

**Minutes of the
CITY COMMISSION WORKSHOP
CITY OF EUSTIS, FLORIDA
January 26, 2009 at 5:30 p.m.**

**THIS WORKSHOP OF THE EUSTIS CITY COMMISSION WAS HELD IN THE GARDEN ROOM
AT CARVER PARK LOCATED AT 2214 EAST BATES AVENUE, EUSTIS
WITH MAYOR SCOTT M. ALES PRESIDING.**

Mayor Ales acknowledged a quorum was present with all Commissioners seated and confirmed proper notice had been given.

PRESENT: Mayor Scott M. Ales, Vice-Mayor Karen LeHeup-Smith, Commissioner William Ferree, Commissioner Michael Holland and Commissioner Sue Hooper.

OTHERS PRESENT:

Steve Benetz, Director of Leisure Services/Library

Paul A. Berg, City Manager

Fred Cobb, Director of Public Safety/Chief of Police

John Futch, Director of Public Works

Richard Hoon, Assistant to the City Manager-Community Relations

Ann Isaacs, Director of Human Resources

Dianne Kramer, Director of Development Services

Jim Myers, Finance Director

Judy Roberts, City Clerk

John Schneider, Deputy City Manager

Don Stearns, Director of Public Utilities

Order of Business

**STRATEGIC PLAN UPDATE: LEADERSHIP AND GOVERNANCE WORKSHOP
FOR CITY COMMISSIONERS
WITH DR. LYLE SUMEK, PRESIDENT, LYLE SUMEK ASSOCIATES, INC.**

Due to equipment failure, there is no electronic recording of the first 25 minutes of this workshop.
The minutes were generated from notes taken by the City Clerk.

1. Commission-Manager Form of City Government

Dr. Sumek gave a brief history of the Commission-Manager form of government. He referred to Section X of the *Leader's Guide 2009 – Working Document*. He went over the Basic Premises and discussed his Winning Teams Model.

2. City as a Team

Dr. Sumek referred to Section I and talked about Effective Teams. He discussed some of the Challenges to Greatness.

6:55 p.m. - BREAK

7:05 p.m. - RECONVENE

3. Understanding the Mayor – Council Team

Dr. Sumek talked about Problem Solving and Decision Making. He had the Commissioners to fill out a Learning Styles Inventory.

Dr. Sumek referred to Section X and discussed Protocol Operating Guidelines. He had the Commissioners to complete the Thomas-Kilmann Conflict Mode Instrument. He talked about conflict resolution and negotiations.

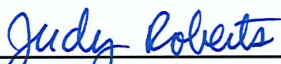
8:35 p.m. - BREAK

8:40 p.m. - RECONVENE

4. Mayor and City Commission as a “Board of Directors”

Dr. Sumek went over the roles and responsibilities of a Board of Directors.

ADJOURNMENT: 8:50 p.m.



Judy Roberts, CMC
City Clerk



Scott M. Ales
Mayor/Commissioner