

Speech made by Terry Lantrip at Feb. 25, 2021 Council meeting

This whole “toxic” situation was first acknowledged in one of the 2019 City Manager Reviews from one of you. Toxic should NEVER be used in association with our city staff and should not have been allowed to happen. In just about every interaction I’ve had with this City Manager I’ve found him to be vicious, vindictive and hateful. He throws tirades and yells at staff so I’m not alone.

In 2019 elected officials wrote in the City Manager’s Review:

“I’ve lost confidence in him that he can lead city staff. I also believe that he has lost the respect and trust of staff and some city residents due to the conflicts he has with some department heads. I don’t believe he treats all staff fairly.”

“The atmosphere at City Hall is toxic. I’ve heard this from staff, residents and business owners.

“John’s personal management style in 2019 has revealed a weakness that needs to be addressed. From his “my way or the highway” comments (made during a staff meeting after his first review) to his boorish communication style (you made me angry so now I do not respond to you), these are characteristics of a bully and not the traits of a good leader.

This was in 2019 and you’re still dealing with the EXACT same things.

After looking over his yearly review, none of them were great.

As elected officials you have had closed meeting after closed meeting to what I’m going to guess is counsel him, guide him, beg him, give him directives, whatever... This is the 15<sup>th</sup> time he’s been on the council agenda yet nothing ever changes. You’ve done everything to give him the consultants he needed, the staff he needed and time he needed but we’ve come to the point you’ve done everything you can do and he’s just out of time. You can’t keep kicking this can down the road.

Speaking of kicking the can down the road, you have the best Police Chief we’ve had in the last 30-plus. You were presented with some pretty damning information two years ago and most recently in the Chief’s 41-page complaint but to this date I’m not aware that you’ve done anything to support your Police Chief or your Police Department. You keep kicking that can down the road.

Soon the residents and constituents will be getting a copy of “The Report.” I’m thinking there will be information in it that will shine a light on the horrible conditions and dysfunction at our City Hall. This report is not going to be well received by residents. You can’t kick that can down the road.

Additionally, you're going to be facing a pretty sizable lawsuit that was completely unnecessary. A good City Manager would never have allowed what happened. And don't for one minute think he didn't know what was going on. He just chose to ignore it or allow it. Perhaps a bit of both. Expect front page coverage on this one. And this is just another can you can't kick this down the road.

The idea of spending \$90,000 on top of the \$30,000 for "training" is about the stupidest thing I've ever seen the City of Lake Dallas try to do and I've seen Lake Dallas do a lot of stupid things.

You have THREE bad employees with the City Manager as #1. If you are crazy enough to do this training you'll be spending \$120,000 to try to deal with just three unredeemable problem employees. That's \$40,000 per bad employee.

And who is to say the training will be successful? We don't have a big enough budget to gamble with.

I'm thinking you can hire good city manager who can provide the leadership necessary to run our city. That's how it should be done.

This City Manager had an opportunity to be a great City Manager and provide leadership that we so badly need. We've got awesome people, with potential and opportunities that have yet to be attained. This City Manager could have been great and made great things happen. He could have rallied us all to build a better city and I know we all would have been on board if treated with respect and dignity. But instead he's been a failed miserably and has sat back and let so many, many bad things happen. He blew it, plain and simple. You can't rescue him anymore.

It's time to stop doing what's right for John Cabrales and start doing what's right for the City of Lake Dallas. That was what you were elected to do.

The opportunity for Mr. Cabrales to provide the leadership for Lake Dallas is over and he has to go. Tonight.