

MINUTES OF SPECIAL MEETING
DANIA BEACH CITY COMMISSION
CITY MANAGER SEARCH
FRIDAY, JUNE 29, 2018 - 9:00 A.M.

1. Call to Order/Roll Call

Mayor James called the meeting to order at 9:00 a.m.

Present:

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

2. Discussion and Possible Action

Renee Narloch, of the search firm S. Renee Narloch & Associates, noted five candidates interviewed on Monday, and our goal today is to determine who in that group we want to move forward. We still have vetting and background checks to do. She expects the Commission to come to a consensus of who they want to move forward. The Commission is welcome to call the candidates, as well. We will then reconvene near the July 24th Commission meeting and conduct the next round.

Ms. Narloch noted we could bring the candidates in for another interview, do a Q and A with department heads, or do a meet and greet. It likely would be the August meeting until we have a contract with the candidate selected.

Commissioner Grace commented she is bothered that some of the Commissioners have already contacted candidates.

City Attorney Ansbro responded it is acceptable that a Commissioner may have contacted a candidate.

Commissioner Grace asked if it is correct if a commissioner lobbied for a candidate.

Mayor James heard one of our Commissioners contacted a City Manager about one of the candidates and the candidate then withdrew.

Ms. Narloch noted that candidates are aware that if they put their name in for a city manager job, their council will likely find out. When she let our candidates know that they were selected for an interview, they let their bosses know.

Commissioner Grace said she received a phone call from a commissioner from another city who lobbied for one of the candidates; this was a red flag to her. It would have been her top candidate, but not now.

Ms. Narloch said she would not rule someone out because of a phone call; the candidate may not have been responsible for it. After interviews, information starts getting out, and that is when phone calls are made. We should not rule someone out because of it.

Commissioner Salvino asked for clarification of the issue being discussed.

Discussion ensued.

Commissioner Grace asked, because we are in budget season, if we could hire a new city manager and have the current City Manager stay on until November.

Ms. Narloch noted there have been situations where there is an overlap, but for only about a month. Other than an internal candidate, candidates need 45 days or so to leave their former job, so the time period could take care of itself.

Ms. Narloch said she would like to the Commission to rank the candidates based on the interviews, one being the best and five being not as strong, using the ranking sheet in the back of their booklets. She will compile this data and see if there is a consensus on those candidates that should not be moved forward.

The Commission ranked the candidates.

Ms. Narloch tallied the rankings and reported that there was some consistency in the top one or two. She explained she assigned a numerical value to the rankings, which helps us get to a consensus. There is one candidate that is higher ranked by the group in general, and the other candidates were clustered together. The numbers were Mr. Moore with 11, Mr. Donnelly with 18, Mr. Brown with 18, Mr. Kaine with 17 and Mr. Eder with 19. She suggested we not stop there since they are so close together. Starting in the order of the interviews, we should discuss the candidates one by one.

Commissioner Salvino felt there is no reason to discuss the candidates; since one candidate is ranked higher by the Commission, perhaps the Commissioners should ask the candidates questions themselves.

Commissioner Grace suggested we move forward with Mr. Moore and Mr. Kaine, and we vote on whether we want Mr. Donnelly or Mr. Brown.

The consensus was that Mr. Eder should not be moved forward.

Commissioner Grace re-ranked her choices.

Ms. Narloch recalculated and the numbers were Mr. Moore with 11, Mr. Brown with 18, Mr. Donnelly with 18 and Mr. Kaine with 20.

Mayor James felt Mr. Brown did not interview very well.

Commissioner Brandimarte noted Mr. Brown reacted when he heard the CRA is TIF-less.

Vice-Mayor Harris agreed Mr. Brown did not interview very well.

Commissioner Brandimarte stated Mr. Moore has an outstanding EOC case and has no problem firing people. She wants to do more investigating.

Mayor James felt Mr. Moore is strong-armed.

Discussion ensued regarding each Commissioner's top three picks.

The consensus was that Mr. Moore, Mr. Donnelly and Mr. Kaine would be moved forward to the next round.

Ms. Narloch noted she would immediately notify the candidates moving forward, and we should set up times for one-on-ones. Around July 24th, we should have the candidates back for another round of interviews. She will conduct background checks.

Commissioner Salvino questioned keeping the current City Manager on until the new budget year begins.

Commissioner Grace noted we are trying to make sure we get a person who can take over from where we are; we have a lot on our plate right now. As a unit, we will get there.

Ms. Narloch repeated we are in a process and it will take time. She suggested another interview of the candidates the next time we meet.

Commissioner Brandimarte noted she should be left out the next time a meeting is scheduled during the Commission break.

Discussion ensued regarding the scheduling of today's meeting.

Ms. Narloch asked if the Commission wants to do another interview of the three candidates near July 24.

Commissioner Grace noted she would not attend a meeting scheduled during the Commission break.

Mayor James cautioned the Commission to turn their heads on negativity coming from people and residents.

Ms. Narloch asked if there are any elements of the process that she should exclude: next round of interviews as a group, one-on-one with the candidates, a candidate Q and A with department directors, or a community meet and greet.

Mayor James was not in favor of one on one.

Commissioner Brandimarte has a problem with one on ones.

Ms. Narloch said she would only schedule one on ones for the Commissioners who would like to do this, although she encourages them all to do it. She will set up a slot for that whether or not a Commissioner wants to participate.

Commissioner Grace felt the Commission does not need to sit in on department head or community meetings. She does agree with the one on ones.

Ms. Narloch noted it would be around July 24th for the one on ones.

3. Adjournment


Mayor James adjourned the meeting at 10:33 a.m.

ATTEST:


THOMAS SCHNEIDER, CMC
CITY CLERK



CITY OF DANIA BEACH


TAMARA JAMES
MAYOR

Approved July 24, 2018