

As a newly appointed member of the City Commission, I respectfully declined to complete the City Manager's Annual Performance Evaluation this year. I was appointed approximately one month ago and do not believe I have had sufficient time or professional interaction with the City Manager to provide a fair, informed, or meaningful annual evaluation of his performance over the past year.

This Commission collectively determined that Mr. Barroso was qualified and capable at the time of his hiring. Through my position as Executive Director of the Florida Keys Aqueduct Authority, I have observed Mr. Barroso perform at a high professional level, and he appears to be performing well for someone relatively new to the position with minimal prior experience. I have also observed what I believe to be an improvement in morale at City Hall during his time as City Manager when compared to the previous year, which I view as a positive indicator of leadership and organizational direction. If Mr. Barroso continues his current trajectory, I am confident it will lead him to where he needs to be as City Manager.

Given the current market demand for experienced city managers, it is important for the City to maintain a competitive compensation package to retain effective leadership and avoid the risk of losing a capable City manager to someone else.

Out of respect for the evaluation process and in the interest of fairness to the City Manager, I believe it is more appropriate for commissioners with more direct working knowledge of Mr. Barroso's performance over the past year to complete the evaluation. While I declined to submit an evaluation to uphold the integrity of the evaluation process, I fully support Mr. Barroso and his continued success as City Manager.