

City Council, Staff, and Members of the Public,

While I recognize the city's intention to enhance executive performance management through specialized coaching, I must express concern about the recurrent reliance on paid external consultants for tasks that might instead be managed through internal resources. The expenditure outlined for this "special project" may appear minimal; however, without full transparency into the scope of work, the community has little assurance that the 10 hours estimated will not expand to additional hours and costs that were not initially disclosed.

Moreover, the term "special project" lacks clarity, creating a perception of opaqueness that is unwarranted in a matter involving public funds. If these consulting services are connected to a recent personnel performance review, as some might speculate, it would benefit the Council to approach this with a tactful yet clear disclosure that goes beyond the ambiguous labels of "executive coaching" and "special project." Transparent language regarding the project's purpose and objectives can maintain confidentiality while still honoring the public's right to understand how their resources are allocated.

In cases where external expertise is deemed necessary, the Council should ensure robust checks to manage additional hours and costs, providing clear project boundaries. Transparency in this endeavor would underscore the city's commitment to fiscal responsibility and strengthen public trust in the Council's stewardship.

Thank you for considering these concerns.

- Kyle Falbo