

THE LAKE DALLAS CITY COUNCIL HAS TODAY MADE A VERY DIFFICULT DECISION IN VOTING TO TERMINATE ITS EMPLOYMENT AGREEMENT WITH CITY MANAGER JOHN CABRALES EFFECTIVE ON MARCH 13, 2021. DURING JOHN'S TENURE WITH THE CITY, FIRST AS INTERIM CITY MANAGER AND THEN AS CITY MANAGER, JOHN HAS WORKED WITH THE CITY COUNCIL AND THE VARIOUS DEPARTMENT DIRECTORS TO TRANSITION THE CITY TO A MORE MODERN AND PROFESSIONAL ORGANIZATION. SUCH TRANSITIONS DO NOT COME WITHOUT DISAGREEMENT, AS THOSE USE TO DOING THINGS "THE WAY THINGS WERE ALWAYS DONE" SOMETIMES PUSHED BACK ON THESE CHANGES. AND SUCH CHANGES CERTAINLY HAVE NOT COME WITHOUT SOME INTERNAL MISSTEPS AS CITY STAFF WORKED THROUGH IMPLEMENTING NEW PROCEDURES WITHIN THE ORGANIZATION. HOWEVER, OVERALL, THE COUNCIL BELIEVES THE CITY IS IN MANY AREAS BETTER OFF NOW THAN WHEN JOHN FIRST JOINED THE CITY IN JULY OF 2017.

DURING JOHN'S TENURE AS CITY MANAGER, JOHN HAS WORKED DILIGENTLY TO PLACE THE CITY ON A BETTER FINANCIAL FOOTING. JOHN HAS WORKED WITH THE CITY COUNCIL AND CITY STAFF TO

MAKE TOUGH DECISIONS TO PRIORITIZE CITY SPENDING WITH LIMITED RESOURCES. IN AN EFFORT TO PAY CITY EMPLOYEES, BOTH SWORN AND CIVILIAN, AT MORE COMPETITIVE MARKET RATES, JOHN OVERSAW THE ADOPTION OF A NEW EMPLOYEE PAY PLAN THAT SETS A MAP FOR THE CITY TO FOLLOW IN MAKING FUTURE EMPLOYMENT DECISION. IN SHORT, JOHN'S ROLE IN GUIDING THE CITY COUNCIL THROUGH THE BUDGETARY PROCESS OVER THE LAST SEVERAL YEARS HAS BEEN EXTREMELY VALUABLE AND APPRECIATED.

WITH ALL OF THAT SAID, THE QUESTION WILL LIKELY BE ASKED "THEN WHY DID THE CITY COUNCIL TAKE THIS ACTION?" AS STATED INITIALLY, THIS DECISION WAS VERY DIFFICULT. THE ROLE OF A SUCCESSFUL CITY MANAGER REQUIRES NOT ONLY THE ABILITY TO MAKE FINANCIAL AND ORGANIZATIONAL DECISIONS THAT POSITIVELY BENEFIT THE CITY, BUT ALSO THE ABILITY TO WORK WITH AND MANAGE THE CITY STAFF IN A MANNER THAT FOSTERS A POSITIVE ENVIRONMENT AMONG CITY EMPLOYEES WHO ARE PART OF THE TEAM. THIS SENSE OF BUILDING A TEAM IS SOMETHING WHICH THIS COUNCIL BELIEVES TO BE VERY IMPORTANT NOT ONLY TO US AS ELECTED OFFICIALS, BUT ALSO TO THE COMMUNITY THAT ELECTED

US. IT IS IN THIS AREA WHERE THE COUNCIL HAS FELT FOR A WHILE JOHN NEEDED TO IMPROVE AS A CITY MANAGER. UNFORTUNATELY, THE COUNCIL HAS NOT SEEN THE IMPROVEMENT IN THE AREA OF PERSONNEL MANAGEMENT THAT IT DESIRES AND IS NOT CONVINCED IT WILL SEE SUCH IMPROVEMENT IN THE NEAR FUTURE. THEREFORE, THE COUNCIL DECIDED IT WAS NECESSARY TO SEEK THIS CHANGE IN CITY LEADERSHIP.

THE ACTION TAKEN TODAY SHOULD NOT BE CONSTRUED AS AN INDICATION THAT THIS COUNCIL BELIEVES JOHN HAS DONE ANYTHING WRONG, HAS BEEN A BAD CITY MANAGER, OR IS NOT WORTHY OF THE OFFICE OF CITY MANAGER. QUITE THE CONTRARY. JOHN IS A GOOD, COMPETENT, TRUSTWORTHY PROFESSIONAL WITH TREMENDOUS EXPERIENCE AND SKILLS. IF ANYTHING, TODAY'S DECISION SHOULD BE LARGELY CONSTRUED AS THE CITY COUNCIL'S DETERMINATION THAT JOHN IS NO LONGER A GOOD FIT WITH THE COUNCIL'S DESIRED STYLE OF MANAGEMENT. AFTER TAKING ALL MATTERS INTO CONSIDERATION AND LENGTHY DISCUSSIONS, THE CITY COUNCIL HAS ELECTED TO MAKE THIS CHANGE.

OVER THE NEXT SEVERAL DAYS AND WEEKS, THE CITY COUNCIL WILL BE WORKING TO TRANSITION TO NEW LEADERSHIP AND WILL BEGIN IN EARNEST THE SEARCH PROCESS FOR A NEW CITY MANAGER. WE ARE STILL IN THE MIDST OF THE PANDEMIC AND, THOUGH THE GOVERNOR HAS ELECTED TO RE-OPEN THE STATE, THERE REMAIN CONCERNS ABOUT HOW COVID-19 WILL CONTINUE TO AFFECT THE CITY AND ITS RESIDENTS. WE WILL ALSO SOON BE EMBARKING ON A NEW BUDGET PREPARATION SEASON AND WILL BE DEALING WITH WHATEVER NEW LAWS AFFECTING LOCAL GOVERNMENT WILL BE ADOPTED BY STATE OFFICIALS IN AUSTIN. DESPITE TODAY'S DECISION, THE BUSINESS OF THE CITY GOES ON. WE WILL CONTINUE TO WORK TOWARD MAKING LAKE DALLAS A PLACE WHERE ITS RESIDENTS AND BUSINESS OWNERS ARE PROUD TO CALL HOME.