



## 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:** 9/30/2025

**Manager Completed:** 11/12/2025

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**

Lyle is always prepared for our staff meetings and collaborative. Sometimes he'll forget to update us on changes, but initial cooperation is great.

##### QUESTION 2

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

**Lyle Lombard**

Successful



EMPLOYEE

**Michael Kovacs**      Needs Improvement

MANAGER

**Comment**      Lyle is a good team member on the DPS bond facilities group and is helping move that project along. Other department directors are concerned about confidentiality during meetings and that has impaired communication.

QUESTION 3

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

**Lyle Lombard**      Successful

EMPLOYEE

**Michael Kovacs**      Needs Improvement

MANAGER

**Comment**      The pay plan rollout to DPS was problematic. DPS staff have said they were promised larger increases earlier in the year. This set the stage for disappointment. When Lyle realized the increases were not going to be as large, he could have sought to resolve the upcoming conflict earlier. The Captains also sought to have meetings with me, which I turned down, during the midpoint of the recent pay plan conflict. Getting on the same page as the Captains and resolving any conflict between you all would have helped stop an attempted work-around. I expect Department Directors to be able to anticipate issues that may create conflict, strategize to mitigate and resolve the conflict, and keep me informed of those issues.

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**      Successful

EMPLOYEE

**Michael Kovacs**      Highly Successful

MANAGER

**Comment**      Lyle is supportive of our department head team and is willing to adapt to others' needs.

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**      Successful  
EMPLOYEE

**Michael Kovacs**      Needs Improvement  
MANAGER

**Comment**      Lyle failed to timely monitor and identify a registered sex offender living within the City limits and failed to seek timely legal advice regarding the application of the City's ordinance. This led to a public outcry to which the Council ultimately had to respond. Had Chief Lombard sought appropriate legal advice, the controversy may have been avoided or minimized.

QUESTION 2

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

**Lyle Lombard**      Successful  
EMPLOYEE

**Michael Kovacs**      Needs Improvement  
MANAGER

**Comment**      While Chief Lombard is willing to address and acknowledge learning opportunities after the fact, as a member of the executive team, he is likewise responsible for demonstrating leadership and working to solve problems before they occur. He needs to demonstrate understanding and be proactive to correct the concerns discussed in our one-on-one without reminders.

QUESTION 3

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



**Lyle Lombard**      Successful  
EMPLOYEE

**Michael Kovacs**      Needs Improvement  
MANAGER

**Comment**      As a certified law enforcement officer and police chief, Chief Lombard is expected to be the standard-bearer for honesty and integrity. Unfortunately, conflicting reports have made me question whether he is fully forthcoming to my questions. For example, I have received conflicting reports about Chief Lombard making critical and disparaging remarks regarding other managers. While this conduct on its own is unproductive, when questioned, his account conflicts with the account of an elected official.

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**      Successful  
EMPLOYEE

**Michael Kovacs**      Needs Improvement  
MANAGER

**Comment**      While it is important for a police chief to be responsive to elected officials, it is equally important for the relationships to be apolitical, professional, and representative of the city's organizational structure. In the past 1.5 years, I have had serious concerns about overly familiar relationships with elected officials in which city business is discussed without management knowledge or involvement.

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**      Successful  
EMPLOYEE

**Michael Kovacs**      Needs Improvement  
MANAGER

**Comment**      Communication with department heads is generally good, but the pay plan rollout caught many of the DPS staff off guard. Some staff said they were promised a 10% increase. There appears to be some communication gaps. Going forward, he should develop a proactive communication plan utilizing his chain of command to ensure all stakeholders are apprised of short, mid and long-term departmental plans and anticipated challenges.

QUESTION 2

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

**Lyle Lombard**      Successful  
EMPLOYEE

**Michael Kovacs**      Needs Improvement  
MANAGER

**Comment**      While Chief Lombard timely completes required DPS compliance reporting, he has struggled to identify critical issues and maintain communication with me on items which are likely to garner a high degree of internal or external interest.

QUESTION 3

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

**Lyle Lombard**      Successful  
EMPLOYEE

**Michael Kovacs**      Successful  
MANAGER

**Comment**      Lyle is very open to constructive feedback. I will try to be more involved to provide greater support.

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**      Successful  
EMPLOYEE

**Michael Kovacs**      Needs Improvement  
MANAGER

**Comment**      Lyle is resourceful in his approach to solving crime spikes and his units deliver an exceptional level of safety for our citizens. I thought his approach to the 1-story new police building (though him and I both like the 2-story concept) was very responsible. Unfortunately, during the Executive Session with the Council Chief Lombard's presentation went off-script and without discussion with management, he presented an alternate proposal which would have cost the City an additional \$300,000 (2 stories plus extra land). While it worked itself out later with the purchase of the land and not doing the 2 story design, this is an example of a failure of communication within the Chief's problem-solving skillset.

QUESTION 2

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

**Lyle Lombard**      Successful  
EMPLOYEE

**Michael Kovacs**      Successful  
MANAGER

**Comment**      Lyle is innovative and willing to try new things with his staff that produce great results. I am a little concerned about morale problems causing a lack of stability and creating uncertainty within the department. This could stifle future innovative ideas from the staff.



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**      Highly Successful  
MANAGER

**Comment**      Lyle is definitely leading-edge, within the constraints of our budget, and employs industry-leading tech.

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**      Highly Successful  
MANAGER

**Comment**      Lyle is active in the Chief's association and keeps up his certifications and qualifications well. He's also very active with the local county area Chiefs.

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**      Successful  
EMPLOYEE

**Michael Kovacs**      Highly Successful  
MANAGER



**Comment** Lyle puts in a lot of extra effort.

QUESTION 2

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

**Lyle Lombard** Successful  
EMPLOYEE

**Michael Kovacs** Successful  
MANAGER

**Comment** Lyle's focus for the year has been on getting the bond projects up and running and maintaining our low crime rate.

QUESTION 3

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

**Lyle Lombard** Successful  
EMPLOYEE

**Michael Kovacs** Successful  
MANAGER

**Comment** Lyle is a great writer and uses statistics well. There is a council perception that Chief Lombard struggles to oversee the department's operations and this creates an opportunity for better communication with the Council regarding his supervisory involvement.

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** Successful  
EMPLOYEE

**Michael Kovacs** Highly Successful  
MANAGER

**Comment** Lyle is highly invested in the DPS. He was instrumental in the creation of the DPS bond program and all the yearly enhancements that have made us a safe city as we've grown



and continue to grow responsibly.

**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**      Successful  
EMPLOYEE

**Michael Kovacs**      Needs Improvement  
MANAGER

**Comment**      I am not sure the Captains are getting what they need from Chief. The Captains attempted to reach me during the height of the pay plan conflict. They also complain or vent to other managers or Council Members. Part of this is being honest and forthcoming, but also shows frustration with Chief's management. Chief has a good team and they like him. He can work on improving teamwork with them.

**QUESTION 2**

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

**Lyle Lombard**      Successful  
EMPLOYEE

**Michael Kovacs**      Needs Improvement  
MANAGER

**Comment**      Some Council Members feel that they are being ignored or slighted when they see and greet Lyle. Other Council Members overly praise him, suggesting that relationships with some Council Members are overly familiar while others are strained. Additionally, Chief has not made an attempt to repair relationships with our Assistant City Manager over alleged statements questioning his competence.



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**      Successful  
EMPLOYEE

**Michael Kovacs**      Highly Successful  
MANAGER

**Comment**      Lyle and his team manage the budget well.

QUESTION 4

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

**Lyle Lombard**      Successful  
EMPLOYEE

**Michael Kovacs**      Needs Improvement  
MANAGER

**Comment**      I have some concerns about the Detectives reorg. The reorganization wasn't explained well to the employee, leaving room for misinterpretation and rumors in the department. I have seen the other officers tease the employee over his "demotion" and watched him put his head down and not say anything back. Staff, especially those with tenure, should not be treated this way.

QUESTION 5

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

**Lyle Lombard**      Successful  
EMPLOYEE

**Michael Kovacs**      Successful  
MANAGER



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**      Successful  
EMPLOYEE

**Michael Kovacs**      Highly Successful  
MANAGER

**Comment**      Lyle is a good budgeter.

QUESTION 7

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

**Lyle Lombard**      Successful  
EMPLOYEE

**Michael Kovacs**      Successful  
MANAGER

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**      Successful  
EMPLOYEE

**Michael Kovacs**      Successful  
MANAGER

SECTION 7

**Employee Feedback**



QUESTION 1

**Additional Comments:**

SECTION 8

**Manager Feedback**

QUESTION 1

**Additional Comments:**

**Michael Kovacs**

MANAGER

Chief Lombard has accumulated some success in the last six months, but there are several areas of opportunity for improvement. While we've maintained a great crime rate, exposure of officers, and improved traffic enforcement, there are a number of operational and political concerns we should tackle together. Progress on the bond program is ongoing and the team has worked well together. There are major trust issues with Lyle among the ELT and the City Council. There is a perception among the Council that I am not managing the DPS Chief adequately. The Council is desiring to discuss the acceleration of splitting the departments into separate Police and Fire units. This may be seen as an opportunity to either gradually or more quickly provide added resources to Lyle and DPS in both management assistance and emergency management capabilities. A Council discussion item has been requested by two Members on splitting the department at the 11/10 Council meeting. I would also like us to add an item for a presentation ahead of public comment on 11/10 for Lyle and the Detectives (if their support is desired) to discuss our sex offender processes and give some citizen tips on how they can partner with Fate DPS on crime reporting and prevention in general. Lyle is someone I enjoy working with and I want the very best for him and his unit in the coming year.

1 REVIEWED, 1 CREATED

## Goals

**Reviewed 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

## Created Goals

### Goal 1

#### Maintain Top 10 Safest City Designation

Metrics: 0% | Due on 4/30/2026 | Created by: Michael Kovacs

Keep us in the top 10 safest cities.

#### METRICS

- 

0 COMMENT(S)

## Comments

### Evaluation Comments

Use comments to add any additional feedback to the evaluation

1 SIGNATURE(S)

## Signatures

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

*Michael W Kovacs*

SIGNED BY: Michael Kovacs

Date: 11/12/2025

