PERFORMANCE OF ALL SUCH COVENANTS AND CONDITIONS, THE PARTIES AGREE AS FOLLOWS:

SECTION 1. EMPLOYMENT

The CITY hereby employs CITY MANAGER as City Manager, to perform the duties and exercise the powers as provided by state law, the Charter, and the City Code, and to perform such other legally permissible and proper duties and functions assigned by the City Commission from time to time. The CITY MANAGER is an exempt employee under the Fair Labor Standards Act and, as such, is not entitled to payment of overtime or accrual of any kind of compensatory time leave or payment, excluding accrual of sick and vacation leave as set forth in this Agreement.

SECTION 2. TERM

The CITY MANAGER's employment as City Manager pursuant to this Agreement shall commence on October 8, 2019, which shall be the "Effective Date" of this Agreement. This Agreement shall remain in effect until terminated by the CITY or CITY MANAGER as provided herein.

SECTION 3. SALARY AND EVALUATION

- 3.1** CITY MANAGER'S initial salary shall be \$225,000 per year, which shall be payable in installments at the same time as other employees of the CITY are paid.
- 3.2** In October 2020 and in October of every year thereafter, the CITY MANAGER shall schedule a public special meeting for the City Commission to evaluate the CITY MANAGER's performance and to determine any enhancement in salary or benefits. The performance evaluation shall be subject to a process, form, criteria, and format that shall be mutually agreed upon by the CITY and CITY MANAGER. Any such enhancement in annual salary or benefits shall be based upon the results of the performance evaluation, shall be effective retroactively to October 1 of that calendar year and shall be at the City Commission's discretion. Nothing herein shall require the CITY to enhance the CITY MANAGER's salary or benefits. In addition, a failure by the CITY to conduct an annual evaluation of CITY MANAGER shall not constitute a breach of this Agreement; provided, however, the failure of the CITY to conduct an annual evaluation of CITY MANAGER shall not preclude the CITY, pursuant to CITY MANAGER's request and by majority vote of the City Commission at a public meeting, from providing an enhancement in the CITY MANAGER's salary and benefits.

SECTION 4. TERMINATION

- 4.1.** In accordance with the Charter, CITY MANAGER shall serve at the pleasure of the City Commission. Nothing in this Agreement shall prevent, limit, or otherwise interfere with the right of the City Commission, by majority vote, to terminate the services of CITY MANAGER at any time during a regular or special City Commission meeting.
- 4.2.** In the event the City Commission wishes to terminate CITY MANAGER without cause, CITY MANAGER shall receive a lump sum severance pay equal to 20 weeks of his regular base salary and unused leave benefits at the time of termination, excepting all customary withholdings and deductions for taxes and other purposes ("Severance Payment"). The CITY shall also continue to pay the premium for CITY MANAGER's health insurance for 20 weeks after the effective date of his termination. The CITY shall not provide CITY MANAGER with his automobile allowance or any other benefit or reimbursement (except that specifically set forth in this paragraph) beyond the date of his termination. The Severance Payment (excluding the continuation of his health insurance benefits) shall be paid to CITY MANAGER in a lump sum upon his termination or within thirty (30) days thereafter at the City Commission's option. The Severance Payment will only be provided if Employee signs a general release and waiver of claims against the City regarding his termination, in a form provided by the City.
- 4.3.** In the event CITY MANAGER is terminated for cause, as defined herein, the CITY shall have no obligation to pay CITY MANAGER any severance pay. "Cause" shall mean the indictment for any felony that involves moral turpitude or is in any way related to CITY MANAGER's performance of his duties for the City.

- 4.4** In the event that CITY MANAGER voluntarily resigns his position, CITY MANAGER shall give the CITY at least 90 days written notice prior to the effective date of such resignation, unless the City Commission and CITY MANAGER mutually agree to a shorter notice period. If CITY MANAGER stops working for the City and does not provide timely notice (provided a shorter notice period has not been agreed to), he shall be considered to have resigned not in good standing, and consequently will forfeit payment of accumulated leave. Upon resignation with proper notice, CITY MANAGER shall be entitled to receive all accrued sick and vacation leave calculated based on CITY MANAGER's then current salary, but not be entitled to receive the Severance Payment.

SECTION 5. PROFESSIONAL DEVELOPMENT

- 5.1** Subject to CITY policy and state law, the CITY agrees to pay the reasonable professional dues and subscriptions of CITY MANAGER necessary for his continuation and participation as a member in national, regional, state and local professional associations and organizations necessary and desirable for his continued professional participation, growth and advancement, and for the good of the CITY.
- 5.2** Subject to CITY policy and state law, the CITY agrees to pay the applicable travel and subsistence expenses of CITY MANAGER for travel to local, state and national conferences, short courses, institutes and seminars, as permitted by the annual budget.
- 5.3** The CITY recognizes that certain expenses of a non-personal and job-related nature will be incurred by CITY MANAGER and hereby agrees to pay for the CITY MANAGER's general job-related expenses or to reimburse CITY MANAGER for those expenses upon receipt of duly executed expense or petty cash vouchers, receipts, statements or personal affidavits.

SECTION 6. AUTOMOBILE ALLOWANCE PROVIDED

CITY MANAGER's job duties and responsibilities require that he has the exclusive and unrestricted use of an automobile at all times during his employment with the CITY. As such the CITY shall provide CITY MANAGER with an automobile allowance in the amount of \$750.00 per month to cover the expense of his personal vehicle ("Automobile Allowance"). CITY MANAGER shall be responsible for any employee payroll taxes imposed upon the Automobile Allowance in accordance with applicable law.

SECTION 7. TELECOMMUNICATIONS/TECHNICAL EQUIPMENT AND STAFF

The CITY will provide to CITY MANAGER with the appropriate secretarial support, supplies, materials, and equipment to conduct the business of the CITY. However, the CITY will not provide CITY MANAGER with a cell phone or cell phone allowance.

SECTION 8. INSURANCE

The CITY will provide CITY MANAGER and his eligible dependents with comprehensive health, vision, dental, and other insurance in the manner and amount of coverage as provided to other management employees of the CITY.

SECTION 9. LIFE INSURANCE

The CITY shall provide CITY MANAGER with term life insurance in the amount of one year's salary. If CITY MANAGER receives a positive evaluation at his first performance evaluation in October 2020, the City Commission may consider enhancing this life insurance benefit by increasing the amount of life insurance and converting the insurance to a whole life policy.

SECTION 10. RETIREMENT

The CITY will establish a 457 Plan account and a 401(a) Plan account with the International City Management Association Retirement Corporation for CITY MANAGER. The CITY shall contribute into CITY MANAGER's 401(a) Plan account a sum equal to 18% (or, if greater than 18%, the percentage given to other management employees of the City) of CITY MANAGER's annual salary in equal proportionate amounts each pay period. There shall be no CITY contribution to the 457 Plan account. At CITY MANAGER's request, the CITY will transfer ownership to succeeding employers upon CITY MANAGER's separation from the CITY. If CITY MANAGER receives a positive evaluation at his first performance evaluation in October 2020, the City Commission may consider increasing the CITY's contributions to CITY MANAGER's 457 and 401(a) Plan accounts to the maximum permitted by law.

SECTION 11. VACATION, SICK LEAVE, AND HOLIDAYS

- 11.1** Upon the Effective Date of this Agreement, all of CITY MANAGER's accrued sick and vacation days from his prior employment at the City shall roll over to his position as CITY MANAGER. CITY MANAGER shall accrue 10 sick leave days and 25 vacation leave days on an annual basis. Any sick or vacation leave time that is not used during a fiscal year shall roll over to the following fiscal year; provided, however, the roll-over of accrued time shall be capped at 400 hours per fiscal year (with all accrued time in excess of 400 hours to be paid to CITY MANAGER based upon his then current salary).
- 11.2** Upon separation of employment, CITY MANAGER will be eligible for payout for his accrued unused leave in accordance with applicable CITY policy.
- 11.3** CITY MANAGER shall be entitled to holidays in the same manner as other management employees of the CITY.

SECTION 12. INDEMNIFICATION

To the extent permitted by law and as limited by Section 768.28, Florida Statutes for tort actions, the CITY shall defend, save harmless and indemnify CITY MANAGER against any tort, professional liability claim or demand or other legal action arising out of an alleged act or omission occurring in connection with the performance of CITY MANAGER's duties so long as CITY

MANAGER is acting within the scope of his employment. The CITY, or its insurance carrier, will defend all such claims and actions at its own cost through competent counsel through administrative, trial, and appellate proceedings and shall pay or settle any such claim or suit or judgment rendered thereon. This Section shall survive cancellation or termination of this Agreement.

SECTION 13. HOURS OF WORK

The CITY MANAGER further agrees to devote that amount of time and energy which is reasonably necessary for the CITY MANAGER to faithfully perform his duties and responsibilities under this Agreement.

SECTION 14. ETHICAL COMMITMENTS

CITY MANAGER will at all times uphold the tenets of the ICMA Code of Ethics. Specifically, CITY MANAGER shall not endorse candidates, make financial contributions, sign or circulate petitions, or participate in fund-raising activities for individuals seeking or holding elected office in the City, nor seek or accept any personal enrichment or profit derived from confidential information or misuse of public time. The City Commission and each Commissioner shall support CITY MANAGER in keeping these commitments by refraining from any order, direction or request that would require CITY MANAGER to violate the ICMA Code of Ethics, the Broward County Code of Ethics or State ethics laws or to handle any matter of personnel on a basis other than fairness, impartiality and merit.

SECTION 15. OTHER TERMS AND CONDITIONS

- 15.1 Notices.** Whenever either party desires to give notice to the other, such notice must be in writing, sent by certified United States Mail postage prepaid return receipt requested or by hand delivery with a request for a written receipt of acknowledgment of delivery, addressed to the party for whom it is intended at the place last specified. The place for giving notice shall remain the same as set forth herein until changed in writing in the manner provided in this section. For the present, the parties designate the following:

CITY: Mayor and Members of the City Commission
City of Weston
17200 Royal Palm Boulevard
Weston, Florida 33326

With a copy to:

Jamie Alan Cole, Esq.
City Attorney
Weiss Serota Helfman Pastoriza
Cole & Bierman, P.L.
200 East Broward Boulevard, Suite 1900
Fort Lauderdale, Florida 33301

CITY MANAGER: Donald P. Decker
On file with the City Clerk

- 15.2 Severability:** If any provision, or any portion thereof, contained in this Agreement is held to be unconstitutional, illegal, invalid, or unenforceable, the remainder of this Agreement, or portion thereof, shall not be affected and shall remain in full force and effect.
- 15.3 Waiver:** The waiver by either party of a breach of any provision of this Agreement by the other shall not operate or be construed as a waiver of any subsequent breach by that party.
- 15.4 No Assignment or Transfer:** The rights and obligations herein granted are personal in nature and cannot be transferred by CITY MANAGER.
- 15.5 Entire Agreement; Amendment:** This Agreement contains the entire agreement of the parties, and is being adopted by Resolution as required by City Charter. It may not be changed orally, but only by an amendment in writing signed by the parties hereto and executed with equal dignity.
- 15.6 Governing Law; Attorneys Fees:** This Agreement shall be governed by Florida law, and any litigation which may arise from this Agreement shall be filed and litigated in Broward County, Florida.
- 15.7 Bonding:** The City shall bear the cost of any fidelity bond or other guarantee that may be required of CITY MANAGER.

[END OF DOCUMENT – SIGNATURE PAGE FOLLOWS]

EMPLOYMENT AGREEMENT BETWEEN THE CITY OF WESTON, FLORIDA AND DONALD P. DECKER.

IN WITNESS WHEREOF, the parties hereto have made and executed this Agreement on the respective dates under each signature: City of Weston, through its Mayor, authorized to execute same, and DONALD P. DECKER, authorized to execute same.

ATTEST:

Patricia A. Bates
Patricia A. Bates, MMC, City Clerk

Approved as to form and legality
for the use of and reliance by the
City of Weston only:

Jamie Alan Cole
Jamie Alan Cole, City Attorney
1st day of July, 2019

CITY OF WESTON

By: [Signature]
Daniel J. Stermer, Mayor
1st day of July, 2019

(CITY SEAL)



CITY MANAGER

By: [Signature]
Donald P. Decker
1st day of July, 2019

WITNESSES:

Laura B. Decker
Laura B. Decker
Print Name

Tyler Decker
Tyler Decker
Print Name

**CITY OF WESTON, FLORIDA
RESOLUTION NO. 2020-120**

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF WESTON, FLORIDA, APPROVING THE FIRST AMENDMENT TO THE EMPLOYMENT AGREEMENT WITH DONALD P. DECKER; AUTHORIZING THE MAYOR TO EXECUTE THE AMENDMENT TO THE EMPLOYMENT AGREEMENT.

WHEREAS, First, on July 1, 2019, the City Commission adopted Resolution No. 2019-70, approving the Employment Agreement with Donald P. Decker to serve as the City Manager for the City of Weston; and

WHEREAS, Second, the City Commission and Donald P. Decker desire to enter into the First Amendment to the Employment Agreement, amending Section 3, Salary and Evaluation, attached as Exhibit "A;" and

WHEREAS, Third, the City Commission finds it in the best interest of the City to approve the First Amendment to the Employment Agreement with Donald P. Decker, attached as Exhibit "A," and to authorize the Mayor to execute the Amendment to the Employment Agreement.

NOW, THEREFORE, BE IT RESOLVED by the City Commission of the City of Weston, Florida:

Section 1: The foregoing recitals contained in the preamble to this Resolution are incorporated by reference herein.


Section 2: The First Amendment to the Employment Agreement with Donald P. Decker is approved.

Section 3: The Mayor is authorized to execute the First Amendment to the Employment Agreement, in substantially the form attached as Exhibit "A," together with such non-substantial changes as may be acceptable to the Mayor and approved as to form and legality by the City Attorney.

Section 4: The appropriate City officials are authorized to execute all necessary documents and to take any necessary action to effectuate the intent of this Resolution.


Section 5: This Resolution shall take effect upon its adoption.

ADOPTED by the City Commission of the City of Weston, Florida, this 5th day of October 2020.



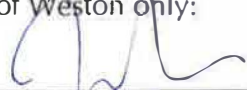
Daniel J. Stermer, Mayor

ATTEST:



Patricia A. Bates, City Clerk

Approved as to form and legality
for the use of and reliance by the
City of Weston only:



Jamie Alan Cole, City Attorney

Roll Call:

Commissioner Molina-Macfie	<u>Yes</u>
Commissioner Jaffe	<u>Yes</u>
Commissioner Kallman	<u>Yes</u>
Commissioner Brown	<u>Absent</u>
Mayor Stermer	<u>Yes</u>

FIRST AMENDMENT
TO
EMPLOYMENT AGREEMENT
BETWEEN THE
CITY OF WESTON, FLORIDA
AND
DONALD P. DECKER

This First Amendment to Employment Agreement is made and entered into this 6th day of October, 2020, between the City of Weston, a Florida municipal corporation, (the "CITY"), and Donald P. Decker ("CITY MANAGER").

WITNESSETH:

WHEREAS, Article 3 of the Charter of the City of Weston ("Charter") provides for the creation of the position of City Manager and provides for the appointment of the City Manager by the City Commission ("Commission"); and

WHEREAS, on July 1, 2019, the Commission adopted Resolution No. 2019-70, approving the Employment Agreement with CITY MANAGER; and

WHEREAS, the Commission and CITY MANAGER desire to enter into this First Amendment to the Employment Agreement, amending Section 3.1, and agree upon the terms and conditions hereinafter set forth.

IN CONSIDERATION OF THE MUTUAL COVENANTS AND CONDITIONS HEREIN EXPRESSED AND THE FAITHFUL PERFORMANCE OF ALL SUCH COVENANTS AND CONDITIONS, THE PARTIES AGREE AS FOLLOWS:

1. Each and every WHEREAS clause set forth above is a true and correct recital and representation and is incorporated herein as if set forth in full.
2. Section 3.1 shall be amended as follows:
 - 3.1 CITY MANAGER'S ~~initial~~ salary shall be ~~\$225,000~~ 232,650 per year, which shall be payable in installments at the same time as other employees of the CITY are paid.
3. Except as herein amended, all other provisions of the Agreement shall remain in full force and effect.
4. This Amendment shall be retroactive from October 1, 2020.

FIRST AMENDMENT TO EMPLOYMENT AGREEMENT BETWEEN THE CITY OF WESTON, FLORIDA, AND DONALD P. DECKER.

IN WITNESS WHEREOF, the parties hereto have made and executed this First Amendment to the Agreement on the respective dates under each signature: City of Weston, through its Mayor, authorized to execute same, and DONALD P. DECKER, authorized to execute same.

CITY OF WESTON

By: [Signature]
Daniel J. Stermer, Mayor

5th day of October, 2020

ATTEST:

[Signature]

Patricia A. Bates, MMC, City Clerk

Approved as to form and legality for the use of and reliance by the City of Weston only:

[Signature]
Jamie Alan Cole, City Attorney

5th day of October, 2020

(CITY SEAL)

CITY MANAGER

By: [Signature]
Donald P. Decker

6th day of October, 2020

WITNESSES:

[Signature]

Dana A. Sampson
Print Name

[Signature]

Katherine V. Selchan
Print Name

**CITY OF WESTON, FLORIDA
RESOLUTION NO. 2021-131**

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF WESTON, FLORIDA, APPROVING THE SECOND AMENDMENT TO THE EMPLOYMENT AGREEMENT WITH DONALD P. DECKER; AUTHORIZING THE MAYOR TO EXECUTE THE SECOND AMENDMENT TO THE EMPLOYMENT AGREEMENT.

WHEREAS, First, on July 1, 2019, the City Commission adopted Resolution No. 2019-70, approving the Employment Agreement with Donald P. Decker to serve as the City Manager for the City of Weston; and

WHEREAS, Second, on October 5, 2020, the City Commission adopted Resolution No. 2020-120, approving the First Amendment to the Employment Agreement with Donald P. Decker, amending Section 3, Salary and Evaluation; and

WHEREAS, Third, the City Commission and Donald P. Decker desire to enter into the Second Amendment to the Employment Agreement, amending Section 3, Salary and Evaluation, attached as Exhibit "A;" and

WHEREAS, Fourth, the City Commission finds it in the best interest of the City to approve the Second Amendment to the Employment Agreement with Donald P. Decker, attached as Exhibit "A," and to authorize the Mayor to execute the Second Amendment to the Employment Agreement.

NOW, THEREFORE, BE IT RESOLVED by the City Commission of the City of Weston, Florida:

Section 1: The foregoing recitals contained in the preamble to this Resolution are incorporated by reference herein.

Section 2: The Second Amendment to the Employment Agreement with Donald P. Decker is approved.

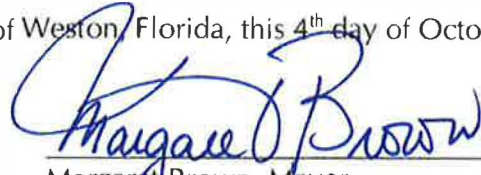
Section 3: The Mayor is authorized to execute the Second Amendment to the Employment Agreement, in substantially the form attached as Exhibit "A," together with such non-substantial changes as may be acceptable to the Mayor and approved as to form and legality by the City Attorney.

Section 4: The appropriate City officials are authorized to execute all necessary documents and to take any necessary action to effectuate the intent of this Resolution.


Section 5: This Resolution shall take effect upon its adoption.

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF WESTON, FLORIDA, APPROVING THE SECOND AMENDMENT TO THE EMPLOYMENT AGREEMENT WITH DONALD P. DECKER; AUTHORIZING THE MAYOR TO EXECUTE THE SECOND AMENDMENT TO THE EMPLOYMENT AGREEMENT.

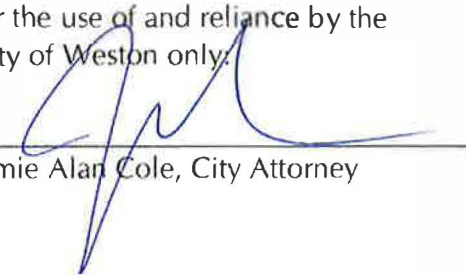
ADOPTED by the City Commission of the City of Weston, Florida, this 4th day of October 2021.


Margaret Brown, Mayor

ATTEST:


Patricia A. Bates, City Clerk

Approved as to form and legality
for the use of and reliance by the
City of Weston only.


Jamie Alan Cole, City Attorney

Roll Call:

Commissioner Mead	<u>Yes</u>
Commissioner Eddy	<u>Yes</u>
Commissioner Molina-Macfie	<u>Yes</u>
Commissioner Jaffe	<u>Yes</u>
Mayor Brown	<u>Yes</u>

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF WESTON, FLORIDA, APPROVING THE SECOND AMENDMENT TO THE EMPLOYMENT AGREEMENT WITH DONALD P. DECKER; AUTHORIZING THE MAYOR TO EXECUTE THE SECOND AMENDMENT TO THE EMPLOYMENT AGREEMENT.

Exhibit "A"

Second Amendment to Employment Agreement
Between the City of Weston, Florida
and Donald P. Decker

(See Following 2 pages)

SECOND AMENDMENT
TO
EMPLOYMENT AGREEMENT
BETWEEN THE
CITY OF WESTON, FLORIDA
AND
DONALD P. DECKER

This Second Amendment to Employment Agreement is made and entered into this 5th day of October, 2021, between the City of Weston, a Florida municipal corporation, (the "CITY"), and Donald P. Decker ("CITY MANAGER").

WITNESSETH:

WHEREAS, Article 3 of the Charter of the City of Weston ("Charter") provides for the creation of the position of City Manager and provides for the appointment of the City Manager by the City Commission ("Commission"); and

WHEREAS, on July 1, 2019, the Commission adopted Resolution No. 2019-70, approving the Employment Agreement with CITY MANAGER; and

WHEREAS, on October 5, 2020, the Commission adopted Resolution 2021-120, approving the First Amendment to the Employment Agreement, amending Section 3, Salary and Evaluation; and

WHEREAS, the Commission and CITY MANAGER desire to enter into this Second Amendment to the Employment Agreement, amending Section 3.1, and agree upon the terms and conditions hereinafter set forth.

IN CONSIDERATION OF THE MUTUAL COVENANTS AND CONDITIONS HEREIN EXPRESSED AND THE FAITHFUL PERFORMANCE OF ALL SUCH COVENANTS AND CONDITIONS, THE PARTIES AGREE AS FOLLOWS:

1. Each and every WHEREAS clause set forth above is a true and correct recital and representation and is incorporated herein as if set forth in full.
2. Section 3.1 shall be amended as follows:
 - 3.1 CITY MANAGER'S salary shall be ~~\$232,650~~ \$240,560 per year, which shall be payable in installments at the same time as other employees of the CITY are paid.

SECOND AMENDMENT TO EMPLOYMENT AGREEMENT BETWEEN THE CITY OF WESTON, FLORIDA, AND DONALD P. DECKER.

3. Except as herein amended, all other provisions of the Agreement shall remain in full force and effect.

4. This Amendment shall be retroactive from October 1, 2021.

IN WITNESS WHEREOF, the parties hereto have made and executed this Second Amendment to the Agreement on the respective dates under each signature: City of Weston, through its Mayor, authorized to execute same, and DONALD P. DECKER, authorized to execute same.

ATTEST:

Patricia A. Bates
Patricia A. Bates, MMC, City Clerk

CITY OF WESTON

By: Margaret Brown
Margaret Brown, Mayor

4th day of October, 2021

Approved as to form and legality
for the use of and reliance by the
City of Weston only:

(CITY SEAL)

Jamie Alan Cole
Jamie Alan Cole, City Attorney

4th day of October, 2021

CITY MANAGER

By: Donald P. Decker
Donald P. Decker

5th day of October, 2021

WITNESSES:

D. Barrett

D. BARRETT
Print Name

Bryan Cahen

Bryan Cahen
Print Name

**CITY OF WESTON, FLORIDA
RESOLUTION NO. 2022-125**

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF WESTON, FLORIDA, APPROVING THE THIRD AMENDMENT TO THE EMPLOYMENT AGREEMENT WITH DONALD P. DECKER; AUTHORIZING THE MAYOR TO EXECUTE THE THIRD AMENDMENT TO THE EMPLOYMENT AGREEMENT.

WHEREAS, First, on July 1, 2019, the City Commission adopted Resolution No. 2019-70, approving the Employment Agreement with Donald P. Decker to serve as the City Manager for the City of Weston; and

WHEREAS, Second, on October 5, 2020, the City Commission adopted Resolution No. 2020-120, approving the First Amendment to the Employment Agreement with Donald P. Decker, amending Section 3, Salary and Evaluation; and

WHEREAS, Third, on October 4, 2021, the City Commission adopted Resolution No. 2021-131, approving the Second Amendment to the Employment Agreement with Donald P. Decker, amending Section 3, Salary and Evaluation; and

WHEREAS, Fourth, the City Commission and Donald P. Decker desire to enter into the Third Amendment to the Employment Agreement, amending Section 3, Salary and Evaluation, attached as Exhibit "A;" and

WHEREAS, Fifth, the City Commission finds it in the best interest of the City to approve the Third Amendment to the Employment Agreement with Donald P. Decker, attached as Exhibit "A," and to authorize the Mayor to execute the Third Amendment to the Employment Agreement.

NOW, THEREFORE, BE IT RESOLVED by the City Commission of the City of Weston, Florida:

Section 1: The foregoing recitals contained in the preamble to this Resolution are incorporated by reference herein.

Section 2: The Third Amendment to the Employment Agreement with Donald P. Decker is approved.

Section 3: The Mayor is authorized to execute the Third Amendment to the Employment Agreement, in substantially the form attached as Exhibit "A," together with such non-substantial changes as may be acceptable to the Mayor and approved as to form and legality by the City Attorney.

Section 4: The appropriate City officials are authorized to execute all necessary documents and to take any necessary action to effectuate the intent of this Resolution.

Section 5: This Resolution shall take effect upon its adoption.

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF WESTON, FLORIDA, APPROVING THE THIRD AMENDMENT TO THE EMPLOYMENT AGREEMENT WITH DONALD P. DECKER; AUTHORIZING THE MAYOR TO EXECUTE THE THIRD AMENDMENT TO THE EMPLOYMENT AGREEMENT.

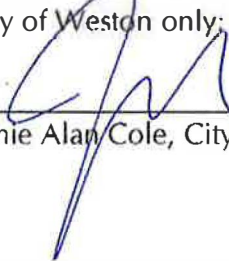
ADOPTED by the City Commission of the City of Weston, Florida, this 17th day of October 2022.


Margaret Brown, Mayor

ATTEST:


Patricia A. Bates, MMC, City Clerk

Approved as to form and legality
for the use of and reliance by the
City of Weston only;


Jamie Alan Cole, City Attorney

Roll Call:

Commissioner Mead	<u>Yes</u>
Commissioner Eddy	<u>Yes</u>
Commissioner Molina-Macfie	<u>Yes</u>
Commissioner Jaffe	<u>Yes</u>
Mayor Brown	<u>Yes</u>

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF WESTON, FLORIDA, APPROVING THE THIRD AMENDMENT TO THE EMPLOYMENT AGREEMENT WITH DONALD P. DECKER; AUTHORIZING THE MAYOR TO EXECUTE THE THIRD AMENDMENT TO THE EMPLOYMENT AGREEMENT.

Exhibit "A"

Third Amendment to Employment Agreement
Between the City of Weston, Florida
and Donald P. Decker

(See Following 2 pages)

**THIRD AMENDMENT
TO
EMPLOYMENT AGREEMENT
BETWEEN THE
CITY OF WESTON, FLORIDA
AND
DONALD P. DECKER**

This Third Amendment to Employment Agreement is made and entered into this 18th day of October, 2022, between the City of Weston, a Florida municipal corporation, (the "CITY"), and Donald P. Decker ("CITY MANAGER").

WITNESSETH:

WHEREAS, Article 3 of the Charter of the City of Weston ("Charter") provides for the creation of the position of City Manager and provides for the appointment of the City Manager by the City Commission ("Commission"); and

WHEREAS, on July 1, 2019, the Commission adopted Resolution No. 2019-70, approving the Employment Agreement with CITY MANAGER; and

WHEREAS, on October 5, 2020, the Commission adopted Resolution No. 2020-120, approving the First Amendment to the Employment Agreement, amending Section 3, Salary and Evaluation; and

WHEREAS, on October 4, 2021, the City Commission adopted Resolution No, 2021-131, approving the Second Amendment to the Employment Agreement, amending Section 3, Salary and Evaluation; and

WHEREAS, the Commission and CITY MANAGER desire to enter into this Third Amendment to the Employment Agreement, amending Section 3.1, and agree upon the terms and conditions hereinafter set forth.

IN CONSIDERATION OF THE MUTUAL COVENANTS AND CONDITIONS HEREIN EXPRESSED AND THE FAITHFUL PERFORMANCE OF ALL SUCH COVENANTS AND CONDITIONS, THE PARTIES AGREE AS FOLLOWS:

1. Each and every WHEREAS clause set forth above is a true and correct recital and representation and is incorporated herein as if set forth in full.
2. Section 3.1 shall be amended as follows:

THIRD AMENDMENT TO EMPLOYMENT AGREEMENT BETWEEN THE CITY OF WESTON, FLORIDA, AND DONALD P. DECKER.

3.1 CITY MANAGER'S salary shall be ~~\$240,560~~ \$252,588 per year, which shall be payable in installments at the same time as other employees of the CITY are paid.

3. Except as herein amended, all other provisions of the Agreement shall remain in full force and effect.

4. This Amendment shall be retroactive from October 1, 2022.

IN WITNESS WHEREOF, the parties hereto have made and executed this Third Amendment to the Agreement on the respective dates under each signature: City of Weston, through its Mayor, authorized to execute same, and DONALD P. DECKER, authorized to execute same.

ATTEST:

Patricia A. Bates
Patricia A. Bates, MMC, City Clerk

CITY OF WESTON

By: Margaret Brown
Margaret Brown, Mayor
17th day of October, 2022

Approved as to form and legality
for the use of and reliance by the
City of Weston only:

Jamie Alan Cole
Jamie Alan Cole, City Attorney
17th day of October, 2022

(CITY SEAL)

WITNESSES:

Dana Sampson
Dana Sampson

Print Name

Bryan Cohen

Bryan Cohen

Print Name

CITY MANAGER

By: Donald P. Decker
Donald P. Decker
18th day of October, 2022

Mayor Margaret Brown

City Manager Performance Evaluation Form

October 2022 – September 2023

CITY OF WESTON, FLORIDA

17200 Royal Palm Boulevard
Weston, Florida 33326

(P) 954-385-2000
(F) 954-385-2010



City Manager Performance Evaluation Form

City Manager Name: Donald P. Decker
Evaluation Period: Oct 2022 - Sept 2023

Place a mark in the box that applies.					
Professional Skills	- Unacceptable*	- Needs Improvement	- Meets Expectations	- Exceeds Expectations	- Outstanding*
*An explanation is required for all factors rated Unacceptable or Outstanding. A corrective plan is required for performance not meeting expectations and individual goals.					
Leadership: Represents the City in a professional manner; demonstrates a high degree of integrity; displays ability to handle crises; accepts constructive criticism; demonstrates courtesy, tact and skill in dealing with sensitive matters and in dealing with others; maintains an overall warm and personable attitude. Establishes a positive work environment to promote high morale & effectiveness.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Decision Making/Judgment: Makes timely decisions that are well thought out and in the best interest of the City; accepts responsibility for outcomes; handles difficult situations in a professional and proactive manner; seeks input from others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Coordination: Ability to work with others as a team and express individual viewpoint while considering the views and responsibilities of others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Planning and Organization: Works with Commission developing long- and short-term goals and objectives; makes effort to carry out the goals, policies, and resolutions of the Commission; demonstrates the ability to anticipate needs of the City and recommends options to appropriately respond to those needs; sets realistic objectives with appropriate time frames.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Budgeting: Provides operating and capital improvement plans and other short- and long-range plans that anticipate the needs of the community; presents a timely annual budget which is well documented, organized and one which closely represents the goals of the Commission.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Financial Management: Accurately and precisely reports and projects financial condition; budgets realistically; implements management practices and policies to maintain or achieve a sound long-term financial condition; uses debt appropriately; plans for long-term maintenance and replacement of infrastructure; priorities needs and projects for best budgetary outcomes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Asset Management: Oversees the appearance and condition of City-owned facilities, equipment, vehicles; reviews equipment and property for the purpose of future development and/or replacement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

Comments:

Mr. Decker exhibits professional behavior, fosters a culture of support among staff and elected officials, and has attained further training/education that enhances his professional skills.

Place a mark in the box that applies.

**An explanation is required for all factors rated Unacceptable or Outstanding. A corrective plan is required for performance not meeting expectations and individual goals.*

Interactive Skills

	- Unacceptable *	- Needs Improvement	- Meets Expectations	- Exceeds Expectations	- Outstanding*
Interpersonal Relationships: Demonstrates ability to cooperate, work and communicate with Commission, subordinates, and outside contacts.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Community Relations: Maintains positive relations with community groups and organizations; attends community functions; properly handles complaints from residents and businesses.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Responsiveness: Responds in a timely manner to the requests of Commission and residents.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Follows Direction: Understands and follows Commission's direction, while advising of legal, extended, or unintended consequences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

Comments:

Mr. Decker's communications are thoughtful, informative, and objective. He is very responsiveness to inquiries from residents. He routinely reaches out to other community leaders, as well as businesses.

Place a mark in the box that applies.

**An explanation is required for all factors rated Unacceptable or Outstanding. A corrective plan is required for performance not meeting expectations and individual goals.*

Communication Skills

	- Unacceptable	- Needs Improvement	- Meets Expectations	- Exceeds Expectations	- Outstanding
Commission: Openly communicates with Commission, promptly and properly responds to requests, keeps Commission informed of current issues, remains accessible; provides support in carrying out Commission decisions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Residents/General Public: Maintains constructive relations with the public; effectively utilizes tools such as newsletters, press releases, internet, and public speaking opportunities to inform community about Commission action and policies, and other City businesses.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

Comments:

Mr. Decker communicates routinely through email, telephone, and F2F meetings. He effectively provides information by researching the issue/topic in question and communicates a detailed response to the inquiry. He has actively promoted transparency regarding issues that the community has questioned. For example, under his leadership, there is now a "MythBusters" FAQ on the City website.

Mr. Decker has also been more present in the community by speaking at several events (e.g., Realtors Spotlight, American Society of Landscape Architects) and participating in printed materials (e.g., Invest Fort Lauderdale).

Place a mark in the box that applies.

**An explanation is required for all factors rated Unacceptable or Outstanding. A corrective plan is required for performance not meeting expectations and individual goals.*

Administrative Skills and Traits

	- Unacceptable*	- Needs Improvement	- Meets Expectations	- Exceeds Expectations	- Outstanding*
Job Knowledge: Demonstrates knowledge of all aspects of municipal government; knowledgeable in state and federal government.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Creativity: Identifies effective, efficient, and innovative solutions to problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Operational Efficiency: Obtains the best possible result for the resources expended.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Honesty/Integrity: Is consistently open, honest, straight forward, and impartial.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Adaptability: Responds positively and in a pro-active manner to a changing fluid, and crisis situations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Initiative: Uses initiative to develop new programs to meet the needs of the City or resolve identified problems; implements or modifies procedures and programs necessary to improve organizational effectiveness and efficiency.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Resiliency: Maintains energy and motivation despite constant demands; handles stress well.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Ethical Standards: Conforms to high standards of the profession.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

Comments:

Mr. Decker continues to seek greater knowledge regarding his role as City Manager. For example, Mr. Decker has taken the following courses/webinars:
 (1) ICMA Fostering Civil Discourse; (2) Risks and Rewards of Social Media Communication for Local Officials; (3) Using AI in Government Operations; (4) Experiences w/Hurricane Ian - Tale of 2 Counties; (5) Communicating Through a Crisis; (6) Correlations between Volunteerism and Professional Growth; and (7) Serve to Lead, Lead to Serve.

Mr. Decker has also registered for multiple sessions at the Annual ICMA Conference and has submitted an application for the Credentialed Managers Program offered by ICMA. Additionally, Mr. Decker has attended the Weston/Pines/Miramar Chamber of Commerce Strategic Planning Workshop. He continues his membership with the Board of Rules and Appeals, Solid Waste Working Group, BC City Managers' Association, and the FRPA Foundation Past President Duties.

His coursework, credentialing, and professional memberships enhance Mr. Decker's communication, operational, and professional skill sets. The city and its' residents can only stand to benefit from his seeking more education and opportunities in these areas.

Strengths, Weaknesses and Performance Objectives *(Please add pages if needed.)*

Strengths: What do you feel are some of this person's strongest attributes and finest accomplishments in the last twelve (12) months?

In the last year, the City and its' residents had been challenged by an incident of Antisemitism. Mr. Decker responded in a timely fashion and coordinated efforts with our BSO Weston District team in their investigation. Accurate information and updates were provided to the community by the City's Communications department. A presser was held and attended by representatives from the ecumenical group and law enforcement. The City took a firm stance on Zero Tolerance. Within a short period of time the perpetrators were identified and apprehended. This incident is a prime example of Mr. Decker's leadership and coordination of resources to find a timely outcome to a painful situation in our community.

Weaknesses: What areas of performance do you feel most need improvement? Do you have any suggestions for improvements in these areas?

As Mr. Decker enters his fifth year in his role as City Manager, I have not witnessed any significant weaknesses that warrant mention. In fact, any perceived weaknesses are often identified by Mr. Decker, himself, and he immediately communicates his steps to self-correct. I applaud his transparency and honesty.

New Objectives: List new priorities you would like to see addressed in the next year.

As expressed by Mr. Decker in his Memorandum (dtd. 09.08.2023), he will continue to pursue attainment of the Credential Manager Designation from ICMA and maintain it with the required annual CEUs. He has also expressed his intention to engage further with the Broward Branch of the ICMA in their regular meetings.

I support Mr. Decker's efforts to continue in his professional membership organizations and the attainment of on-going education that complements his role as City Manager.

Evaluator: Margaret Brown

Signature: Margaret Brown
Margaret Brown (Sep 28, 2023 10:39 EDT)

Date: 09/28/2023

Commissioner Mary Molina-Macfie
City Manager Performance Evaluation Form
October 2022 – September 2023

CITY OF WESTON, FLORIDA



17200 Royal Palm Boulevard
Weston, Florida 33326

(P) 954-385-2000
(F) 954-385-2010

City Manager Performance Evaluation Form

City Manager Name: Donald P. Decker
Evaluation Period: Oct 2022 - Sept 2023

	Place a mark in the box that applies.				
Professional Skills	- Unacceptable*	- Needs Improvement	- Meets Expectations	- Exceeds Expectations	- Outstanding*
*An explanation is required for all factors rated Unacceptable or Outstanding. A corrective plan is required for performance not meeting expectations and individual goals.					
Leadership: Represents the City in a professional manner; demonstrates a high degree of integrity; displays ability to handle crises; accepts constructive criticism; demonstrates courtesy, tact and skill in dealing with sensitive matters and in dealing with others; maintains an overall warm and personable attitude. Establishes a positive work environment to promote high morale & effectiveness.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Decision Making/Judgment: Makes timely decisions that are well thought out and in the best interest of the City; accepts responsibility for outcomes; handles difficult situations in a professional and proactive manner; seeks input from others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Coordination: Ability to work with others as a team and express individual viewpoint while considering the views and responsibilities of others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Planning and Organization: Works with Commission developing long- and short-term goals and objectives; makes effort to carry out the goals, policies, and resolutions of the Commission; demonstrates the ability to anticipate needs of the City and recommends options to appropriately respond to those needs; sets realistic objectives with appropriate time frames.	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Budgeting: Provides operating and capital improvement plans and other short- and long-range plans that anticipate the needs of the community; presents a timely annual budget which is well documented, organized and one which closely represents the goals of the Commission.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Financial Management: Accurately and precisely reports and projects financial condition; budgets realistically; implements management practices and policies to maintain or achieve a sound long-term financial condition; uses debt appropriately; plans for long-term maintenance and replacement of infrastructure; priorities needs and projects for best budgetary outcomes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Asset Management: Oversees the appearance and condition of City-owned facilities, equipment, vehicles; reviews equipment and property for the purpose of future development and/or replacement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

Comments:

-Still have outstanding issues such as violations at golf course and areas throughout city that have been on to do list for many years. Although some of these issues may be "better" than they were in past, it is not Weston standards and never an excuse for years of neglect. If we do not have codes for some of these detailing issues then there has been more than enough time to have corrected this issue as well. Which was also brought to the City managers

Place a mark in the box that applies.					
Interactive Skills	- Unacceptable *	- Needs Improvement	- Meets Expectations	- Exceeds Expectations	- Outstanding*
	Interpersonal Relationships: Demonstrates ability to cooperate, work and communicate with Commission, subordinates, and outside contacts.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Community Relations: Maintains positive relations with community groups and organizations; attends community functions; properly handles complaints from residents and businesses.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Responsiveness: Responds in a timely manner to the requests of Commission and residents.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Follows Direction: Understands and follows Commission's direction, while advising of legal, extended, or unintended consequences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

Comments:

-Some issues still not resolved from years of bringing to managers attention: golf course, veterans services, see continued list from previous years.

-His lack of ego, approachability while maintaining his professionalism, his patience, and his

Place a mark in the box that applies.					
Communication Skills	- Unacceptable	- Needs Improvement	- Meets Expectations	- Exceeds Expectations	- Outstanding
	Commission: Openly communicates with Commission, promptly and properly responds to requests, keeps Commission informed of current issues, remains accessible; provides support in carrying out Commission decisions.	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
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Comments:

Several questions may be better suited to employees that work with Mr. Decker. From the interactions I have witnessed it seems that a mutual respect is evident.

Place a mark in the box that applies.

**An explanation is required for all factors rated Unacceptable or Outstanding. A corrective plan is required for performance not meeting expectations and individual goals.*

Administrative Skills and Traits

	- Unacceptable*	- Needs Improvement	- Meets Expectations	- Exceeds Expectations	- Outstanding*
Job Knowledge: Demonstrates knowledge of all aspects of municipal government; knowledgeable in state and federal government.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Creativity: Identifies effective, efficient, and innovative solutions to problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
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Initiative: Uses initiative to develop new programs to meet the needs of the City or resolve identified problems; implements or modifies procedures and programs necessary to improve organizational effectiveness and efficiency.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Resiliency: Maintains energy and motivation despite constant demands; handles stress well.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Ethical Standards: Conforms to high standards of the profession.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

Comments:

Strengths, Weaknesses and Performance Objectives (Please add pages if needed.)

Strengths: What do you feel are some of this person's strongest attributes and finest accomplishments in the last twelve (12) months?

Don Decker continues to maintain composure and an unemotional posture during conflict and high stress situations. He is assessable, knowledgeable, and will acquire answers and information when needed.

Weaknesses: What areas of performance do you feel most need improvement? Do you have any suggestions for improvements in these areas?

It is still my opinion that a more timely follow through (regular updates) is needed when it comes to issue requests such as the golf course. Example: Where are we on the study for the golf course property? City hall safety updates?

Better communication as to topics coming up for workshops and decisions made without required commission input should be transparent and updated as things change.

New Objectives: List new priorities you would like to see addressed in the next year.

Ongoing from past reviews (O):

- O: City cable channel is still not working, with sound, properly. This has been an on going issue for many years.
- O: Continuing the efforts to bring Bonaventure to the rest of Weston standards
- O: Continuing efforts for making sure Weston is Veteran friendly: monument for veterans and first responders, educational material available in City Hall, acknowledge veteran holidays, display veteran material to residents, have a location in Weston that veterans can acquire administrative info a couple hours a week
- O: Support the Hispanic community by out reach through events, social media, mail, and educational forums
- O: Support of our Senior community with better and enhanced communication, events, mail,

Evaluator: Commissioner Mary Molina-Macfie

Signature: Commissioner Mary Molina-Macfie
Commissioner Mary Molina-Macfie (Oct 2, 2023 16:40 EDT)

Date: Oct 2, 2023

Commissioner Mary Molina-Macfie

City Manager Performance Evaluation Form - Donald P. Decker
October 2022 – September 2023

Professional Skills (Page 1)

Comments:

'-Still have outstanding issues such as violations at golf course and areas throughout city that have been on to do list for many years. Although some of these issues may be "better" then they were in past, it is not Weston standards and never an excuse for years of neglect. If we do not have codes for some of these detailing issues then there has been more then enough time to have corrected this issue as well. Which was also brought to the City managers attention on numerous occasions.

-Oversite of City appearance detailing needed. From city street stripping to the code enforcement of all common and privately owned areas.

Interactive Skills (Page 2)

Comments:

'-Some issues still not resolved from years of bringing to managers attention: golf course, veterans services, see continued list from previous years.

-His lack of ego, approachability while maintaining his professionalism, his patience, and his flexibility are outstanding traits in this industry.

Communication Skills (Page 2)

Comments:

Several questions may be better suited to employees that work with Mr. Decker. From the interactions I have witnessed it seems that a mutual respect is evident.

Commissioner Mary Molina-Macfie

City Manager Performance Evaluation Form - Donald P. Decker
October 2022 – September 2023

Strengths: (Page 4)

Don Decker continues to maintain composure and an unemotional posture during conflict and high stress situations. He is assessable, knowledgeable, and will acquire answers and information when needed.

Weaknesses: (Page 4)

It is still my opinion that a more timely follow through (regular updates) is needed when it comes to issue requests such as the golf course. Example: Where are we on the study for the golf course property? City hall safety updates?

Better communication as to topics coming up for workshops and decisions made without required commission input should be transparent and updated as things change.

New Objectives: (page 4)

Ongoing from past reviews (O):

-O: City cable channel is still not working, with sound, properly. This has been an on going issue for many years.

-O: Continuing the efforts to bring Bonaventure to the rest of Weston standards

-O: Continuing efforts for making sure Weston is Veteran friendly: monument for veterans and first responders, educational material available in City Hall, acknowledge veteran holidays, display veteran material to residents, have a location in Weston that veterans can acquire administrative info a couple hours a week

-O: Support the Hispanic community by out reach through events, social media, mail, and educational forums

-O: Support of our Senior community with better and enhanced communication, events, mail, TV, educational forums

-O: Enhanced City communication with our Board of Education, our County Commissioners, and our Congresswomen. The lack of repair, maintenance, and the overall unkept property of our schools, county library, and post office are eyesores that detracts from the Weston level of standards we work to achieve every day. It affects our property values, the health and safety of our residents, guest, and our children and teachers.

-O: Permitting issues such as mistakes, long wait times and a computer system that is complicated for many residents is on going. no one should have to take a class to understand filling out a permit for their home.

-O: Look for and address safety issues in our city with the newest technology, protocol, systems, etc. Weston must continue to grow and evolve in safety despite what the county or other agencies are doing. We must be on the cutting-edge of policing, safety and technology.

-O: Water meter reading and bill complaints need to be addressed. The confidence from Weston residents have been diminished.

Commissioner Henry Mead

City Manager Performance Evaluation Form

October 2022 – September 2023

CITY OF WESTON, FLORIDA



17200 Royal Palm Boulevard
Weston, Florida 33326

(P) 954-385-2000
(F) 954-385-2010

City Manager Performance Evaluation Form

City Manager Name: Donald P. Decker
Evaluation Period: Oct 2022 - Sept 2023

	Place a mark in the box that applies.				
Professional Skills	- Unacceptable*	- Needs Improvement	- Meets Expectations	- Exceeds Expectations	- Outstanding*
*An explanation is required for all factors rated Unacceptable or Outstanding. A corrective plan is required for performance not meeting expectations and individual goals.					
Leadership: Represents the City in a professional manner; demonstrates a high degree of integrity; displays ability to handle crises; accepts constructive criticism; demonstrates courtesy, tact and skill in dealing with sensitive matters and in dealing with others; maintains an overall warm and personable attitude. Establishes a positive work environment to promote high morale & effectiveness.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Decision Making/Judgment: Makes timely decisions that are well thought out and in the best interest of the City; accepts responsibility for outcomes; handles difficult situations in a professional and proactive manner; seeks input from others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Coordination: Ability to work with others as a team and express individual viewpoint while considering the views and responsibilities of others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Planning and Organization: Works with Commission developing long- and short-term goals and objectives; makes effort to carry out the goals, policies, and resolutions of the Commission; demonstrates the ability to anticipate needs of the City and recommends options to appropriately respond to those needs; sets realistic objectives with appropriate time frames.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Budgeting: Provides operating and capital improvement plans and other short- and long-range plans that anticipate the needs of the community; presents a timely annual budget which is well documented, organized and one which closely represents the goals of the Commission.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Financial Management: Accurately and precisely reports and projects financial condition; budgets realistically; implements management practices and policies to maintain or achieve a sound long-term financial condition; uses debt appropriately; plans for long-term maintenance and replacement of infrastructure; priorities needs and projects for best budgetary outcomes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
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Comments:

Mr. Decker has exhibited not only the knowledge and skill to perform the job of city manager but has shown the attitude needed when interacting with a wide range of personalities. He has placed the interests of the city foremost and carries himself professionally. He seeks new knowledge by attending classes and seminars to expand professionally.

Place a mark in the box that applies.					
Interactive Skills	<i>*An explanation is required for all factors rated Unacceptable or Outstanding. A corrective plan is required for performance not meeting expectations and individual goals.</i>				
	- Unacceptable *	- Needs Improvement	- Meets Expectations	- Exceeds Expectations	- Outstanding*
Interpersonal Relationships: Demonstrates ability to cooperate, work and communicate with Commission, subordinates, and outside contacts.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
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Comments:

The city manager has identified administrative areas that would benefit by being under the direct aegis of the city. He has also identified an area in which elimination of a position would be a positive. He took action on both of these measures.

Place a mark in the box that applies.					
Communication Skills	<i>*An explanation is required for all factors rated Unacceptable or Outstanding. A corrective plan is required for performance not meeting expectations and individual goals.</i>				
	- Unacceptable	- Needs Improvement	- Meets Expectations	- Exceeds Expectations	- Outstanding
Commission: Openly communicates with Commission, promptly and properly responds to requests, keeps Commission informed of current issues, remains accessible; provides support in carrying out Commission decisions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
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Comments:

Under Mr. Decker's tenure, communication via the city's weekly newspaper has expanded to keep residents apprised and current on city events and conditions that impact them. When the situation warrants to dispel rumors or correct bad information, Mr. Decker will directly correspond on social media to replace incorrect or false posts with current information. I would like to see more workshops to discuss and gain information on some of the major projects and proposed (or passed) legislation and their possible effects on Weston and what might be done.

Place a mark in the box that applies.

**An explanation is required for all factors rated Unacceptable or Outstanding. A corrective plan is required for performance not meeting expectations and individual goals.*

Administrative Skills and Traits

	- Unacceptable*	- Needs Improvement	- Meets Expectations	- Exceeds Expectations	- Outstanding*
Job Knowledge: Demonstrates knowledge of all aspects of municipal government; knowledgeable in state and federal government.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
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Ethical Standards: Conforms to high standards of the profession.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

Comments:

The team at city hall has shown extreme professionalism and expertise. Whether Mr. Decker was responsible for their hiring or their retention, he deserves credit for recognizing their strengths and encouraging them in their jobs. He also recognizes the need for succession planning and acted accordingly.

Strengths, Weaknesses and Performance Objectives *(Please add pages if needed.)*

Strengths: What do you feel are some of this person's strongest attributes and finest accomplishments in the last twelve (12) months?

Mr. Decker has actively engaged the community through expansion of the Newsday Tuesday epaper, comments on social media when needed, and other outreach programs. He is prepared for commission meetings and is comfortable delegating to others as required. He has retained professional expertise to address areas of concern such as the golf course, airline noise, Parks and Recreation planning, and others. He is composed when on the dais or in front of the public.

Weaknesses: What areas of performance do you feel most need improvement? Do you have any suggestions for improvements in these areas?

More workshops--with professionals, as needed--for the commission would enable them to have more and better information on topics that will impact the city into the future.

New Objectives: List new priorities you would like to see addressed in the next year.

Continued communication with the commission on areas of major impact to the city. Developments pertaining to the Bonaventure Resort and Spa area, maintenance of the Bonaventure Golf Club, actions (or lack of it) on the C-11 area which would add a piece to the parks and recreation portfolio, and other events that develop should be shared when discovered.

Evaluator: Commissioner Henry Mead

Signature: *Commissioner Henry Mead*
Commissioner Henry Mead (Sep 19, 2023 10:35 EDT)

Date: Sep 19, 2023

Commissioner Chris Eddy

City Manager Performance Evaluation Form

October 2022 – September 2023

CITY OF WESTON, FLORIDA



17200 Royal Palm Boulevard
Weston, Florida 33326

(P) 954-385-2000
(F) 954-385-2010

City Manager Performance Evaluation Form

City Manager Name: Donald P. Decker
Evaluation Period: Oct 2022 - Sept 2023

	Place a mark in the box that applies.				
Professional Skills	- Unacceptable*	- Needs Improvement	- Meets Expectations	- Exceeds Expectations	- Outstanding*
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<p>Coordination: Ability to work with others as a team and express individual viewpoint while considering the views and responsibilities of others.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
<p>Planning and Organization: Works with Commission developing long- and short-term goals and objectives; makes effort to carry out the goals, policies, and resolutions of the Commission; demonstrates the ability to anticipate needs of the City and recommends options to appropriately respond to those needs; sets realistic objectives with appropriate time frames.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
<p>Budgeting: Provides operating and capital improvement plans and other short- and long-range plans that anticipate the needs of the community; presents a timely annual budget which is well documented, organized and one which closely represents the goals of the Commission.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
<p>Financial Management: Accurately and precisely reports and projects financial condition; budgets realistically; implements management practices and policies to maintain or achieve a sound long-term financial condition; uses debt appropriately; plans for long-term maintenance and replacement of infrastructure; priorities needs and projects for best budgetary outcomes.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
<p>Asset Management: Oversees the appearance and condition of City-owned facilities, equipment, vehicles; reviews equipment and property for the purpose of future development and/or replacement.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

Comments:

Place a mark in the box that applies.					
Interactive Skills	- Unacceptable *	- Needs Improvement	- Meets Expectations	- Exceeds Expectations	- Outstanding*
	Interpersonal Relationships: Demonstrates ability to cooperate, work and communicate with Commission, subordinates, and outside contacts.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community Relations: Maintains positive relations with community groups and organizations; attends community functions; properly handles complaints from residents and businesses.	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Responsiveness: Responds in a timely manner to the requests of Commission and residents.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Follows Direction: Understands and follows Commission's direction, while advising of legal, extended, or unintended consequences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

Comments:

I know the Commissioners and Mayors are the faces of the City but it would be great to have you speak at more community events.

Place a mark in the box that applies.					
Communication Skills	- Unacceptable	- Needs Improvement	- Meets Expectations	- Exceeds Expectations	- Outstanding
	Commission: Openly communicates with Commission, promptly and properly responds to requests, keeps Commission informed of current issues, remains accessible; provides support in carrying out Commission decisions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Residents/General Public: Maintains constructive relations with the public; effectively utilizes tools such as newsletters, press releases, internet, and public speaking opportunities to inform community about Commission action and policies, and other City businesses.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

Comments:

Thanks for chiming in on Facebook!

Place a mark in the box that applies.

**An explanation is required for all factors rated Unacceptable or Outstanding. A corrective plan is required for performance not meeting expectations and individual goals.*

Administrative Skills and Traits

	- Unacceptable*	- Needs Improvement	- Meets Expectations	- Exceeds Expectations	- Outstanding*
Job Knowledge: Demonstrates knowledge of all aspects of municipal government; knowledgeable in state and federal government.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Creativity: Identifies effective, efficient, and innovative solutions to problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Operational Efficiency: Obtains the best possible result for the resources expended.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Honesty/Integrity: Is consistently open, honest, straight forward, and impartial.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Adaptability: Responds positively and in a pro-active manner to a changing fluid, and crisis situations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Initiative: Uses initiative to develop new programs to meet the needs of the City or resolve identified problems; implements or modifies procedures and programs necessary to improve organizational effectiveness and efficiency.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Resiliency: Maintains energy and motivation despite constant demands; handles stress well.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Ethical Standards: Conforms to high standards of the profession.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

Comments:

Still trying to get the City to be faster at decision-making and implementation.

Strengths, Weaknesses and Performance Objectives *(Please add pages if needed.)*

Strengths: What do you feel are some of this person's strongest attributes and finest accomplishments in the last twelve (12) months?

Consistency, reliability, trustworthiness, open to suggestions, seeks consensus. Staff is highly motivated.

Weaknesses: What areas of performance do you feel most need improvement? Do you have any suggestions for improvements in these areas?

Still trying to get the City to be faster at decision-making and implementation.

New Objectives: List new priorities you would like to see addressed in the next year.

Next year will be a challenging budget year and I'd like to see us start looking at ways to lower our overhead.

Evaluator: Commissioner Chris Eddy

Signature: *Commissioner Chris Eddy*
Commissioner Chris Eddy (Sep 18, 2023 18:11 EDT)

Date: Sep 18, 2023