



CITY COUNCIL EXECUTIVE SESSION  
Monday, July 22, 2013  
Lorraine H. Morton Civic Center  
Aldermanic Library

**Present:** Alderman Holmes, Alderman Rainey, Alderman Wilson, Alderman Braithwaite, Alderman Fiske, Alderman Tendam, Alderman Burrus, Mayor Elizabeth Tisdahl

**Attending Late:** Alderman Braithwaite

**Presiding:** Alderman Wynne

The meeting was called to order at 6:00 p.m. after a Roll Call. Then Alderman Wilson motioned to convene into the Executive Session to discuss Personnel. It was seconded and with a Voice Vote that was unanimous the Executive Session was called to order by Alderman Wynne. She then explained how the compiled comments were tabulated, and all comments were included.

**Personnel**

Alderman Wynne stated that she, Aldermen Holmes and Grover reviewed the answers, and then explained how they had tabulated all the compiled comments, and all comments were included. As they proceeded with the list of the Confidential Evaluation Form the following topics were discussed:

- **Enforcement and Administration**
- **Appointments and Removals**
- **Administration of Departments**
- **Annual Budget**
- **Council Meetings**
- **Contracts**
- **Recommendations to the City Council**
- **Engagements and Transparency**
- **Other duties**
- **Records.**

This meeting of the Executive Session was convened for the sole purpose of evaluating the City Manager's strengths and weaknesses. Each Alderman and the Mayor had a roundtable conversation as they commented on the overall worth of the survey. All of these comments were made in the absence of Mr. Bobkiewicz being physically present.

One of the scorers appeared to be consistently scored as one's and two's which demonstrated the unhappiness of one of us not pleased with Mr. Bobkiewicz's interaction with them. So it was suggested that each one should make an exerted effort to reach out to him as much as possible.

It was stated that the Council needed to be honest when speaking to the City Manager about their concerns on any given issue. Some of the things that were suggested for the City Manager to improve on were:

- His lack of acknowledging staff as he moves around the building
- Personnel issues
- Being less political
- Be more professional in his recommendations
- Be more proactive in staff's involvement with Aldermen and assignments
- Improvement in staff's morale
- Career pathways should be clarified
- Recruiting decisions

After much discussion the Council members agreed to get the City Manager, Wally Bobkiewicz was invited into the Aldermanic Library to give clarification to the issues the Aldermen raised without his physical presence. As the topics were presented to Mr. Bobkiewicz the Council wanted to know his responses to their discussed issues. To one of the questions asked, Mr. Bobkiewicz stated there was a belief among staff they should be making more money, and he believed the City would lose people to other communities where they could make more money doing less work.

After listening to the concerns of the Council and answering their concerns, Mr. Bobkiewicz stated he wanted to know what exactly the Council's expectations were for him. He was finally told by the Council that they had complete confidence and trusted his decisions in running the City. In his final request to the Council Mr. Bobkiewicz asked for a 2% pay increase, and the Council agreed to grant his request.

The meeting ended at 8:37 pm.

Submitted by,  
Hon. Rodney Greene, MMC  
City Clerk