



Town of Lake Park Town Commission

Agenda Request Form

Meeting Date: June 5, 2024

Agenda Item No.

Agenda Title: Discussion on the process to replace the retiring Town Manager

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|-------------------------------------|---|--------------------------|----------------|
| <input type="checkbox"/> | SPECIAL /REPORTS | <input type="checkbox"/> | CONSENT AGENDA |
| <input type="checkbox"/> | BOARD APPOINTMENT | <input type="checkbox"/> | OLD BUSINESS |
| <input type="checkbox"/> | PUBLIC HEARING ORDINANCE ON 1 st READING | | |
| <input checked="" type="checkbox"/> | NEW BUSINESS | | |
| <input type="checkbox"/> | OTHER: WORKSHOP _____ | | |

Approved by Town Manager _____ Date: _____

John O. D'Agostino, Town Manager

Name/Title

Originating Department: Town Manager	Costs:\$ 0 Funding Source: General Fund Acct. # <input type="checkbox"/> Finance _____	Attachments: <ul style="list-style-type: none">Bio of Bambi McKibbons-Turner
Advertised: Date: _____ Paper: _____ <input type="checkbox"/> Not Required	All parties with interest in this agenda item are notified of the meeting date and time.	___Yes, Notified everyone or ___Not applicable in this case Please initial one.

Summary Explanation/Background: The Town Manager announced his retirement effective September 22, 2024, to the Town Commission. The announcement's timing complies with the employment contract between the Town and the Town Manager. The core of the discussion may focus on whether or not the Commission decides to do an internal or external search.

The Town Manager has worked with existing and new employees since his employment on May 1, 2015. During this time, the Manager provided leadership training. He allowed department heads to work closely with the Manager on various initiatives, from economic development, management style, and philosophy to team building. His management style enables department heads to understand the vision and requires all employees to manage their departments accordingly. Department Heads understand the value of

teamwork while taking ownership of decisions and implementing their decisions in line with the Town Commission's policies and the Town Manager's direction.

A good manager develops leadership from within the organization. The Manager places a significant emphasis on training employees to work towards replacing the Town Manager from within the organization.

It is the opinion of the town manager that there is merit in considering the promotion of an internal applicant for the town manager position, who is the assistant town manager/human resource director, Bambi McKibbons-Turner.

For more information regarding her background, a copy of her bio is attached.

Recommended Motion: No motion is necessary. The objective of the discussion is to agree upon a process to replace the Town Manager.