

MINUTES OF WORKSHOP
DANIA BEACH CITY COMMISSION
CITY MANAGER INTERVIEWS
MONDAY, JUNE 25, 2018 - 8:30 A.M.

1. Call to Order/Roll Call

Mayor James called the meeting to order at 8:52 a.m.

Present:

Mayor:	Tamara James
Vice-Mayor:	Bill Harris
Commissioners:	Chickie Brandimarte
	Marco A. Salvino, Sr.
City Attorney:	Thomas J. Ansbro
City Clerk:	Thomas Schneider

Absent:

Commissioner:	Bobbie H. Grace
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Renee Narloch, of the search firm S. Renee Narloch & Associates, discussed the procedures for today's interviews. She noted a 6th candidate removed himself from the process, leaving five on the interview list. She reviewed the type of questions that may not be asked of the candidates, as well as the candidate booklet provided to each Commissioner and the follow-up process after the interviews are concluded.

2. Interviews

Colin Donnelly, drafted by the Commission to be interviewed for city manager, provided an overview of his work experience. He described his leadership and management style, and experience with affordable housing, coastal management, capital improvements, budgeting and financial management, economic development and redevelopment, and disaster preparedness and emergency management. He also described the ideal relationship between the City Commission and City Manager, the City Commission and staff, and the City Manager and CRA Director. He addressed how he would establish credibility and build trust with the elected officials, residents, and staff, encourage, motivate and develop staff, and promote morale within the organization. He also addressed what we would learn about him if a cross-section of citizens were contacted, ethics in the workplace, and making unpopular decisions even though they are in the best interest of the citizens. He described the most difficult management decision he has had to make, the passion he would bring to the job in order to continue the forward movement begun by the current Commission, how the City Commission, City Manager, and staff deal with increased demands for services with continuing fiscal constraints, what he would expect to have accomplished as the new City Manager by the end of the first 90 days and first year, and

evaluation of department heads and his decisiveness in dealing with department head issues. He addressed why he did not apply when candidates were being recruited, his reasons for not relocating to Dania Beach if he were City Manager, and his salary requirement of \$180-\$185,000.

Mayor James recessed the meeting at 10:12 a.m. and reconvened it at 10:20 a.m.

Jeffery Eder, applicant for city manager, provided an overview of his work experience. He described how he would handle development and issues in a coastal community, airport issues, how he would establish credibility and build trust with the elected officials, residents, and staff, and how he handled a re-organization due to a buy-out. He addressed how he would encourage, motivate and develop staff, and promote morale within the organization, his approach to ethics in the workplace, his decisiveness, and his leadership and management style. He also addressed the most difficult management decision he has made in the past few years, and described his experience with coastal management, economic development and redevelopment, budgeting and financial management, strategic planning and visioning, capital improvements and planning, and affordable housing. He addressed disaster preparedness and emergency management, how he handles making an unpopular decision that is in the best interest of the community, and the ideal relationship between the City Commission and City Manager the City Commission and staff, and the City Manager and CRA Director. He described what he would expect to have accomplished as the new City Manager by the end of the first 90 days and first year, why he is interested in this position, and his salary requirement of \$150-\$175,000. He addressed what we would learn about him if a cross-section of citizens were contacted, how the City Commission, City Manager, and staff deal with increased demands for services with continuing fiscal constraints, and his willingness to live in Dania Beach.

Mayor James recessed the meeting at 11:23 a.m. and reconvened it at 11:35 a.m.

Brad Kaine, applicant for city manager, provided an overview of his work experience. He described how he is prepared to handle a community of significant growth, his leadership and management style, and his experience in budgeting and financial management, affordable housing, capital improvements, coastal management, and economic development and redevelopment. He also described his approach to ethics in the workplace, the most difficult management decision he has made in the past few years, and how he would encourage, motivate, and develop staff. He addressed how he would establish credibility and build trust with the elected officials, residents, and staff as the new City Manager, how he handled a process or team that was not working, and the ideal relationship between the City Commission and City Manager, the City Commission and staff, and the City Manager and CRA Director. He described how he would make an unpopular decision that is in the best interest of the community, the one skill he would need improvement on being the City Manager, what we would learn about him if a cross-section of citizens were contacted, what he would expect to have accomplished as the new City Manager by the end of the first 90 days and first year, and how he would evaluate department heads and make changes. He considers himself a decisive person, and explained why he is

interested in being City Manager and what sets Dania Beach apart from the other communities he has worked in. He also described his salary requirement as being around \$175,000, he would be willing to live in Dania Beach if required, and how the City Commission, City Manager, and staff deal with increased demands for services with continuing fiscal constraints, and the possible portions of city services that could be contracted out.

Mayor James recessed the meeting at 12:21 p.m. and reconvened it at 1:04 p.m.

J. Michael Moore, applicant for city manager, provided an overview of his work experience. He described how he is prepared to handle a community experiencing significant growth, his leadership and management style, and the ideal relationship between the City Commission and City Manager. He also described his experience with economic development and redevelopment, budgeting and financial management, strategic planning and visioning, capital improvements, coastal management, and affordable housing. He addressed his approach to ethics in the workplace, how he would deal with the Commission, the relationship between the City Manager and the CRA Director, city-sponsored educational and training classes for residents, and why he is interested in this position. He also addressed making an unpopular decision that is in the best interest of the community, why he does not have a salary range in mind, his involvement in the EOC complaint against Dade County and the employee complaint in Miramar, his willingness to consider relocating to Dania Beach, and what he would expect to have accomplished as the new City Manager by the end of the first 90 days and first year.

Mayor James recessed the meeting at 2:21 p.m. and reconvened it at 2:35 p.m.

Howard Brown, applicant for city manager, provided an overview of his work experience. He described how he is prepared to handle a community undergoing significant growth, his leadership and management style, and a city's daytime population. He also described his experience with economic development and redevelopment, budgeting and financial management, strategic planning and visioning, capital improvements, coastal management, and affordable housing. He addressed what we would learn about him if a cross-section of citizens were contacted, the ideal relationship between the City Commission and City Manager, and the City Manager and CRA Director. He also addressed his approach to ethics in the workplace, making an unpopular decision that is in the best interest of the city, a reclassification study described in his resume, and how the City Commission, City Manager, and staff deal with increased demands for services with continuing fiscal constraints. He described how to encourage, motivate and develop staff, what he would expect to have accomplished as the new City Manager by the end of the first 90 days and first year, how he would evaluate department heads and make changes if necessary, his decisiveness, a salary range of \$140-\$160,000, and his willingness to live in Dania Beach.

Ms. Narloch noted the Commissioners likely have new questions after today's interviews. Since Commissioner Grace was unable to be here, we will hold off on a decision about the candidates. After Commissioner Grace has viewed the interviews, she would recommend a round of second interviews. She asked if the Commission desires to delay deliberations until Commissioner Grace can be present.

Mayor James commented she is not comfortable having any deliberations today.

Commissioner Salvino felt it is vital Commissioner Grace is here for a decision. He questioned calling a special meeting this week if Commissioner Grace is able to attend.

Commissioner Brandimarte felt this should be put on hold if Commissioner Grace needs further medical care.

Vice-Mayor Harris said he is free in July for a special meeting.

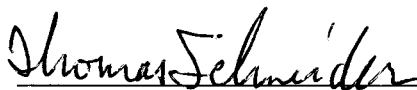
Commissioner Salvino noted Friday this week would be the last day to have a special meeting.

Ms. Narloch reviewed the options going forward: we could have any given candidate back for a second interview; we could roll-in a Q and A session with the department directors; or we could have a community meet and greet.

3. Adjournment

Mayor James adjourned the meeting at 3:46 p.m.

ATTEST:


THOMAS SCHNEIDER, CMC
CITY CLERK



CITY OF DANIA BEACH


TAMARA JAMES
MAYOR

Approved July 24, 2018