



# City of North Port

4970 CITY HALL BLVD  
NORTH PORT, FL 34286

## Meeting Minutes City Commission Workshop

### *CITY COMMISSIONERS*

*Phil Stokes, Mayor*

*Pete Emrich, Vice Mayor*

*Barbara Langdon, Commissioner*

*David Duval, Commissioner*

*Demetrius Petrow, Commissioner*

### *APPOINTED OFFICIALS*

*Jerome Fletcher, City Manager*

*Michael Golen, Interim City Attorney*

*Heather Faust, City Clerk*

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Tuesday, December 3, 2024

9:00 AM

City Commission Chambers

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### Strategic Planning Session

#### CALL TO ORDER

Mayor Stokes called the meeting to order at 9:02 a.m.

#### ROLL CALL

**Present:** 5 - Vice Mayor Pete Emrich, Commissioner Barbara Langdon, Commissioner David Duval, Commissioner Demetrius Petrow and Mayor Philip Stokes

#### Also Present:

City Manager Fletcher, Interim City Attorney Golen, City Clerk Faust, Police Chief Garrison, Fire Chief Titus, Performance and Accountability Officer Griffin, Parks and Recreation Director Pfundheller,

#### PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Commissioner Langdon.

#### 1. PUBLIC COMMENT:

Ms. Faust read the following eComment into the record:

Robin SanVicente: Spoke to City Attorney and City Clerk residency requirements.

#### 2. WELCOME:

Mayor Stokes announced the item.

Mr. Fletcher introduced the item and Doug Thomas from SGR.

Mr. Thomas provided opening comments and an overview of the session.

#### 3. GENERAL BUSINESS:

A. [24-1655](#) Discussion and Possible Direction Regarding Draft City Attorney Position Profile Brochure

Mayor Stokes announced the item.

Mr. Fletcher introduced the item.

Mr. Thomas provided a presentation including challenges and opportunities, and ideal candidate selection.

Commission questions and discussion took place regarding capturing private sector, emphasizing growth, risk prevention and management, residency requirements, current departmental status, potential of referendum passing, and Florida Bar requirements.

***There was consensus to proceed with a referendum question to remove the city residency requirements for the City Attorney and City Clerk positions from the City of North Port Charter.***

There was no public comment.

B. [24-1656](#) Input-Output-Processing-Template (IOPT) Overview and Exercises

Mayor Stokes announced the item.

Mr. Fletcher introduced the item.

Mr. Thomas provided a presentation including overview, telephone line example, strategic styles including reactive stimulator, hypothetical analyzer, logical processors, and rational innovator, constructing the profile, dominate question approach, strategic profile, purpose, breakout exercises, individual analysis report, change management report, characteristic of strategic patterns, positive and negative attributes of strategic patterns, emotional impact management report, chicken pox graph, and IOPT takeaways.

Recess was taken from 10:50 a.m. until 11:00 a.m.

There was no public comment.

C. [24-1657](#) High-Performing Organizational Good Governance Principles

Mayor Stokes announced the item.

Mr. Fletcher introduced the item.

Mr. Thomas provided a presentation including overview, rules of the road, definitions, delegate versus representative philosophical confusion, The Athenian Oath, public service, Commission advance interview responses, stages of group development, city charter, and good governance pillars.

Recess was taken from 12:15 p.m. until 1:00 p.m.

Mr. Thomas continued his presentation, with Commission discussion, regarding good governance, five dysfunctions of a team, organizational characteristics, effective governance, "Cave" people, Als, and "Process Warriors", mastering conflict, setting and committing to expectations, achieving commitment, understanding, accountability,

focusing on results, focusing on collective results, and governing leadership principles.

Recess was taken from 2:01 p.m. until 2:14 p.m.

Ms. Faust read the following eComment into the record:  
Robin SanVicente: Spoke to Integrity and Customer Service

**D. [24-1658](#) Preparing for Strategic Visioning**

Mayor Stokes announced the item.

Mr. Fletcher introduced the item.

Mr. Thomas provided a presentation, with Commission discussion, including perspective, strategic foresight, 10,000-foot focus, successes, struggles, SWOT assessment feedback, vision statement, mission statement including adding language regarding sustainable growth, organizational values including equitable behavior, public trust, and planning.

There was no public comment.

**E. [24-1659](#) Discussion and Possible Direction Regarding Organizational Vision, Mission, and Values Statements**

This item was discussed under Item No. 24-1658.

**F. [24-1660](#) Discussion and Possible Direction Regarding Current and/or Proposed Strategic Pillars, Priorities, and Key Indicators, including Staff Updates**

Mayor Stokes announced the item.

Mr. Fletcher introduced the item.

Mr. Thomas provided a presentation, with Commission discussion, on strategic pillars including safe community key projects, priorities, programs, and indicators, quality of life priorities, programs, and indicators, and recommended Commissioners review strategic plan prior to tomorrow's meeting.

There was no public comment.

**4. PUBLIC COMMENT:**

There was no public comment.

**5. ADJOURNMENT:**

Mayor Stokes adjourned the meeting at 4:32 p.m.

City of North Port, Florida

By: \_\_\_\_\_  
Phil Stokes, Mayor

Attest: \_\_\_\_\_

Heather Faust, City Clerk