



## ANNUAL PERFORMANCE EVALUATION

**Evaluation for:** City Manager, Dr. Wazir Ishmael

**Evaluation Period:** October 2017 through September 2018

**Evaluator:** Josh Levy

### Instructions:

The Performance Evaluation process provides both the evaluator and the employee a sense of accomplishment, direction in priorities and commitment to certain desired behavior and goals.

### Suggested Evaluation Topics:

- Executing Policy – The City Manager seeks organization wide improvements that integrate administrative goals with Commission policy to position the City for the future.
- Leading People – The City Manager ensures that City operations are led by employees with the skills, knowledge, ability and experience to provide a high quality, diverse, productive workplace with quality assurance.
- Strengthening Community – The City Manager collaborates with internal and external stakeholders to facilitate communications and gather input on City programs and initiatives.

- Managing Resources – The City Manager sets the standard for fiscal responsibility and meeting performance expectations.
- Achieving Results – The City Manager facilitates initiatives that result in positive change for the City structurally and financially.

**Please provide comments on the City Manager's performance in achieving these general goals and moving the City of Hollywood forward.**

- CM & Exec team have undertaken substantial projects this year. The SOB, CodeB. revamp, Bldg Division overhaul, Labor Relations, Economic Development strategic plan, County FLT, and much more, such as sanitation study, etc.
- Lots of execution needed in 2019.
- Holding the staff accountable to timeline of needed execution may be key for staying on track & producing results, and encouraging a productive year + <sup>workforce.</sup>
- CM is a professional + performs at highest ethical standards.

**Other Remarks:**

- Looking forward to a great year ahead!

Signature of Evaluator: \_\_\_\_\_

Date: 10.22.18



## ANNUAL PERFORMANCE EVALUATION

**Evaluation for:** City Manager, Dr. Wazir Ishmael

**Evaluation Period:** October 2017 through September 2018

**Evaluator:** Vice Mayor Debra Case

### **Instructions:**

The Performance Evaluation process provides both the evaluator and the employee a sense of accomplishment, direction in priorities and commitment to certain desired behavior and goals.

### **Suggested Evaluation Topics:**

- Executing Policy – The City Manager seeks organization wide improvements that integrate administrative goals with Commission policy to position the City for the future.
- Leading People – The City Manager ensures that City operations are led by employees with the skills, knowledge, ability and experience to provide a high quality, diverse, productive workplace with quality assurance.
- Strengthening Community – The City Manager collaborates with internal and external stakeholders to facilitate communications and gather input on City programs and initiatives.



- Managing Resources – The City Manager sets the standard for fiscal responsibility and meeting performance expectations.
- Achieving Results – The City Manager facilitates initiatives that result in positive change for the City structurally and financially.

**Please provide comments on the City Manager’s performance in achieving these general goals and moving the City of Hollywood forward.**

As city managers all have enormous challenges due to the nature of the beast, I believe Wazir Ishmael probably received a few extras when he arrived 5 years ago. Non the less he has made some remarkable strides forward. It was a long three years but with perseverance of this city manager, city Commission, city attorney and CRA Executive Director working together the most outstanding accomplishment of 2018 is the signing of the Interlocal City and County Agreement.

I’d have to say for all our executives that their biggest challenge is having seven bosses yet the city manager gets the brunt. To that note I believe Wazir has shown leadership by placing the city’s organizational structure together with fine talent that can bring him good intelligence. The consolidation of departments has been an ongoing process since financial urgency and will likely never stop. Yet the fact that city department directors are running their own day to day shows the level of integrity in our management team city wide. It shows that the commission-manager form of government does not inhibit Dr. Ishmael from getting the job done.

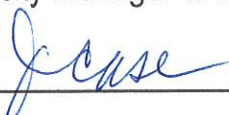
With the many important topics of the past two years it has worked well to conduct workshops for the commission to get things done and the city manager and staff and our residents made each one worthwhile and productive. You can refer to the 2018 Citywide Accomplishments publication.

Going forward the city managers three priorities of 2019 is to get our Enterprise Resource Planning (ERP) implemented; update the Parks Master Plan and the 2014 City Comprehensive Plan with Broward Next and begin hiring and training the needed staff to be ready to work when the county refund comes to the city.

I would attest that these are high goals and expect that he is already working on them.

I recommend that the wage of our city manager be brought to the level of industry standards as with cities of comparable budgets.

**Remarks:** I recommend for city manager to keep the momentum going to grow our city.

Signature of Evaluator:  Date: 10.25.2018



## ANNUAL PERFORMANCE EVALUATION

**Evaluation for:** City Manager, Dr. Wazir Ishmael

**Evaluation Period:** October 2017 through September 2018

**Evaluator:** Traci Callari

### **Instructions:**

The Performance Evaluation process provides both the evaluator and the employee a sense of accomplishment, direction in priorities and commitment to certain desired behavior and goals.

### **Suggested Evaluation Topics:**

- Executing Policy – The City Manager seeks organization wide improvements that integrate administrative goals with Commission policy to position the City for the future.
- Leading People – The City Manager ensures that City operations are led by employees with the skills, knowledge, ability and experience to provide a high quality, diverse, productive workplace with quality assurance.
- Strengthening Community – The City Manager collaborates with internal and external stakeholders to facilitate communications and gather input on City programs and initiatives.

- Managing Resources – The City Manager sets the standard for fiscal responsibility and meeting performance expectations.
- Achieving Results – The City Manager facilitates initiatives that result in positive change for the City structurally and financially.

**Please provide comments on the City Manager’s performance in achieving these general goals and moving the City of Hollywood forward.**

Dear City Manager,

Thank you for your commitment and dedication that you have provided to the City of Hollywood thus far.

**Executing Policy** – The future of the City looks positive. Of course, like any local government things take a while. I believe by ability and the commission’s input the outlook looks good.

**Leading People** – I know you have had a bit of a challenge with obtaining proper staff due to competition and pay ranges. Unfortunately, this is a major need. We need to be a bit more creative and possibly offer incentives that will encourage and retain qualified help. This is an important task.

**Managing Resources** – Great job on this issue. The only thing I have to say is please continue all efforts to improve.

**Other Remarks:**

Hiring and retaining new employees with the same or even more creative vision is needed. This will continue to move the city forward. The ILA Agreement was a turning point for the city. Thank you for all of your efforts.

Your work ethic and demeanor have established a secure confidence of calm and steady advancement for the city. I look forward to our continued success for the City of Hollywood.

Signature of Evaluator:  Date: 10/29/18





## ANNUAL PERFORMANCE EVALUATION

**Evaluation for:** City Manager, Dr. Wazir Ishmael

**Evaluation Period:** October 2017 through September 2018

**Evaluator:** \_\_\_Richard Blattner\_\_\_\_\_

### Instructions:

The Performance Evaluation process provides both the evaluator and the employee a sense of accomplishment, direction in priorities and commitment to certain desired behavior and goals.

### Suggested Evaluation Topics:

- Executing Policy – The City Manager seeks organization wide improvements that integrate administrative goals with Commission policy to position the City for the future.
- Leading People – The City Manager ensures that City operations are led by employees with the skills, knowledge, ability and experience to provide a high quality, diverse, productive workplace with quality assurance.
- Strengthening Community – The City Manager collaborates with internal and external stakeholders to facilitate communications and gather input on City programs and initiatives.

- Managing Resources – The City Manager sets the standard for fiscal responsibility and meeting performance expectations.
- Achieving Results – The City Manager facilitates initiatives that result in positive change for the City structurally and financially.

**Please provide comments on the City Manager's performance in achieving these general goals and moving the City of Hollywood forward.**

REVIEWING THE 2018 OBJECTIVES YOU ESTABLISHED IN YOUR "CITYWIDE ACCOMPLISHMENTS FOR 2017", IT WAS A FAIRLY CONCISE LIST, AND I WOULD AGREE THAT THEY WERE ADDRESSED. THE ONE POINT THAT, FOR ME, COULD HAVE HAD MORE ATTENTION WAS "EXPANDING OUR ECONOMIC DEVELOPMENT EFFORTS THROUGH TARGETED MARKETING, FULL IMPLEMENTATION OF BUSINESS RETENTION AND EXPANSION INITIATIVES AND INCREASED FOCUS ON ENTREPRENEURSHIP AND BUSINESS RETENTION,"

YOU AND I HAVE TALKED REGULARLY ABOUT THE ORGANIZATIONAL STRUCTURE NECESSARY ATO ACCOMPLISH THIS, AND I WILL ADDRESS THIS A LITTLE LATER.

YOUR GOALS FOR 2018-19 ARE MUCH MORE ROBUST AND IMPORTANT. THIS YEAR HAS ITS OWN UNIQUE CHALLENGES, BUT THEY ARE MORE OPPORTUNISTIC THAN IN THE PAST. AS YOU HAVE MENTIONED, THE LIST INCLUDES:

- . DEALING WITH THE POSSIBLE PASSAGE OF AMENDMENT 1
- . FEWER SIGNIFICANT PROJECTS COMING ON THE TAX ROLES
- . CONTINUED COLLECTIVE BARGAINING ISSUES, INCLUDING 13<sup>TH</sup> CHECK
- . THE RESPONSIBILITY TO IMPLEMENT A SIGNIFICANT AFFORDABLE HOUSING PROGRAM, INCLUDING CREATION OF AN ORGANIZATION STRUCTURE THAT INCLUDES PROFESSIONALS TO GUIDE US THROUGH THE PROCESS

THE FOLLOWING ARE THINGS I WOULD LIKE TO SEE ADDRESSED AND IMPLEMENTED:

- . MARINA MASTER PLAN, INTEGRATED WITH A MOORING FIELD PLAN
- . A GOLF MASTER PLAN WHICH INCLUDES ALL OUR GOLF ASSETS
- . INCREASED RESOURCES FOR PROPERTY STANDARD ENHANCEMENT AND ENFORCEMENT
- . SOLVING THE SRO FUNDING ISSUE
- . AWARDED A CONTRACT FOR THE PARK ROAD SITE
- . CLARIFICATION AND IMPLEMENTATION OF OPPORTUNITY ZONES, ESPECIALLY THE 29<sup>TH</sup> INDUSTRIAL PARK SITE



. RECRUITING A HIGH LEVEL, HEAVILY EXPERIENCED DIRECTOR OF ECONOMIC DEVELOPMENT, AND RECONFIGURATION OF THAT ENTIRE ORGANIZATION STRUCTURE WITH MUCH MORE EMPHASIS ON OUTREACH TO THE DEVELOPER/INVESTOR COMMUNITY.

. SUCCESSFUL IMPLEMENTATION OF STRATEGIES FOR OUR CORRIDORS.

. DISPOSITION OF THE 1203 FEDERAL HIGHWAY SITE

. A COMMISSION RETREAT TO COMPLEMENT THE STRATEGIC PLANNING YOU IDENTIFIED IN YOUR GOALS. WE HAVE NOT HAVE ONE IN A VERY LONG TIME.

. RESOLUTION OF SUNSET AS BEST WE CAN

. ARTS PARK MASTER PLAN, INCLUDING FENCING, PROGRAMMING, COORDINATED MANAGEMENT

. RESOLUTION OF YGM ISSUES. SOMETHING IS AMISS HERE.

. CONTINUED FOCUS ON EXPEDITING PROJECTS/PERMITS THROUGH THE SYSTEM

. SEE WHAT SOLUTIONS THERE ARE TO THE EXPANDING NUMBER OF VACATION RENTAL PROBLEMS.

I THINK IT NOTEWORTHY THAT AT THE LAST COMMISSION MEETING, THERE WAS A LOT OF JOVIALITY AND SPIRIT, AT SHIV'S EXPENSE. WHAT I LIKE ABOUT THAT IS THAT IT SEEMS THAT IT LOOSENED EVERYONE UP, AND THAT CAN LEAD TO MORE CREATIVITY AND EVEN RISK TAKING...AND BRINGING ATTENTION AND LIGHT ON AND TO THE STAFF. THIS IS A GOOD THING; WE NEED TO LIGHTEN UP A BIT.

AS IT RELATES TO YOU, AND I HAVE SAID THIS BEFORE, I APPRECIATE IT WHEN YOU TAKE A POSITION AND ARE FORCEFUL ABOUT IT. LIKE TO SEE THAT MORE OFTEN.

END

**Other Remarks:**

Signature of Evaluator: Richard Blattner Date: 10/23/18



## **ANNUAL PERFORMANCE EVALUATION**

**Evaluation for:** City Manager, Dr. Wazir Ishmael

**Evaluation Period:** October 2017 through September 2018

**Evaluator:** Commissioner Kevin Biederman

### **Instructions:**

The Performance Evaluation process provides both the evaluator and the employee a sense of accomplishment, direction in priorities and commitment to certain desired behavior and goals.

### **Suggested Evaluation Topics:**

- Executing Policy – The City Manager seeks organization wide improvements that integrate administrative goals with Commission policy to position the City for the future.
- Leading People – The City Manager ensures that City operations are led by employees with the skills, knowledge, ability and experience to provide a high quality, diverse, productive workplace with quality assurance.
- Strengthening Community – The City Manager collaborates with internal and external stakeholders to facilitate communications and gather input on City programs and initiatives.

- **Managing Resources** – The City Manager sets the standard for fiscal responsibility and meeting performance expectations.
- **Achieving Results** – The City Manager facilitates initiatives that result in positive change for the City structurally and financially.

**Please provide comments on the City Manager's performance in achieving these general goals and moving the City of Hollywood forward.**

**City Manager, Dr. Wazir Ishmael, has done a tremendous job over the last several years, righting wrongs of the past. He has changed the course of Hollywood for the better. Implementing the Commission's vision for a more sustainable future, both financially and infrastructure wise. The team he has put together is smart, experienced, dedicated and responsive to our residents, staff and us as City leadership. While some things have been slow at times, the results have always been worth the wait. He has productively led the City in completing many initiatives with stability and integrity.**

**In evaluating Dr. Ishmael, I consider him Excellent in his position.**

Other Remarks:

Signature of Evaluator: K. J. [Signature] Date: 10-30-18





## ANNUAL PERFORMANCE EVALUATION

**Evaluation for:** City Manager, Dr. Wazir Ishmael

**Evaluation Period:** October 2017 through September 2018

**Evaluator:**   Linda Sherwood  

### Instructions:

The Performance Evaluation process provides both the evaluator and the employee a sense of accomplishment, direction in priorities and commitment to certain desired behavior and goals.

### Suggested Evaluation Topics:

- Executing Policy – The City Manager seeks organization wide improvements that integrate administrative goals with Commission policy to position the City for the future.
- Leading People – The City Manager ensures that City operations are led by employees with the skills, knowledge, ability and experience to provide a high quality, diverse, productive workplace with quality assurance.
- Strengthening Community – The City Manager collaborates with internal and external stakeholders to facilitate communications and gather input on City programs and initiatives.

- Managing Resources – The City Manager sets the standard for fiscal responsibility and meeting performance expectations.
- Achieving Results – The City Manager facilitates initiatives that result in positive change for the City structurally and financially.

**Please provide comments on the City Manager's performance in achieving these general goals and moving the City of Hollywood forward.**

I find Wazir to be a very strong and more than capable City Manager Wazir works tirelessly to meet the needs of the city commission, city employees, unions, and residents. His expertise has moved our city forward. Wazir has put together a team of Assistant City Managers that one would find hard to be out done.

He has led our city with innovation, confidence, and integrity. I feel his productivity has far outweighed the accomplishments of any previous city manager to our city. Wazir has set Hollywood on a course that will not just meet the needs of today but far into the future.

He listens to the needs we each bring to him for our individual districts and what we feel are the needs of our city at large. He then formulates solutions with his team which lead to excellent results.

I am very happy to give Wazir an Above Excellent Evaluation.

**Other Remarks:**

Signature of Evaluator: Linda Sherwood Date: 10/23/18