



2025 Semi-Annual Development Discussion - Supervisor Lyle Lombard

Evaluation Information

Employee: Lyle Lombard

Department: PUBLIC SAFETY *Location:* SUPERVISOR *Job Title:* DIRECTOR OF PUBLIC SAFETY

Reviewing Manager: Michael Kovacs

Employee Completed: 3/17/2025

Manager Completed: 5/20/2025

8 SECTION, 29 QUESTIONS

Feedback

SECTION 1

Teamwork

Objective: Foster a collaborative work environment where employees actively contribute to team goals and support colleagues.

QUESTION 1

Collaborative Participation: Actively contributes to team projects, attends meetings, and shares relevant ideas or feedback in group settings.

Lyle Lombard

EMPLOYEE

Successful

Michael Kovacs

MANAGER

Highly Successful

Comment

Chief provides the ideal level of information, not too much, but enough on the big items going on at DPS. He is an active participant in all our meetings and is eager to work on projects with the team. He shares great ideas and is open to feedback.

QUESTION 2

Cross-Functional Collaboration: Willingly collaborates with different departments and team members, fostering a spirit of interdepartmental cooperation.



Lyle Lombard

EMPLOYEE

Successful

Michael Kovacs

MANAGER

Highly Successful

Comment

Chief leads the City's largest & multi-functional department and at the same time is good about team efforts with other departments and demonstrating a non-siloed approach to municipal management.

QUESTION 3

Conflict Resolution: Demonstrates the ability to resolve conflicts constructively, seeking mutually beneficial solutions while maintaining team cohesion.

Lyle Lombard

EMPLOYEE

Successful

Michael Kovacs

MANAGER

Successful

Comment

Chief and I have had some difficult waters to navigate this year with elected officials, the public, and fellow department heads. Much of this is perception, but we'll work together to improve our team cohesion and trust.

QUESTION 4

Supportive Behavior: Provides assistance to colleagues when needed, willingly stepping in to help team members meet deadlines or achieve team goals.

Lyle Lombard

EMPLOYEE

Successful

Michael Kovacs

MANAGER

Outstanding

Comment

DPS is always there for us and we greatly appreciate Chief and the leadership he gives his staff. His people follow his example and we have everything we need from DPS. They are even doing their timesheets better, I've heard.

SECTION 2

Trust



Objective: Build and maintain a work culture based on mutual respect, integrity, and accountability.

QUESTION 1

Reliability: Consistently meets deadlines, fulfills commitments, and provides reliable results.

Lyle Lombard
EMPLOYEE Successful

Michael Kovacs
MANAGER Successful

Comment Given the amount of activity at DPS, Chief does a pretty decent job of making sure the big items are handled. I'll get with him to talk about tactics we can use together for the more minor items. Losing Matt on our Emergency Management team is going to possibly create a hole in our capabilities. We'll brainstorm some ideas on where we go next.

QUESTION 2

Accountability: Takes responsibility for individual actions, decisions, and work outcomes, acknowledging mistakes and learning from them.

Lyle Lombard
EMPLOYEE Successful

Michael Kovacs
MANAGER Highly Successful

Comment Like all of us, Chief expresses frustration at times with how the public or portions of the public are reacting, but always does this privately and with tact. Chief is quick to take ownership of issues and make immediate improvements in DPS ops.

QUESTION 3

Honesty & Integrity: Demonstrates honesty in all communications and actions, ensuring transparency with colleagues and leadership.

Lyle Lombard
EMPLOYEE Successful

Michael Kovacs
MANAGER Outstanding



Comment Chief does not hide things and is honorable in all his dealings with us.

QUESTION 4

Sound Decision-Making: Demonstrates the ability to make informed, thoughtful decisions appropriate to their role, considering all relevant factors and maintaining an ethical approach. This may include safeguarding confidential or sensitive information as needed to ensure sound judgment.

Lyle Lombard
EMPLOYEE Successful

Michael Kovacs
MANAGER Highly Successful

Comment Chief knows Fire and he knows Police. The City is consistently in the Top 10 safest cities because of his work, his personnel management, and the strategies he uses to prioritize community safety. For example, his emphasis to put police patrol in the neighborhoods and around the main roads of town has delivered consistently good scores on feelings of safety in the community. Our unmarked units and traffic measures are effective. Package thefts are also minimized.

SECTION 3

Transparency

Objective: Ensure clear and open communication, keeping colleagues and leadership informed of progress, issues, and changes.

QUESTION 1

Open Communication: Shares relevant information with team members and leadership promptly, ensuring everyone has the necessary knowledge to succeed.

Lyle Lombard
EMPLOYEE Successful

Michael Kovacs
MANAGER Highly Successful

Comment Chief always knows when it's best to make a phone call and is responsive on off-hours to requests for information.



QUESTION 2

Honesty in Reporting: Regularly provides clear, accurate, and honest reports on work progress, challenges, and outcomes.

Lyle Lombard
EMPLOYEE

Successful

Michael Kovacs
MANAGER

Highly Successful

Comment

We don't ask DPS for a lot of extra information unless we think we'll need it, but when they do reports, they are always of better-than-expected quality and deliver accurate and timely information to make good decisions together.

QUESTION 3

Feedback Culture: Openness and responsiveness to constructive feedback. Actively seeks and offers constructive feedback to improve work processes and outcomes.

Lyle Lombard
EMPLOYEE

Successful

Michael Kovacs
MANAGER

Successful

Comment

Chief and I work well together to attack problems. I try to give Chief a lot of latitude on how he runs Fate DPS, though when I bring items up, he is great about looking into things and being open to any improvements.

SECTION 4

Innovation

Objective: Encourage creative problem-solving, new ideas, and continuous improvement in all areas of the organization.

QUESTION 1

Creative Problem-Solving: Demonstrates the ability to identify issues and develop innovative solutions to address challenges.

Lyle Lombard
EMPLOYEE

Successful



Michael Kovacs Highly Successful

MANAGER

Comment Chief has successfully implemented traffic enforcement actions with existing and new staff, keeping speeding, road rage, and accidents down. He was very involved and willing to explore our downtown mixed use building concept with Ramston last year.

QUESTION 2

Idea Generation: Actively contributes new ideas for improving processes, services, or products.

Lyle Lombard Successful

EMPLOYEE

Michael Kovacs Highly Successful

MANAGER

Comment Chief is always looking ahead to make sure the department is tracking information and preparing for upgrades to personnel and equipment to ensure we stay up with our growth and community expectations.

QUESTION 3

Risk-Taking in Innovation: Willing to take calculated risks to implement new processes or technologies that improve efficiency or outcome.

Lyle Lombard Successful

EMPLOYEE

Michael Kovacs Outstanding

MANAGER

Comment Chief is always evaluating and considering new systems and technologies to improve public safety outcomes. We have discussed CCTV/fixed license plate reading systems with the Council in the past and will continue to do so again this year.

QUESTION 4

Continuous Learning: Actively seeks out new knowledge, skills, and trends to stay current in the field and apply fresh ideas.

Lyle Lombard Successful

EMPLOYEE

**Michael Kovacs**

MANAGER

Outstanding

Comment

Chief is good about going to training. You never have to chase him to go do that or encourage him to look at new tech or trends. He stays current in his field, participates well locally with the other Chiefs, and also statewide in his association.

SECTION 5

Commitment

Objective: Exhibit dedication to the organization's mission, goals, and values through consistent performance and long-term dedication.

QUESTION 1

Punctuality and Attendance: Maintains regular attendance and is punctual for all scheduled shifts, meetings, and events.

Lyle Lombard

EMPLOYEE

Successful

Michael Kovacs

MANAGER

Outstanding

Comment

Chief works hard and puts in a lot of time. He is always a little early to meetings. He deploys out with his staff a lot. Chief is training his #2 guys to attend some of the functions and meetings he would typically go to. This is important for them, but also to give him a semblance of a more normal life, which is good for his family and for him personally.

QUESTION 2

Goal-Oriented: Sets and works toward personal and professional goals that align with the city's mission and objectives.

Lyle Lombard

EMPLOYEE

Successful

Michael Kovacs

MANAGER

Highly Successful

Comment

Chief is on track to accomplish FY 25 goals including the addition of traffic units, using our traffic management software, adding laser radar units, rearranging and adding SRO staffing, and getting far into design for our new Police Facility.



QUESTION 3

Dedication to Quality: Consistently produces high-quality work that meets or exceeds expectations.

Lyle Lombard
EMPLOYEE

Successful

Michael Kovacs
MANAGER

Highly Successful

Comment

The City consistently scores 90%+ on citizen feelings of safety for both in their homes, and in public. This metric is key!

QUESTION 4

Long-Term Engagement: Demonstrates a commitment to the long-term success of the City of Fate, contributing to organizational growth and sustainability.

Lyle Lombard
EMPLOYEE

Successful

Michael Kovacs
MANAGER

Highly Successful

Comment

Chief does an annual update to his strategic plan for DPS, that looks a decade out on where we need to be.

SECTION 6

Supervisor Criteria

QUESTION 1

Supervisor creates a positive, supportive atmosphere that motivates team members to achieve their best and fosters teamwork and a sense of purpose.

Lyle Lombard
EMPLOYEE

Successful

Michael Kovacs
MANAGER

Highly Successful

Comment

I do not hear complaints from DPS staff and very minimal, if any, complaints from the public that come to city management.



QUESTION 2

Supervisor treats colleagues, employees, citizens and and other stakeholders with dignity and respect, regardless of differences in background or perspective.

Lyle Lombard
EMPLOYEE

Successful

Michael Kovacs
MANAGER

Highly Successful

Comment

Much of this success at DPS at all levels is due to Chief's work with his department and how they respect our citizenry and treat all people well.

QUESTION 3

(If applicable to the position) Supervisor demonstrates a strong understanding of departmental financial needs, developing a realistic, strategic budget aligned with organizational goals. Actively monitors expenditure and adheres to approved budget limits and policies.

Lyle Lombard
EMPLOYEE

Successful

Michael Kovacs
MANAGER

Outstanding

Comment

Chief is a team player that realizes his unit is important, but also realizes that other City departments need funds. Our budget process is not confrontational, but team oriented and we focus on solving problems proactivity.

QUESTION 4

Supervisor sets clear expectations, provides regular feedback, and addresses performance issues promptly, maintaining accountability within the team.

Lyle Lombard
EMPLOYEE

Successful

Michael Kovacs
MANAGER

Outstanding

Comment

Chief manages his units well.



QUESTION 5

Supervisor creates an environment where employees feel comfortable sharing ideas for improved service delivery and process efficiency.

Lyle Lombard
EMPLOYEE

Successful

Michael Kovacs
MANAGER

Outstanding

Comment

DPS staff are good about giving Chief input and ideas.

QUESTION 6

**Supervisor utilizes financial, human, and/or material resources efficiently, ensuring maximum value and productivity within the department. (If applicable to the position)
Develops a realistic, strategic budget aligned with organizational goals.**

Lyle Lombard
EMPLOYEE

Successful

Michael Kovacs
MANAGER

Outstanding

Comment

DPS never goes over budget and has made good use of salary savings for other projects when applicable, but also in saving the City money and not launching unexpected initiatives.

QUESTION 7

Supervisor clearly communicates organizational goals, aligning team objectives and providing a path forward for achieving them.

Lyle Lombard
EMPLOYEE

Successful

Michael Kovacs
MANAGER

Outstanding

Comment

Chief has been successful in driving most-impactful policies and objectives at DPS. From boosting Fire/Medical response side capabilities to take pressure off PSOs, to efforts to address traffic issues and accidents, to protecting neighborhoods from package thefts and burglaries, Chief demonstrates results through his Captains and other staff.



QUESTION 8

Supervisor provides leadership to direct reports through mentorship, leading by example and fostering a culture of accountability. Supports professional growth and empower the team to take ownership of their roles.

Lyle Lombard
EMPLOYEE

Successful

Michael Kovacs
MANAGER

Outstanding

Comment

Chief continues to develop his Captains and is not afraid to do the things he expects his staff to do.

SECTION 7

Employee Feedback

QUESTION 1

Additional Comments:

SECTION 8

Manager Feedback

QUESTION 1

Additional Comments:

Michael Kovacs
MANAGER

DPS completed a number of achievements in FY 24 under Chief's leadership. On the Police side, the department started a dedicated traffic unit, even though it left regular shifts lower in staffing, to address Council and citizen concerns about traffic enforcement. DPS added non-lethal shotguns (bean bag/pepper ball), created an Assigned Vehicle Program, implemented an annual physical assessment program, and did submunitions firearms realistic firearms training. On this year's goals, the Police side has added a detective to work narcotics, deployed staffing using traffic management software, and is on track to complete other upgrades in capabilities. On the Fire side, the department implemented Lexipol policies for the Fire Division,



implemented an annual physical assessment program, conducted live fire training, added 3 new Fire Lt.s, increased part time firefighter staffing, changed their reporting software, and are in the process of replacing two fire apparatus.

0 REVIEWED, 1 CREATED

Goals

Created Goals

Goal 1

Complete design of new Police Facility

Metrics: 0% | Due on 4/15/2026 | Created by: Michael Kovacs

Work with architect and city team to complete design

METRICS

- **0%** Substantial completion of design, 90% or 95% ideally
PROGRESS: 0%

COMMENTS

- **Michael Kovacs** Let's update this based on the latest schedule from the architects.
10/18/2025

0 COMMENT(S)

Comments

Evaluation Comments

Use comments to add any additional feedback to the evaluation

2 SIGNATURE(S)

Signatures

By signing below, you acknowledge that you have reviewed the results of this evaluation.

Lyle Lombard

SIGNED BY: Lyle Lombard

MICHAEL KOVACS

SIGNED BY: Michael Kovacs