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SPECIAL COMMISSION MEETING CITY OF ST. PETE BEACH

155 Corey Avenue

Monday, September 29, 2014

4:00 PM

Call to Order
Pledge of Allegiance
Roll Call

SPECIAL MEETING

- 1. Selection of City Manager finalists**
- 2. Adjournment**

APPEAL

If a person decides to appeal any decision made at this meeting, they will need a record of the proceeding and, for such purpose, may need to ensure that a verbatim record of the meeting is made, which record includes the testimony and evidence upon which the appeal is to be based. (F.S. 286.0105) The City does not furnish verbatim transcripts; interested parties should make the necessary arrangements for verbatim transcripts.

AMERICAN DISABILITIES ACT

In Accordance with the American's with Disabilities Act and F.S. 286.26, persons with disabilities needing special accommodations to participate in this meeting should contact City Hall at (727) 367-2735 no later than (4) days prior to the meeting for assistance.

The public is cordially invited to attend. All agenda material is available for review at City Hall.

**St. Pete Beach City Commission
Agenda Report**

Issue Considered: Selection of City Manager finalists

Date: September 29, 2014

Prepared By: Elaine Edmunds, Interim City Manager *EE*

Summary of Issue: Colin Baenziger & Associates has conducted the Executive Search for City Manager and presented eight (8) candidates. The purpose of the Special Meeting today is to select the finalists for interviewing.

Requested Motion: “I move to have Colin Baenziger & Associates invite the following individuals for City Manager interviews-

Attachments: Candidate material from Colin Baenziger & Associates for the (8) finalists



Section 4

Bret A. Bauer

*St. Pete Beach City Manager
Candidate Report*

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Resume

Bret A. Bauer

518 Iowa Ave. • Holton, KS 66436

Telephone: (316) 207-0688 • Email: lucky13_792000@yahoo.com

PROFESSIONAL EXPERIENCE:

City of Holton • Holton, Kansas (population – 4,500) (50 employees) (\$10 million budget) (salary - \$71,000)

City Manager (7/1/2010-Present)

- We've developed a Capital Improvement Program & Strategic Plan.
- Prepare, present, update, and track all facets of the City's budget.
- Shown great communication with superiors, subordinates, residents and business leaders.
- Involved in community events throughout each year within Holton (festivals, parades, grand openings and Town Hall meetings).
- Involved in community volunteerism throughout each year (volunteer playground group, triathlons, community pumpkin patch, Junior Achievements (school), and Sheriffs kids camp.

City of Smithville • Smithville, Missouri (population – 8,500) (25 employees) (\$3 million budget) (salary - \$42,000)

Assistant City Administrator (8/18/2008-6/21/2010)

- Directly managed and oversaw all aspects of the Public Works and Parks Departments.
- Prepared departmental budgets and assisted in preparing the annual budget.
- Provided administrative expertise to the City Administrator, Mayor and Board of Aldermen.

City of Newton • Newton, Kansas (population – 18,200) (per hour wage)

Assistant to the Public Works Director (9/25/2006-8/8/2008)

- Developed, maintained, and managed the City's National Pollutant Discharge Elimination System permit.
- Educated and taught the National Incident Management System to all Public Works Employees.
- Managed and oversaw the Engineering Division's payroll.

Butler County Health Department • El Dorado, Kansas (population – 63,000) (grant funded position)

Program Coordinator II (7/17/2006-9/24/2006)

- Developed and managed training exercises for county staff and residents.
- Helped protect the public's health and environment through research on bioterrorism.
- Assisted the Public Health Director in day-to-day operations.

EDUCATION:

Wichita State University, Wichita, Kansas

Masters in Public Administration with an emphasis in City Management (May 2006)

- Studied public finance, analyzed a city budget and learned general accounting principles.

Wichita State University, Wichita, Kansas

Bachelor of Science with a major in Criminal Justice (May 2002)

- Graduated with Cum Laude honors
- Vice President of the Criminal Justice Student Association

Allen County Community College, Iola, Kansas

Associate of Arts (May 1999)

- Placed 2nd in National Advertising Competition
- Soccer Team/Scholar Athlete

Resume 1 of 2

Bret A. Bauer

518 Iowa Ave. • Holton, KS 66436

Telephone: (316) 207-0688 • Email: lucky13_792000@yahoo.com

PROFESSIONAL ORGANIZATIONS:

- International City & County Managers Association (ICMA)
- American Public Works Association (APWA)
- Government Finance Officers Association (GFOA)
- Freemason

SPECIAL SKILLS:

- Superior research and writing skills
- Excellent interpersonal, analytical, communication and customer service skills
- Proficient in INCODE, Excel, Word, Outlook, WordPerfect, PowerPoint, and Internet Research
- Excellent supervisory and organizational skills

REFERENCES:

Mayor Richard Mulroy

City of Holton

418 Navaho

Holton, KS 66436

(785) 364-7413

Commissioner Janet Zwonitzer

City of Holton

425 Kansas Ave.

Holton, KS 66436

(785) 364-6504

Mr. Gerry Vernon

City Manager

City of Mission

6090 Woodson

Mission, KS 66202

(785) 223-7779

Ms. Suzanne Loomis, P.E.

Director of Public Works/City Engineer

City of Newton

201 E. 6th St.

Newton, KS 67114

(316) 284-6024

Mr. Don Osenbaugh

1631 James

Derby, KS 67037

(316) 259-3847

Resume 2 of 2

Candidate Introduction

Bret Bauer

EDUCATION

Master of Public Administration, Wichita State University
Bachelor of Science, Criminal Justice, Wichita State University
Associate of Arts, Allen County Community College
International City/County Managers Association Credential Manager, Working Towards.

EXPERIENCE

City Manager, City of Holton, KS	2010 – present
Assistant City Administrator, City of Smithville, MO	2008 – 2010
Assistant to the Public Works Director, City of Newton, KS	2006 – 2008
Program Coordinator, Butler County Health Department, El Dorado, KS	2006 – 2006

BACKGROUND

Holton, Kansas is the county seat for Jackson County, Kansas and the main hub for all things economic development. With highway 75 running directly through Holton it creates a funnel down to the capital city of Topeka, Kansas only twenty miles away. It puts Holton in a great position for commercial and industrial development. Highway 16 runs east/west and is a short hour drive to Kansas City International Airport, which is another benefit for Holton in Northeast Kansas. In 2012 the City had approximately 3,500 population. The City is home to one regional hospital, which serves the Northeast Kansas region. Recent economic development includes a Wal-Mart Supercenter, Banner Creek LLC (Johnsonville Brats), O'Reilly Auto Parts Store, Casey's General Store, and a senior residence development. Highland Community College provides local and regional persons the opportunity to increase and enhance their quality of life. The addition of the University of Kansas, Kansas State University, and Washburn University all located within an hours' drive also provides to the development of Northeast Kansas.

Holton's General Fund budget for FY15 is just under \$2 million with the total budget being \$11.6 million. That includes infrastructure improvements to our Industrial park, annual Street Program, and upgrades to our Water Treatment Plant. It does not include a new 1/2 cent sales tax that has only been collected since January of 2014. This 1/2 cents sales tax is specifically for infrastructure improvements, mainly sanitary sewer, and debt relief. The City has 50 employees with eight departmental superintendents reporting directly to the City Manager.

The three most significant issues facing the City are:

- Debt relief. Over the past four plus years, the City Commissioners and City staff have worked very hard to reduce debt from \$12 million to about \$6 million. This was done by

prioritizing goals and projects, making tough decisions, and sacrificing wants.

- Old infrastructure. The City's infrastructure in some cases is over 100 years old. The City has developed a plan of action to start addressing this issue by promoting a 1/2 cent sales tax and having it pass to working with an engineering firm to prioritize the City's sanitary sewer system.
- Economic Development. This has been an ongoing topic. Holton has had new businesses start up, current businesses do major redevelopment projects, Downtown Commercial District redevelopment, and residential subdivision development. Holton also has four vacancies in the Industrial Park, and completing infrastructure improvements is vital to filling those vacancies to maximize the potential.

GENERAL, MANAGEMENT STYLE AND EXPERIENCE

Holton is the regional hub for Northeast Kansas providing development opportunities, retail, industrial, art, recreation and high quality of life to Holton residents and beyond. Witty innovative thinking has allowed me to be flexible, contributing to my ability to succeed and complete all tasks assigned to me throughout my professional career. I believe my best quality/characteristic is my ability to be honest, both with superiors and subordinates. St. Pete Beach has a great track record of community leaders, which creates the very important trust factor that I am looking for in career advancement.

Climbing the ranks of the public sector has enhanced my ability to listen, learn, adapt, and execute. I have an open door policy with my employees. I also have a hands on policy. You ask what is a hands on policy, well it is I getting in the trenches and working with all ranks of employees. For example, I give each Department Head one day of my time each year to be their employee. The first time it allowed me to get to know each department's employees. It morphed into teaching my Department Heads to be better supervisors and leaders within the organizations. The one thing it did most was give me "street credit" with my employees, and that translates into respect. That is priceless.

We all learn from everyone who crosses our path in life, and I am no different. Those relationships developed who we become as individuals, and for me it is honesty and fairness. My employees know where they stand with me and what I expect from them, because I have been upfront and honest with them. Occasionally I have had to hold an employee accountable for their decision-making, but it was done in a fair manner.

Elected officials I have served would say I am ethical, dedicated, forward thinking, family orientated, caring, fair, and honest. I believe staff would agree with those characteristics/traits with an emphasis on fairness and honesty. I had a Department Head violate our Personnel Policy Manual and he got caught. When I gave him his disciplinary action, he accepted his wrongdoing and understood this was a means of accountability. To this day I have the upmost respect for him for being honest with me and holding himself accountable for his actions.

Bret Bauer

Aside from honesty, my greatest strength is the ability to unite. When I started in Holton, employee morale was extremely low. They had not had a true leader in the City Manager position in almost three years. At our first Management Team meeting I suggested we have an employee team building exercise that includes a potluck lunch. City Hall would be responsible for the burgers and brats, while each department would then be responsible for a side dish. There was one Department Head that commented by saying, you won't get any participation. I simply said, let's see how it plays out. Long story short, every department and their employees participated. It was such a success, that we still have them quarterly to this day. That was the first time I met some of my employees and to see smiles on their faces was a great feeling.

In all truthfulness my greatest weakness is homemade, fresh out of the oven chocolate chip cookies. Hands down I am a sucker for them. In fact my fiancée makes some great homemade chocolate chips cookies. It is these cookies I have to watch and be careful of, because I will eat way to many of them.

Every year as apart of the budget season is the Commission working through goal setting for the upcoming fiscal year. It is these goals or projects that staff will incorporate into the budget. Before my time in Holton, Department Heads were never given the opportunity to participate in the budget process. Recognizing this problem, I established meetings with each Department Head to be held every Wednesday morning. Each Department Head was given a 30-minute time slot, so they and I could communicate and work together on their departmental budget. After the budget season that first year, we continued this scheduled weekly meeting and they are now called 1-on-1's. It allows me to communicate any directives to Department Heads, and allows them to keep me informed of projects and everyday operations within their departments.

When starting in Holton I did not know a lot about an electric utility. I learned quickly the municipal power pool Holton was apart of was not the best fit for the residents of Holton. Working in conjunction with my Power Production Superintendent we evaluated our position and different opportunities. We discovered there were other cities like us that were looking for a better municipal power pool to be apart of. We cities as a group went to a nonprofit power entity called the Kansas Municipal Energy Agency (KMEA) to discuss the creation of a power pool. KMEA agreed and assisted the cities in creating EMP3, and today I am the proud president of our municipal power pool called EMP3. I am also the Chairman of KMEAs Finance Committee.

Learning from your mistakes is a great tool to making you a better person or professional. When I was an assistant in Smithville, MO one department I supervised was the Street Department. We had experience a snowstorm and one of the Snow Plow Operators was plowing snow and chose to run over someone's free standing basketball goals. I learned of this by a citizen calling me to inform me of this incident, and made the executive decision to give this employee disciplinary action. My mistake was not following up with the Street Superintended to see if his employee had reported this and completing a thorough investigation. Instead I made a "knee jerk reaction" and my City Administrator disciplined me for that. I will never forget that teaching opportunity my boss gave me.

Bret Bauer

Personnel matters are never a fun side of business, but from time to time they happen. Yes I have terminated an employees' employment. Following Personnel Policy Manual was and is a great way to handle this type of issue. It also eliminates potential legal issues down the road. I am no different from anyone else and do not like this side of business, but I also understand it has to be done.

The challenges I see facing the City of St. Pete Beach are:

- A continued successful tourism industry. With St. Pete Beach being a melting pot, for individuals escaping the cold throughout the world, getting to know all stakeholders is vital. This includes both permanent and part-time residences. It also includes business owners.
- Economic development is another and ongoing challenge everywhere. Maximizing St. Pete Beach's natural beauty is key. It also helps when St. Pete Beach was named Trip Advisor's #1 U.S. beach for 2012. This prestige is also important to a continued successful tourism industry.
- Maintaining a high level of customer service and quality of service with flattened revenues is difficult, but being innovative will help combat against rising operational costs.

During the first six months my efforts will involve:

- Meeting with elected officials to get to know them and learn about them as individuals' not just superiors.
- Working with and getting to know the City staff. Getting to know them so well that we would be on a first name basis is important to me.
- Learning the goals of each elected official, to get a feel for the future direction of St. Pete Beach.
- Studying the City's budget and familiarizing myself with relevant laws and City code.

I have always worked well with the media. Media outlets include television, radio, and newspaper. Ensuring an accurate and honest coverage for citizens. My current governing body expects me to be a face in the community and that does require media exposure. On the flip side, I do respect my superiors and defer to them, as they prefer. Following the rule of respect, no there is nothing in my background that would embarrass the City of St. Pete Beach.

I do not anticipate anyone contacting the City of St. Pete Beach with negative connotations. I believe a lot of people here in Holton will be sad to see me leave.

My fiancée and I love to travel, spend time with family, and are exercise minded. Personally, I love to fish and hunt. I am an outdoors kind of guy and I love the sun!

SIX ADJECTIVES OR PHRASES I WOULD USE TO DESCRIBE MYSELF

- Honest
- Highly Ethical
- Dedicated
- Flexible
- Knowledgeable
- Rising Star

REASON FOR DEPARTING CURRENT POSITION

I am in my fifth year in Holton and I love my City family. It will be tough to move on, but they understand and know I was not going to be here forever. I want to further my advancement in this great profession we call the public sector.

CURRENT / MOST RECENT SALARY

My current compensation in Holton is \$75,000.

CB&A Background Checks

**Background Check Summary for
BRET A. BAUER**

Criminal Records Checks:

Nationwide Criminal Records Search	No Records Found
County	
Jackson County, KS	No Records Found
Clay County, MO	No Records Found
Platte County, MO	No Records Found
Harvey County, KS	No Records Found
Butler County, KS	No Records Found
State	
Kansas	No Records Found
Missouri	No Records Found

Civil Records Checks:

County	
Jackson County, KS	No Records Found
Clay County, MO	No Records Found
Platte County, MO	No Records Found
Harvey County, KS	No Records Found
Butler County, KS	No Records Found
Federal	
Kansas	No Records Found
Missouri	No Records Found

Motor Vehicle

Kansas	No Records Found
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Credit

Excellent

Bankruptcy

No Records Found

Education

Confirmed

Employment

City of Holton, KS (7/10 – Present)
and City of Smithville, MO (08/08 –
06/10) Employment Confirmed
City of Newton, KS (09/06 – 08/08)
and City of El Dorado, KS (07/06 –
09/06) Employment Verification
Pending

**Background Check Summary for
BRET A. BAUER
Personal Disclosure**

Personal Disclosure Questionnaire

Name of Applicant: Bret Bauer

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to seek compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

Please explain any yes answers on a separate sheet of paper.

1. Have you ever been charged or convicted of a felony?
Yes ☐ No ☒
2. Have you even been involved in a domestic abuse incident that resulted in you being arrested or that was covered by the media?
Yes ☐ No ☒
3. Have you ever declared bankruptcy?
Yes ☐ No ☒
4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?
Yes ☐ No ☒
5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?
Yes ☐ No ☒
6. Have you ever been convicted of driving while intoxicated?
Yes ☐ No ☒
7. Have you ever sued a current or former employer?
Yes ☐ No ☒
8. Do you have a personal My Space, Face Book or other type of Web Page?
Yes ☒ No ☐
9. Do you have a personal Twitter Account?
Yes ☐ No ☒
10. Is there anything else in your background that might cause a reasonable person concern if he/she became aware of it through the press or any other mechanism?
Yes ☐ No ☒

Attested to: Bret Bauer

Signature of Applicant

Please email this form via PDF DOCUMENT to kknutson@cb-asso.com or via fax to
(888) 539-6531 **no later than 9:00 AM CST 09/08/2014.**

(Note: Please be sure to sign the form with your actual signature if you are sending Fax or PDF Document)

Property of Colin Baenziger & Associates

CB&A Reference Notes

Reference Notes
Bret A. Bauer

Janet Zwonitzer - Former City Commissioner, Holton, KS 785-364-6504

Ms. Zwonitzer served on the City Commission for eighteen years and worked with several City Managers. She worked with Mr. Bauer from 2010 to 2012. From the beginning of their association it was obvious that Mr. Bauer was going places. He works hard, supports his staff and has fun doing it all.

The employee morale was not necessarily low when Mr. Bauer came to work for Holton, but he definitely made a difference. He instigated quarterly BBQs with all staff, which was a great tool for departments to get to know each other. He also kept division leaders on the same page and built teams to address issues.

Mr. Bauer is innovative but practical at the same time. He is open to new ideas but can weigh the pros and cons and determine whether or not the idea is a sensible. When the Commission comes to him with their own ideas, he presents them with the facts, both good and bad, and allows them to make the final decisions. The few times they went against his recommendation he still stood behind their directive and took it on wholeheartedly.

Within the community Mr. Bauer is also well thought of. He is not afraid to admit if he does not know the answer, but he is quick to find the answer. The Commission has never been blindsided by anything because of his great communication process. Some of the previous City Managers were glued to their office seat but if the front desk is backed up Mr. Bauer will jump up and help out. Customer service is very important to him.

Mr. Bauer is a stickler for deadlines. He remained on task at all times, and helped push his employees to do the same. He also helped reestablish and rebuild relationships with the County. In the past the County Commission had been difficult to work with and created an adversarial association with the City. However, Mr. Bauer has reached out and built trust between the two organizations.

Mr. Bauer is extremely well versed in finance. He has been instrumental in keeping the budget on target and even cutting costs. He worked with outside entities, such as the Chamber of Commerce and the Main Street Program, whenever possible to share the burden of cost for events. The City also has its own electric generation plant which he helped find ways to cut costs. Once the market improved he set up contracts to sell the electricity and even went into a coalition with other cities.

It is clear to Ms. Zwonitzer that Mr. Bauer is far too good to stay in Holton for much longer. He has learned all that he can in that situation and is ready to face the next opportunity. He is young, energetic and intelligent; all great attributes of a City/County Manager.

Words or phrases used to describe Bret Bauer:

- Easy to work with,

Reference Notes
Bret A. Bauer

- Friendly,
- Articulate,
- Easy to talk to,
- Honest, and
- Bright.

Strengths: Building morale, knowledge of the laws and regulations, leader, and organized.

Weaknesses: None identified.

Brett McCubbin - Parks Director, Smithville, MO 816-304-0812

Mr. McCubbin worked with Mr. Bauer from 2008 to 2010. Mr. Bauer is the type of manager that allows his employees the freedom they need to succeed and grow, while he is in the background supporting and cheering them on. He did a phenomenal job as Assistant City Administrator.

Mr. Bauer is willing to try new ideas because he is not afraid of change. He came up with some innovative solutions for the Parks Department. He is a stellar communicator as well. Through his daily interactions with employees he kept everyone up-to-date. Mr. McCubbin never felt like he was in the dark about anything he needed to know. He knew that Mr. Bauer had his back.

During Mr. Bauer's time with the City, a difficult Board was in office. Due to the economic downturn the elected officials took it out on the staff. They were demanding, disrespectful and accusatory. However, Mr. Bauer never lost his cool. He remained professional at all times and grew up fast.

Mr. Bauer has an extensive knowledge in finance. He helped the City acquire the lowest tax rates in the area. He oversaw the Parks budget with efficiency. He knows that in his position he is a servant to the tax payers, so he was mindful of spending. He also emphasized to his staff that the customer was their primary concern.

Since Mr. Bauer was the Assistant City Administrator he did not have many opportunities to work with the public in groups. He knows how to organize a presentation and grab the interest of those in attendance. He loves to wear suits, but the City Administrator asked him to discontinue wearing them because it made the City Administrator look bad, since he never wore them himself.

Mr. Bauer is not afraid to get his hands dirty, both literally and figuratively. He would go out with Parks' employees to paint or take on a tough job that no one else wanted. He oversaw the construction of new tennis courts and performed administration responsibilities that Mr. McCubbin was unable to attend to, due to a lack of time.

Reference Notes Bret A. Bauer

From the beginning Mr. Bauer has been on the fast track to success. His public works background and personality make him a great candidate for City/County Manager. Mr. McCubbin would jump at the chance to work for him again.

Words or phrases used to describe Bret Bauer:

- Ethical,
- Well dressed,
- Dedicated to public works,
- Friendly, and
- Personable.

Strengths: Communication, ability to look at all sides of a situation before proceeding, organized, and professional.

Weaknesses: Lack of experience at time, but has gained valuable knowledge over the years.

Gerry Vernon - City Manager, Mission, KS 785-223-7779

In 2008 Mr. Vernon hired Mr. Bauer as the Assistant City Administrator for Smithville, MO. They worked together until 2009, but have remained close throughout the years. Mr. Vernon considers himself to be Mr. Bauer's mentor. Mr. Bauer has only found success in his career as a public servant.

Mr. Bauer developed and maintained a positive rapport with his staff. He did not expect them to do anything he was not willing to do himself. Through a good recruiting and interview process he hired the Parks Superintendent, who continues to work for Smithville today.

Customer service was a large portion of Mr. Bauer's job because he oversaw utilities and public works, which is known for its higher volume of complaints. He did a terrific job of working with residents to resolve their issue. He would develop a plan to correct the problem if necessary and follow through. He also gave monthly reports to the Chamber of Commerce. His presentations were always thoroughly prepared with no hidden agenda.

In Holton Mr. Bauer has created some outstanding programs with the City's electric utility and waste water treatment plant. Both of these services needed additional funding, so he orchestrated a rate increase that would not shock the customer's budgets. His knowledge of municipal finance aided him in this endeavor. The budget is well organized and the Commission has always approved it the first time.

Reference Notes

Bret A. Bauer

Mr. Bauer's background in public works will benefit any organization that hires him. Although the next step in his career will present challenges, it will not be a problem for him. He has always been an up and comer in the field and he would do a superb job as City/County Manager.

Words or phrases used to describe Bret Bauer:

- Punctual,
- Dedicated,
- Confident,
- Personable,
- Forthright, and
- Conversational.

Strengths: Ability to socialize in a variety of settings with a variety of people, ability to develop a plan of attack, and follows through.

Weaknesses: Comes across as over confident sometimes.

Gerry Bieker - City Manager, Goodland, KS 785-223-7263

Mr. Bieker and Mr. Bauer have worked together through various associations, including the state electrical coalition, since 2010. Mr. Bauer has an extensive knowledge base in all aspects of city management.

Mr. Bauer has done a great job of maintaining a stable financial state for the City of Holton and actually helped improve its overall financial status. Within the state electrical group he took a leadership role, illustrating his knowledge in how to control costs and bring better rates to communities. His first priority is the customer and to better serve them through high quality products without the high cost.

Some of Mr. Bauer's employees have worked directly with Mr. Bieker on occasion. They speak highly of Mr. Bauer and obviously enjoy working for him. In addition, he is an incredible public speaker. He has the ability to speak to the audience in terms that they can all understand. He has confidence in his knowledge which translates well and puts everyone at ease.

Mr. Bauer is a well-rounded individual. He does not create controversy or do anything to embarrass the organization he works for. He has thrived in Holton and would do a fantastic job for any community as City/County Manager.

Words or phrases used to describe Bret Bauer:

- Fun loving,

Reference Notes
Bret A. Bauer

- Business side,
- Establishes clear responsibilities,
- Approachable, and
- Likeable.

Strengths: Understanding of the community's goals and ability to implement those goals.

Weaknesses: Gets frustrated with things outside of his control.

Mike Peroo - Founder/President, MDP, Michael D. Peroo CPA, PA, Leavenworth, KS
913-682-3000

Mr. Peroo has worked with Mr. Bauer since 2010. Of the twenty cities of similar size to Holton that Mr. Peroo works with, Mr. Bauer is in the top five managers because of his solid budget process and how well he manages his staff.

Mr. Bauer has an easy going personality, but he does not tolerate poor performance from his employees. He reaches out to all of the staff members and encourages them to talk to him if they need his help. His management style is a solid balance between being stern and laid-back. People have responded positively to his way of managing. On top of all of this, his staff show a honest feeling that they care for the public and are willing to do whatever it takes to provide quality services. This attitude comes from the top, from Mr. Bauer.

At the end of the audit both Mr. Peroo and Mr. Bauer present it to the elected officials. Mr. Peroo takes care of the technical aspects, while Mr. Bauer speaks more about the details of the audit. Mr. Bauer is a solid public speaker. He is comfortable and knows how to connect with the audience. Any notes on the City's audit have been insignificant and only suggestions for how to help make improvements.

Mr. Bauer has a better than average understanding of financial matters. He has helped Holton reduce its debt to be more in line with other cities of similar size and services. He analyzed the cash and excess cash at the City's disposal and used it to pay down the debt, which will benefit the organization in the long run. In addition, the electrical service is being managed better. He has helped bring down costs while creating a rate increase plan that better meets the needs of the utility. He also put together a three year deal to raise water rates. He did not want to place an immediate financial burden on residents, but found it would be more acceptable to spread it out over a three year span. As can be expected he did experience some resistance, but in general it was a smooth process.

Although Mr. Peroo only works with Mr. Bauer periodically, it has been one of the best experiences. Mr. Bauer can do the job of City/County Manager and will continue to grow and challenge himself to become even better.

Reference Notes
Bret A. Bauer

Words or phrases used to describe Bret Bauer:

- Easy going,
- Outgoing,
- Easy to talk to/work with,
- Open door, and
- Involved.

Strengths: Reviewing capital expenditures, relationship with staff, and good understanding of most financial aspects of the municipality.

Weaknesses: Some of the City's internal controls could be more efficient.

Richard Mulroy - Former Mayor, Holton, KS 785-364-7413

Mr. Mulroy was part of the elected body that hired Mr. Bauer in 2010. They worked together until 2013 when Mr. Mulroy's term ended. Mr. Bauer is an exceptional City Manager, and despite not having a great deal of experience at the time of his being hired, he stepped in and did not miss a beat.

Mr. Bauer is an excellent communicator. He kept all of the Commissioners informed with the same information. He also knew what information they needed, and what they did not; he did not bog them down with unnecessary details. However, if an emergency or personnel problems came up, he was contacting Mr. Mulroy immediately.

When Mr. Bauer first started he was hesitant in his presentations to groups, but he has become comfortable in that setting and is able to talk at his audiences level. He has experience working with civic groups and offers the City's resources to support their community events.

In Mr. Bauer's first year he had to implement a mill increase incurred before him, but since then has not made any additional increases. He has a handle on the budget and knows how to create a more efficient system. One of the biggest budget issues he faced was overtime within the Police Department. The City was paying for at least one full day a week of overtime for officers. Mr. Bauer worked with the department to rework the officer's schedules to eliminate the need for overtime. With this simple change he has saved thousands for the organization.

Mr. Bauer's personality is such that within ten minutes of meeting him, it feels as if you have known him all your life. This character trait has helped him establish a stable environment, because he can quickly gain people's trust. He has experience in upgrading infrastructure as well. After a particularly nasty ice storm the City was forced to repair and ultimately upgrade its electric system. He managed the process from start to finish, and it has turned out exceptionally well.

Reference Notes Bret A. Bauer

Mr. Mulroy envies the city/county that hires Mr. Bauer because he will be tough to replace. Mr. Bauer will bring stability and confidence to the organization. Not only does Mr. Mulroy recommend Mr. Bauer, but would also jump at the chance to hire him again.

Words or phrases used to describe Bret Bauer:

- Ambitious,
- What you see is what you get,
- Makes great first impression,
- Relaxed, and
- Dependable.

Strengths: Communication and remains in close contact with department heads.

Weaknesses: Quiet at first because observing and assessing the situation.

Joel Pile - City Administrator, Valley Center, KS 316-755-7310

In 2005 Mr. Pile was the City Manager of Rose Hill, KS and hired Mr. Bauer as a Management Assistant. Mr. Bauer showed true promise as a future manager himself. He is a self starter and has the ability to get along with anyone and everyone he meets.

During Mr. Bauer's time with Rose Hill he did not have any subordinates that reported to him, however on occasion he did take on indirect supervisory responsibilities. The projects that he was assigned, he took the lead and handed out tasks for others to carry out. All of the people who ever worked with him only had positive things to say regarding his ability to lead and manage people.

Mr. Bauer does not know a stranger. He is able to walk into any room and connect with people. On the occasion that he had to make presentations he dressed well, spoke well, and answered all questions clearly. When working with the public more closely he listened to their concerns even when he knew he could not give them what they wanted. His responses to customers were framed in a manner to provide information without judging them.

Now that Mr. Bauer has been a City Manager he has proven what Mr. Pile knew all along, that he could not only do the job, but do it decidedly well. He does not seek the accolades of his successes for himself, but pushes them onto the elected officials and employees. He also does not create bad publicity.

Northern Kansas, where Holton is located, is known for its water issues, aging infrastructure and economic development. Mr. Bauer has been involved in each of these areas for his organization. He fights for what is best for the community, which is why Mr. Pile recommends him for the City/County Manager position.

Reference Notes

Bret A. Bauer

Words or phrases used to describe Bret Bauer:

- Independent,
- Self motivated,
- Sense of humor,
- Gets along well with everyone,
- Enjoys social interactions, and
- Goes out of way to help.

Strengths: Personable, good perspective of citizenry, and holds himself accountable.

Weaknesses: Sometimes overworks an issue.

Suzanne Loomis, P.E. - Director of Public Works/City Engineer, Newton, KS 316-284-6024

Ms. Loomis hired Mr. Bauer in 2006 and worked with him until 2008. The position he was hired for is a training position. He was given special projects that Ms. Loomis did not have time to do herself. His duties varied depending on what project he was assigned at the time. The two years he spent in Newton were a good starting point for his career. He was an extremely good employee.

Mr. Bauer understands what it means to be a public servant. He knows that the tax payers are who he ultimately must report to, and he treats them with respect. He was regularly responsible for answering environmental calls, mostly regarding code violations. No matter how menial the issue was, he took it on as a high priority to find a resolution. He also has a good handle on the budget and did a terrific job of meeting deadlines.

Although he did not have specific employees reporting to him, Mr. Bauer was a leader in the department. He used his sense of humor to keep the atmosphere light. He was willing to do any task given to him, because he wanted to understand what each position did, in order to someday be better able to manage them. On a few occasions he even rode on the back of the trash trucks, which was a huge moral builder.

Since Mr. Bauer left Newton he has continued on his path to become a City Manager. He has been successful in Holton and is ready to take on the next challenge. He should be highly considered for the City/County Manager position.

Words or phrases used to describe Bret Bauer:

- Diligent,
- Capable,
- Personable,
- Communicator, and

Reference Notes
Bret A. Bauer

- Sense of humor.

Strengths: Ability to see the big picture, confident, and knows how to deal with the public.

Weaknesses: Inexperienced at the time.

William Johnson - County Manager, Butler County, KS 316-644-9859

From 2005 to 2006 Mr. Bauer interned for the City of Rose Hill, which is in Butler County. Mr. Johnson and Mr. Bauer met and worked together periodically throughout that year. Next, Mr. Bauer went to work for the Butler County Health Department for two months in 2006. Although some time has passed since their association, they continue to see each other at ICMA conferences. Mr. Bauer has a great deal of potential, and he is willing to put the work in to meet that potential.

Mr. Bauer is young and used to change. He embraces new ideas, especially those that involve technology. He is customer service oriented and has not been involved in anything controversial. During his time with Butler County he worked on a bioterrorism initiative for the Health Department. He used grant funds to complete his work, so it would be safe to say that he has some understanding of financial aspects.

Kansas is a small state and if a manager makes a mistake, all the other managers hear about it. Mr. Johnson has never heard a negative comment made regarding Mr. Bauer, which truly says a great deal. Mr. Bauer will make an outstanding City/County Manager. As he is still in the infancy of his career, it would be best for him to work for an organization that does not have an adversarial council.

Words or phrases used to describe Bret Bauer:

- Lot of potential,
- Educated,
- Ethical
- Open,
- Interacts well with all people, and
- Leader.

Strengths: Energetic, well spoken, interacts well with employees, and communication.

Weaknesses: None identified.

Prepared by: Emilee Anderson
Colin Baenziger & Associates

CB&A Internet Research

Internet Research

Bret A. Bauer

((Articles are in reverse chronological order))

CJOnline.com

June 1, 2014

Snakes cause 2 city-wide outages in Holton

City manager: Issue has been ‘aggravating’

By Aly Van Dyke

Nearly every resident in Holton last month lost power two times in five days, and both outages were caused by the same culprit: Snakes getting into the substation. Westar Energy reported outages in Holton the evenings of May 20 and May 25. Both lasted nearly an hour and affected 2,100 customers, said spokeswoman Gina Penzig.

Learning the citywide outages were caused by snakes was a first for Holton city manager **Bret Bauer**. “I’ve never heard of snakes (causing outages) before,” he said. “Opossums and squirrels, yes. But not snakes.” Animals and trees are the leading causes of power outages, Penzig said. About 15 percent are caused by wildlife and another 15 percent by trees, she added.

The entire city of Holton, which has about 3,300 people, went dark during both outages until the city’s municipal power plant kicked on, **Bauer** said. The issue has been frustrating, to say the least, he said. “I understand that wild animals are anywhere and everywhere and you can’t predict that,” he said. “But it is a little nerve-racking and aggravating, if you will.” **Bauer** said he hoped Westar had looked into whether a snakes nest was near the substation and had been working on a solution.

Internet Research

Bret A. Bauer

((Articles are in reverse chronological order))

Jackson County Journal
April 9, 2014

Holton Walmart Final Plan Approved

By Brian Hagen

Plans proceed for the construction of a scaled down version of a Wal-Mart Supercenter in the city of Holton. The retail giant plans to replace the current store with a new 70,000 square foot store, on two lots at Arizona Avenue located at the city's southern edge. The Holton City Commission Monday evening gave the go-ahead to the company's plans to proceed by saying yes to the final plat for the project, which also includes a gas station.

City Manager **Bret Bauer** says there was little discussion leading up to the approval, but questions pertaining to drainage, storm water and placement of the gas station gas tanks were posed to the consultant in attendance and answered prior to the vote. Wal-Mart Spokeswoman April Garcia last month stated that an exact timeline for groundbreaking, and the start of construction, has not yet been finalized.

"There's still design elements that need to be worked out and civil engineering types of questions that need to be worked out. There's still several steps in the process until we break ground," Garcia explained. "Once we break ground, that will be about a ten to twelve month process to upgrade the store and open up a new store for our customers in Holton."

The current Holton Wal-Mart has been in operation since 1981.

Internet Research
Bret A. Bauer
((Articles are in reverse chronological order))

Jackson County Journal
December 23, 2013

Holton Sales Tax Increase On Hold
By Brian Hagen

Holton residents expecting to pay a little more for purchases starting January 1st will be waiting until April due to state requirements.

That follows voter approval in November of a one-half percent city wide retailers sales tax to fund maintenance of public infrastructure and pay down outstanding debt.

Although the increase was intended to take effect at the first of the year, City Manager **Bret Bauer** says that can't happen due to state law. The Kansas Department of Revenue contacted the City of Holton and explained that the state requires a 90 day time period to elapse before a sales tax becomes effective.

That means the extra percentage will begin to be paid on April 1st of this year. The sunset date of December 31st, 2023 remains in place because it was specified on the ballot. The sales tax increase is projected to generate nearly \$390,000 annually.

Internet Research

Bret A. Bauer

((Articles are in reverse chronological order))

RMG Online News

October 10, 2013

Holton Voters to Decide Fate of Special Sales Tax

By Greg Bebermeyer

Holton voters will go to the polls November 5th to decide the fate of a half cent sales tax increase for infrastructure upkeep and to reduce the city's indebtedness. The Holton City Commission this week scheduled a town hall meeting on the sales tax proposal for Monday, October 21st at 6:30 p.m., prior to their regular meeting.

City Manager **Bret Bauer** says the sales tax is estimated to bring in an additional \$385,000 annually. If approved, the sales tax would take effect January 1st, and includes a 10-year sunset provision. Currently, the city of Holton has a quarter-cent sales tax in place that's used for city street improvement projects. The deadline for Holton residents to register to vote in the special election is the close of business on October 21st. If you will be 18 years of age before Election Day and are a resident of Holton, you may register at the Jackson County Clerk's office or by mail. Those registering for the first time in Kansas must submit evidence of U.S. citizenship.

Internet Research

Bret A. Bauer

((Articles are in reverse chronological order))

MSC News.net

August 6, 2013

Holton City Budget Finalized

By Brian Hagen

The Holton City Budget for 2014 is finalized with no increase to taxpayers. That follows a budget hearing held in front of the Holton City Commission's regular meeting Monday evening. Commissioners had planned to maintain the mill levy at the same rate as last year, and managed to do so heading into the new year.

Holton City Manager **Bret Bauer** says the mill levy remains steady at 54.293 mills. Instead of pushing for an increase now, Commissioners have set their sights on a possible half-percent sales tax increase. **Bauer** says the generated funds, if approved, would bring in an estimated \$396,000 annually for maintenance of the city's infrastructure and payment of the city's debts. The increase will be placed before voters during a special election in November.

Internet Research
Bret A. Bauer
((Articles are in reverse chronological order))

The Holton Recorder
April 3, 2013

Sales Tax Increase Being Considered For Holton
By Brian Sanders

For nearly two decades, the City of Holton has levied a sales tax of one quarter of a percent. Revenues raised from that sales tax have been used to fund the city's street program. On Monday, the Holton City Commission discussed raising the sales tax to as much as a full percentage point for infrastructure work in other areas, such as water and sewer line maintenance and repair, as well as debt service. Holton City Manager **Bret Bauer** said that by utilizing an extended sales tax to pay for such maintenance, repair and debt service, "it would benefit our local businesses and residents by potentially keeping our property taxes level."

Commissioners took no action on the proposal to raise the sales tax, although they agreed that if a sales tax increase is approved by public vote, it would keep property taxes from going up too far to support needed infrastructure improvements. "I want to put something in place that in 10 years from now, we're going to be able to say that the city commission put a mechanism in place for Holton that has made us maintain and improve our streets, our sewer and our water without skyrocketing the property taxes," Commissioner Tim Morris said. "This is still the fairest way under the sun to get some help with our maintenances."

The debt service side of the sales tax proposal involves a bond on the city's power plant that will come to maturity in 2020, and **Bauer** said that as of Dec. 31, 2011, about \$2.7 million in principal remained on the bond. He added that the city would likely not raise the sales tax beyond 1 percent without community input via an upcoming public election. According to a history of the sales tax provided by **Bauer**, the city had proposed a sales tax of 1 percent in 1994 that would benefit the street department and sunset in five years. At that time, it was estimated the tax would bring in about \$250,000 per year. Instead, the city adopted the quarter-percent sales tax in November 1994; it took effect two months later and has been bringing in an average of \$188,000 per year, **Bauer** said. At 0.25 percent, Holton's sales tax is lower than sales taxes collected by other cities in the area that collect such a tax. According to the Kansas Department of Revenue, the cities of Atchison, Effingham, Horton, Mayetta, Onaga, Oskaloosa, Rossville, Sabetha, St. Marys, Seneca and Valley Falls all levy a municipal sales tax of 1 percent; Topeka's municipal sales tax is 1.5 percent; and Wamego collects a 1.75-percent city sales tax.

If Holton's sales tax is increased, Commissioner Erich Campbell said, he would like to see a sunset placed on the tax so that it would have "a specific time" of effectiveness, and after that time, the city could reevaluate the tax. Campbell also requested that specific percentages be determined for how much would go into infrastructure improvements and how much would go into debt service.

Morris stated that no matter however much of the revenue from the sales tax increase went for water and sewer improvements, that amount should be at a level that would allow the city to

Internet Research**Bret A. Bauer*****((Articles are in reverse chronological order))***

reduce commercial and residential water rates. Morris also noted that with new revenue, there should be “some latitude for emergencies,” such as a water or sewer line breaking, which he said was “not an if, but a when.” “We need some help bringing some money into this city besides through property taxes,” Morris added. “What’s coming down the road from the state is not good. It’s a reduction in income tax that affects us. It’s squeezing more money out of the cities.”

Campbell expressed hope that the question of a sales tax increase would be approved by a public vote. Otherwise, he said, he did not want to say the city would use an increase in property taxes to take up the slack. “We’d just have to cut services,” he said. “But I won’t vote to raise property taxes.” Getting that public support, **Bauer** said, may have to be done through public forums or through visiting with local civic organizations — a point with which commissioners agreed. “People are a lot more receptive when they’re asked to be part of something, rather than just being told,” **Bauer** said.

In other business on Monday, commissioners heard a proposal from Campbell to change what the city charges for dog tags. Currently, he said, the city has a “progressive dog tag fee” that “doesn’t work,” since owners of more than one dog are charged more for each dog they have, and the fees are not bringing in much revenue for the city anyway. For spayed and neutered dogs, the fee for the first dog tag is \$5, the second is \$10 and the third is \$15, and for non-spayed and neutered dogs, \$5 was added to each respective fee. Campbell asked whether the purpose of the tiered fee was to “dissuade people from having more dogs,” when the purposes of a license should be ensuring that animals are properly vaccinated, returned to their owners if lost and allowing the city to keep track of how many pets a person owns. Instead, Campbell proposed that the city change the fees to \$5 per spayed or neutered dog and \$10 per dog that is not spayed or neutered. He also proposed that the city make it mandatory that any animal picked by Holton police be taken to the “contracted animal pound” and not released until the animal is tagged by the city, or the city is given proof that the animal will not be brought back into the city. No action was taken on Campbell’s proposal.

Commissioners also:

- Approved minutes from the commission’s March 18 meeting as well as financial appropriations made since that meeting.
- Approved renewal of a package liquor license for Jerome’s Retail Liquor Store.
- Approved the proclamation of April as Fair Housing Month.
- Were reminded by **Bauer** that the city’s brush disposal site is now open from 8 a.m. to noon and from 1 p.m. to 5 p.m. on Saturdays.
- Heard a comment from Bob Carlson, Holton Main Street executive director, that a relaunch of the state Main Street program would be held here in May.
- Heard a comment from Campbell about holding regular joint meetings between the city and Jackson County commissions. **Bauer** and commissioners recommended holding such meetings on a quarterly basis.
- Heard a comment from Morris on whether the city had found a part-time dispatcher to help out at the Public Safety Building. City Clerk Teresa Riley said the city has had “a hard time” finding

Internet Research

Bret A. Bauer

((Articles are in reverse chronological order))

someone who was qualified to hold the position on a part-time basis, and **Bauer** said the city would continue to look for one.

-Noted that the meeting would be the last full meeting for Mayor Rich Mulroy, who said his time on the city commission has “been a fun almost 20 years.” Mulroy was first voted to the commission in 1993 and served two three-year terms, then stepped down from the commission in 1999 before returning in 2001 on a write in vote. For nine of his 18 years on the commission, Mulroy served as mayor of Holton.

-Adjourned the meeting at approximately 8 p.m. All commissioners were present.

Internet Research

Bret A. Bauer

((Articles are in reverse chronological order))

MSCnews.net
August 22, 2012

Holton Residents Asked To Conserve Water

By Brian Hagen

Due to the continuing extremely dry conditions, the City of Holton becomes the latest local community to work towards water conservation. City Manager **Bret Bauer** says the Holton City Commission has enacted a voluntary water conservation effort for the city, meaning residents are asked to not use water for unnecessary purposes. **Bauer** says the conservation, for now, is voluntary only. Residents are also reminded of other water saving measures such as running dishwashers and washing machines only when loads are full. Rural Water District #3 of Jackson County in Holton is also asking their customers to voluntarily conserve water.

Internet Research**Bret A. Bauer***((Articles are in reverse chronological order))*

Kansas Canopy
Winter 2011

A Public-Private Partnership Receives Kansas Main Street Award

A joint effort amongst the city of Holton, the Holton Main Street Design Committee, and the Kansas Forest Service received an Excellence in Public- Private Partnership Award at the Kansas Main Street Symposium in October. The partnership formed to address a considerable animosity toward the ornamental pears growing in the Holton downtown business district. Ornamental pears produce profuse white flowers in the spring and in the fall, a small rounded pome that litters sidewalks and parking areas in front of the businesses. Some merchants were unhappy that the trees reduced the visibility of their business. Some championed the removal of all trees in the business district.

In late winter 2011, Kim Bomberger, district community forester, met with Bob Carlson, Holton Main Street executive director, **Bret Bauer**, city manager, and Mike Reichle, department supervisor, to determine a phased strategy that would address merchant concerns in the short term and provide objectives for the long term management of the downtown canopy. The first phase began with the pruning of lower limbs to improve visibility of business signage and to address structural issues within the lower canopy. Some business owners participated in the effort, receiving hands-on training about proper pruning techniques. The city lent staff and a truck to haul the large amount of brush that resulted from the pruning. Several volunteers from the business district helped cleanup debris after each workday. The Holton Recorder, the local newspaper, was supportive of the initial effort and the overall concept of a partnership between the Main Street program, the city, the merchants, and the Kansas Forest Service to provide benefit and shade throughout the downtown area.

Visible outcomes of the first phase were the presence of new outdoor eating tables, chairs, and memorial benches, which are complimented by hanging flower baskets. There were more people using outdoor seating, walking and lingering in the downtown shade despite down markets and excessive heat. A next step for the businesses and design committee are to raise funds to purchase and apply a fruiting inhibitor, with the final phase the development and adoption of a logical and staggered replacement strategy.

Internet Research**Bret A. Bauer*****((Articles are in reverse chronological order))***

The Holton Recorder
October 31, 2011

Holton Square loft renovations a growing trend

By Brian Sanders

The upcoming Holiday Loft Tour provides people from Holton and around northeastern Kansas with an invitation to take a look at what some Holton residents have done with their second-story living spaces on Holton's Town Square. But the eight-stop tour, set for Saturday, Nov. 12, can also be seen by building owners on the Square as an example of what they can do with the top floor of their own buildings — as it was in many cases when the first owners of those buildings had them constructed.

“Originally, a lot of the upstairs spaces on the Square were used for residences,” Holton Assistant City Manager Kerwin McKee said. “Back when the buildings were built, the owners would build the bottom floor for their business, and they would live upstairs, which worked out really good for them.” Today, McKee said there are 21 loft apartments on the Square that currently receive city utility bills, in addition to a few businesses that also make use of the second floor of a downtown building. But, he added, there's room for more. “A lot of them are still empty,” he said. “But it seems like people are moving along, and some people are starting to revitalize the upstairs.”

There are many things to consider when taking an upstairs space in a business area like the Square and turning it into a habitable property, whether for residential or business purposes. One of them is the cost of renovating those upstairs spaces, which may seem daunting to some building owners, but there are money-saving options available to them. The most popular in the Holton area is the Neighborhood Revitalization Program, which is handled through the Jackson County Appraiser's office. County Appraiser Larry Reynolds said the program, rebooted by the Jackson County Commission in recent years, offers building owners a sliding-scale tax rebate for making improvements to their structures, with the scale based on how the property will be used, whether residential or commercial.

“It's the easiest to qualify for, and it's the main one that we know that is available right now,” Reynolds said of the revitalization program, which he added could certainly be used for renovations in business areas. In fact, the appraiser's office noted that two of the building owners on the Square have successfully applied for the NRP and are still receiving tax rebates for renovation work.

Shane Mulroy, whose upstairs loft at 426 1/2 Pennsylvania Ave. is one of the stops on the tour, is in the fourth year of receiving NRP benefits, it was noted, and BFD Inc., which owns the Newman Building on the north side of the Square, is in the third year of receiving benefits. The NRP process involves the building owner visiting the appraiser's office in the Jackson County Courthouse, informing staff of their plans, showing “a sketch or a blueprint if they have one” and

Internet Research**Bret A. Bauer***((Articles are in reverse chronological order))*

paying a \$25 filing fee, Reynolds said. Building owners participating in NRP must keep the appraiser's office up to date on remodeling or rebuilding progress.

There is also a time limit involved in getting those renovations done, Reynolds said, although that time limit is "anywhere from 12 to 24 months" and can be extended if need be. "It's a year from the following January, since taxes are assessed on Jan. 1," he said. "If they need an extension, we can allow one extension through our office... This office is bound by what the plan says, and in that case, the county commission can approve a one-year extension for them to finish up the work, as long as the work's progressing."

Grants for upstairs renovations along the Square are hard to find, according to Bob Carlson, executive director of Holton Main Street, which is sponsoring the Holiday Loft Tour. The only one that is readily available for property owners, Carlson noted, applies to those whose structures are listed on the National Register of Historic Places, and in Holton, only the Kellerman Insurance and Real Estate (State Bank of Holton) building is on that register. "There's just not much in the way of grants for upstairs renovation apart from that," Carlson said. "I think a lot of the grants dried up in 2002... A lot of the grants that are left go to not-for-profit companies. If you're involved in a for-profit organization, it's very hard to get a grant because the ones who offer them don't perceive it's their job to put state or federal money into my pocket or your pocket if we own the business."

But if a building can find its way onto the National Register, there's a 25 percent tax credit from state sources and a 20 percent federal tax credit waiting for owners who want to renovate. "For every \$10,000 you can put into it, you're going to get \$4,500 in tax credits to sell to somebody who needs the credit. You actually get cash," Carlson said. There are also fire codes to keep in mind, and McKee said that building owners looking to renovate must follow the 2003 Uniform Fire Code, which the city follows. Fire protection remains a concern, it was noted, because if a fire were to break out in one of the upstairs apartments, the location of that apartment may play a role in putting an entire side of the Square in danger. "If you're totally gutting a building, you'd need to be following that fire code," McKee said. "The corridors have to have one hour of burn time, meaning there should be double sheetrock for the main hallway."

Parking is also an issue, and Holton City Manager **Bret Bauer** said that the city has no regulation in place to prohibit parking on the Square for loft apartment residents. "I know there are some parking spaces behind those buildings, but I don't know if they specifically come with the loft or not," **Bauer** said. There are also no regulations that require two-hour parking limits on the business sides of the Square, **Bauer** said, although some 15-minute parking limit signs are in place in front of the Holton Post Office, just off the Square. And in case of snowstorms, property owners are notified that they should move their vehicles off the Square so that parked vehicles do not interfere with city snow plows.

Internet Research**Bret A. Bauer***((Articles are in reverse chronological order))*

The Holton Recorder
October 19, 2011

Holton Looks At New Power Pool

By Brian Sanders

As the Kansas Power Pool moves toward buying a stake in a Missouri power plant that its member cities will not likely have ownership in, the Holton City Commission on Monday took the first step in moving from the KPP to another source of electric energy. Commissioners voted unanimously to notify KPP officials that the city would be terminating its commitment to the pool, based largely on KPP's intent to purchase an ownership interest in the Dog wood gas turbine power plant in Pleasant Hill, Mo.

The city has been in a power provision agreement with KPP since 2007, and before that, Westar Energy. The decision to cut ties with KPP comes ahead of the pool's monthly meeting next week, at which time Holton City Manager **Bret Bauer** said the KPP board may vote on issuing bonds for that ownership stake. Instead, **Bauer** encouraged the city to consider joining a new power pool created by the Kansas Municipal Energy Agency that would potentially be made up of 12 cities. No action was taken by the commission on Monday toward joining KMEA's new pool, although commissioners were receptive to **Bauer's** suggestion based on contacts with other cities

participating in other KMEA pools. None of those contacts produced negative comments, commissioners noted.

The situation with KPP first arose when commissioners learned of the pool's request for a 20-year power provision agreement related to the potential purchase of an ownership interest in the Dogwood power plant. Commissioners were also told that KPP's purchase of that stake would not translate to a similar ownership stake for its member cities, even though KPP is asking those cities to help cover the estimated \$20 million stake purchase price — one that would likely be passed onto city power customers in the form of a rate increase.

Commissioners were told that amount would be used to make plant upgrades and repairs, and **Bauer** said on Monday that he did not want the city to be “on the hook for that debt for up to 20 years” if the city had no ownership stake in the plant. Instead, city staff has started talking with officials from KMEA, Kansas City Power and Light and Westar about potential power supplies for the city, which also has its own 12- megawatt-generating power plant. All three power suppliers have noted that if the city were to enter into a one-on-one agreement with them, it would result in an increase in energy costs, **Bauer** said. The difference with KMEA is that it would provide the option of power pool participation, which results in lowercosts through sharing of resources owned by cities participating in the pool.

KMEA currently operates two separate power pools, **Bauer** said, with one of the pools consisting of cities located “mainly south of Kansas City” and possibly as far west as Baldwin City, and the other made up of cities located in north-central Kansas. Holton probably would not

Internet Research**Bret A. Bauer*****((Articles are in reverse chronological order))***

be invited to join either of those pools, he added, because they “were created with specific cities in mind (that) have their own wants and needs” for power. Holton would instead likely participate in a third KMEA pool of about 12 cities, and **Bauer** noted that unlike the city’s current agreement with KPP, the city would be allowed to “peak-shave” (send power back to the main grid when demand is high) and generate its own power. The latter is necessary in summer months, **Bauer** added, due to a limit on the amount of power the city can receive through its current agreement.

Holton has established contacts with all cities participating or invited to participate in the KMEA pools, and **Bauer** said “none of those cities had anything negative to say” about KMEA. “I’ve been contacted by some of those cities asking me what’s taking us so long,” **Bauer** said about potential KMEA participation. “I’ve told them that I’ve just been getting as much information as I possibly can.”

Commissioner Tim Morris said that in light of KPP’s intent to purchase the ownership stake in the Dogwood plant, it is “a given” that the city should terminate its power provision agreement with the pool. However, as **Bauer** noted, KPP has not made it easy for other cities that have stated their intent to cancel their agreements with the pool, but with a two-year window for getting out of that agreement, the city should start now. “We know the goal we have to reach, but we can’t go from A to Z without getting the other letters in line,” **Bauer** said. “This is letter A... If we don’t do this, that’s fine, but there could be some major repercussions down the road.”

Commissioner Bob Dieckmann’s motion to notify KPP of the city’s intent to terminate its commitment to the pool was seconded by Commissioner Hal Cochren and approved on a 4-0 vote. Commissioner Janet Zwonitzer was absent from the meeting.

In other business on Monday, Morris inquired into a proposal by Holton Police Chief Gale Gakle to skip the city’s plan to buy a new police patrol vehicle “in the 10th month of every calendar year,” providing the police department has the needed money in its budget, and purchase two new vehicles early next year. The department has enough money in its budget now to buy a new vehicle, replacing an old one, Morris said. **Bauer** responded by stating that during talks for the city’s FY 2012 budget, Gakle had expressed a desire to purchase two Ford Crown Victoria Police Interceptor patrol vehicles, since Ford will no longer be manufacturing the Crown Victoria line. Ford and Chevrolet are both coming out with “different models,” **Bauer** said, alluding to Ford’s stated intent to replace the Crown Victoria with the Taurus and noting that the new models could have their own “kinks.” Furthermore, **Bauer** noted that Gakle’s intent to wait until February or March to purchase two new vehicles did not mean the chief intends to purchase two new vehicles every year. At Morris’ suggestion, **Bauer** said he would have Gakle inform the commission of his plans at a later date.

Commissioners also:

- Heard a comment from Holton resident Willy Wilson, who thanked the city for repairing the speed limit sign and radar on Fourth Street near Central Elementary School. Wilson also

Internet Research**Bret A. Bauer*****((Articles are in reverse chronological order))***

suggested placing the sign on New York Avenue to alert younger drivers on the way to Holton High School that they may be driving too fast.

- Heard a comment from Wilson suggesting that the city revisit laws regulating the sale of alcoholic beverages on Sunday.

-Approved the city's financial appropriations for the previous two week period.

- Voted to deny an application from Cheri Sovern to rezone a structure at 515 Iowa Avenue from R-1 (residential) to C-2 commercial) for operation of a business. The vote affirmed a recommendation from the Holton Planning Commission to deny the application based on neighborhood opposition, Assistant City Manager Kerwin McKee said.

- Recognized the city's water and wastewater department, led by Dennis Ashcraft, for receiving the Kansas Plant of the Year Award from the Kansas Water and Environment Association.

- Recognized the city's parks and recreation department for working with Holton Main Street's design committee and the Kansas Forest Service to trim trees on Holton's Town Square. Holton Main Street executive director Bob Carlson said the tree-trimming project has been recognized by the Kansas Main Street program for "excellence in public/private partnership."

- Recognized Holton police officer Chris Swenson for his actions on July 18 in administering CPR to Holton resident Robert Dolezilek, thereby saving Dolezilek's life.

- Heard a report from **Bauer** of activities in Linscott Park, including construction of a new restroom, construction of a sidewalk connecting the Fourth Street sidewalk to a walk around the recently-built playground area, and the future placement of another picnic area, necessitated by the park's shelter house being "full all the time" during warmer months.

-Noted that two 15-minute parking restriction signs would be placed along Ninth Street near the walkway and driveway leading to the main doors at Holton High School in order to alleviate parking and traffic concerns in that area.

- Was reminded of a Jackson County Communities That Care Coalition presentation on Tuesday, Nov. 1 at Evangel United Methodist Church featuring Judge Tommy Webb. **Bauer** encouraged commissioners to hear Webb's presentation.

-Noted the publication of an article in the Kansas Government Journal about the December 2007 ice storm and how city employees handled it. Morris said the article, credited to **Bauer**, McKee and electrical distribution superintendent Scott Frederickson, was "very good PR" for the city.

-Met in executive session for five minutes to discuss non-elected personnel matters. No action resulted from the session.

- Adjourned the meeting at 7:45 p.m.

Internet Research
Bret A. Bauer
((Articles are in reverse chronological order))

The Holton Recorder
August 3, 2011

Holton Commission Approves Budget
By Brian Sanders

As proposed in July, Holton city employees will receive 3-percent wage increases for merit and cost of living adjustments in 2012 as part of the budget for that fiscal year, passed on Monday by the Holton City Commission. The budget included an ad valorem tax levy of 54.365 mills for fiscal year 2012, which commissioners noted was unchanged from the FY 2011 budget. An increase in the city's valuation means that the mill levy will generate \$1,092,223 in property taxes for FY 2012, up from the FY 2011 levy of \$1,085,662, it has been reported.

No public comments were heard on the FY 2012 budget during a public hearing held prior to the regular commission meeting. The budget was approved unanimously on a motion by commissioner Janet Zwonitzer, seconded by Commissioner Hal Cochren. Holton City Clerk Teresa Riley said the budget, effective Jan. 1, 2012, will include the 3-percent merit raises and cost-of-living adjustment raises for city employees as proposed in early July. However, the commission will vote in January on whether city employees will receive the merit raises, Riley added. Departmental budget requests made in early July by heads of the city's departments also were worked into the budget, Riley noted.

In other business on Monday, City Manager **Bret Bauer** informed commissioners that the O'Reilly Auto Parts store chain is coming to Holton and is preparing to build a new building on the site of the former Tastee- Freez restaurant on U.S. Highway 75. **Bauer** said the auto parts company has "started to mobilize some equipment" on the site, tearing down the existing building which had also housed a Gambino's Pizza and a Chinese restaurant in recent years. A groundbreaking ceremony has been scheduled at the site for 9 a.m. Friday, and **Bauer** noted that Mayor Rich Mulroy's presence has been requested for the ceremony. Mulroy agreed to attend.

Commissioners also:

- Approved minutes from the July 18 commission meeting and financial appropriations made since that meeting.
- Approved the appointment of Orin Marshall to the Beck-Bookman Library board of directors, replacing Chad Adcock, whom **Bauer** said had moved outside the city limits. The board position expires in 2013.
- Learned from **Bauer** that the city's water department had to replace a section of water main line in the area of 10th Street and Iowa Avenue in recent days. The line "had a hole in it," he said, but replacing the line "turned into a bigger project than they were planning on."
- Noted that the commission's first meeting in September would be held at 7 p.m. Tuesday, Sept. 6 in City Hall. The commission regularly meets on the first and third Monday of each month, but as **Bauer** noted, the first Monday of September is a federal holiday, Labor Day.
- Noted that an open house for the "grand reopening" at Southview Apartments, formerly known as Holton Plains Apartments, will be held on Thursday morning; city officials and

Internet Research

Bret A. Bauer

((Articles are in reverse chronological order))

commissioners have been invited to the event. A news article on the apartment complex appeared in Monday's Holton Recorder.

- Learned that the city's street department had done some repair work in the Beck-Bookman Library parking lot. Librarian Candee Jacobs said the street crew "did a great job," working late night hours to repair the parking lot and provide new parking stripes.

-Met in executive session for 30 minutes to discuss personnel matters, with City Attorney Dennis White joining the commission for the closed session. No action followed the session.

-Adjourned the meeting at approximately 7:40 p.m. All five commissioners, including Mulroy, Cochren, Zwonitzer, Robert Dieckmann and Tim Morris were present.

Internet Research

Bret A. Bauer

((Articles are in reverse chronological order))

Wibw.com

April 14, 2010

Holton Makes City Manager Job Offer

Holton hopes that its long search for a new city manager may soon come to a close. On Monday, City Commissioners voted unanimously to offer the job to **Bret Bauer**, who currently serves as interim city manager for Smithville, Missouri. Holton has been without a city manager since Glenn Rodden resigned in 2009. Kerwin McKee, the city's code enforcement officer, has filled the post since then.

Internet Research
Bret A. Bauer
((Articles are in reverse chronological order))

The Newton Kansan
May 30, 2007

Thanks to Newton Leadership Class for 'adopting' room at safe house

Wow! Wonderful! What a difference! These were comments heard throughout the Harvey County Safe House by staff when they saw the difference the Newton Leadership Class had made. Current Harvey County families and former clients were thrilled. Many expressed their thankfulness for all the changes along with tears of happiness. It was, indeed, a wonderful experience to witness the dedication of this leadership class to make our clients' "home away from home" a place to enjoy. The class chose to "adopt" a bedroom and repaint the entire inside of the safe house as part of a community project. This project will affect the lives of many for a long time to come. Members of the Newton Leadership class from the Chamber participated in a variety of ways. Community businesses donated paint and a number of services that benefited the project. Funds received through the group's garage sale were used to purchase additional gallons of paint, and the class was able to go to work. The group also purchased new sheets along with new necessary items for our rooms.

The following are those who contributed: Members of the Leadership class were Camille Schrader, Pam Stevens, Jennifer Mueller, Amy Tongish, **Bret Bauer**, Todd Akers, Becky Wheeler, Diane Hardtarfer, Pandeia Smith, Steve Johnson, Kim Manring, Helen Brown, Kim Richtig, Merresa Akers and Mike Jantz. These were the movers and shakers who accomplished the painting and raised additional needed funding. We are extremely grateful to the following businesses: Graber's Hardware, Wal-Mart, Sears, North Dillons, Chisholm Trail Stores and Baker Furniture and Carpet. Donations of paint, space for fund-raisers, gift cards and carpeting were received. Finally, thanks to the community members who participated in purchasing and donating items for the garage sale. This was a wonderful way to receive some of the funding needed to purchase supplies.

A number of others also gave of their time and energy. These were volunteers, members of the Harvey County DV/SA Board and staff. We also are aware numerous employers were generous to the above-named employees, allowing them to have the time off with pay. In addition, members of the Leadership class personally donated decorations and items. We are fortunate to have so many in our community who give and give again to help women and children who have the misfortune of suffering abuse. Because of the diligent hard work of this class, WalMart has given our agency a \$1,000 grant. We are so grateful to Wal-Mart and feel blessed to receive funding that enables us to do the work needed to help women and children feel like they have a safe, secure and pleasant environment. Thank you so much, Wal-Mart.

- Jan Jones, Jan Sommer and staff, Harvey Co DV/SA Task Force Inc.

Research Compiled by: Tammie Gardner
Colin Baenziger & Associates



Section 5

Glenn A. Irby

*St. Pete Beach City Manager
Candidate Report*

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Resume

GLENN A. IRBY

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E-Mail: glenn_irby75@yahoo.com

SUMMARY

More than 30 years of local government experience with expertise in the following areas:

- Charter Review Oversight
- Media Relations
- Financial Operations and Budgets
- Grants Administration
- Water and Sewer Utility Management
- Personnel Management
- Collective Bargaining
- Community Redevelopment

- Public – Private Partnerships
- Governmental Leadership
- Municipal Management
- Customer Service
- Forging of and Nurturing Intergovernmental Relationships
- Successful Management of Consultants, Contracts and Vendors

An innovative leader with demonstrated and proven analytical, communications and organizational skills successfully using a participatory management style. Experienced in managing change and specializing in turnarounds. Achievement-oriented with foresight; a dedicated team player able to work independently within the organizational framework.

RELEVANT LOCAL GOVERNMENT EXPERIENCE

City Manager, City of Umatilla, FL
Airport Manager

2006 – Present

Umatilla is a thriving city of 3,600 citizens covering approximately 3 square miles. It is located in northeast Lake County, Florida (population 301,000). While small, it offers a majority of the amenities of much larger cities. It is a full service community offering Police, Fire, Parks and Recreation, Public Library, General Aviation Airport and Water and Sewer and Stormwater utilities as well as Sanitation.

Duties and Responsibilities as City Manager:

- Chief executive officer of a municipal government with a \$7.5 million budget. Oversight responsibility for the following functions: Airport, Finance, Fire, General Services, Public Library, Parks and Recreation, Personnel, Planning and Zoning, Police, Roads and Streets, Stormwater drainage and Water and Sewer utilities and Sanitation.
- Implementation of City Council directed policy. Administration of the City's daily operations as well as identification and strategies toward resolution of issues and long range planning.
- Preparation and administration of the City's operating and capital budgets.

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- Negotiation with public and private sector entities on a variety of issues ranging from economic development and growth to service contracts.
- Media representation of the City including news interviews for television as well as interviews with the print media and preparation of press releases.
- Responsible for the City's compliance with County, State and Federal regulations such as health, environmental and EEOC.
- Oversight of the City's General Aviation Airport as the Airport Manager.
- Comprehensive Plan development, i.e. zoning and code modification necessities.

Achievements:

- Worked diligently with State Legislators during the first quarter of 2014 to show Umatilla has a dire need to upgrade its utility system, but no means of paying for the work. Diligence paid a positive dividend when the city was awarded \$5.2 million in state budget appropriations.
- The Government Finance Officers Association awarded the *Certificate for Achievement of Excellence in Financial Reporting* for the presentation of Umatilla's fiscal year 2012 Comprehensive Annual Financial Report. This is the first certificate ever to be awarded to Umatilla and a high honor among all governments U.S. wide.
- Umatilla has a General Aviation airport that had not been profitable and relied on property taxes of the General Fund to operate prior to 2008. Today, this airport is fully operational on its own accord with 13 relatively new hangars and one large communal hangar. A fueling facility was added in early 2011 with the assistance of a public-private partnership. Today the airport has a new tie-down ramp for nine aircraft and a partial parallel taxiway added for safety. Since my appointment as Manager, the City has successfully utilized available grants from both the Florida Department of Transportation and the Federal Aviation Administration that have kept Airport funding match requirements to low minimums. Construction costs of the fuel facility alone were approximately \$200,000 of which the city paid only \$3,800 by using grants and a Public – Private Partnership. This airport now hosts a flight school and witnesses approximately 500 flight operations each month. Fuel sales average 5,700 gallons per month of which the city shares profit but not maintenance expense.
- Umatilla now hosts more festivals than ever, drawing thousands of visitors each year. These events include and old fashioned "Cracker Christmas in the Park"; Florida Black Bear Festival; Wing Cook-off competition; Barbecue Cook-off competition; Chili Cook-off Competition, Relay for Life and Movies in the Park [a free event for the community and hosted by the City]. All events were either non-existent or being held in areas of the city not conducive to festival growth. Electrical upgrades to the park and direct involvement with community leaders saw these events come to the park and expand and grow with both participants and festival attendees.
- Began revitalization efforts of the Community Redevelopment Area [CRA] by developing a plan by which the money collected for this use could be used for its intended purpose – revitalization of the City's core downtown district. Since 2010 the CRA has seen a resurgence of interest not realized for at least 25 years prior.
- Finished a potable water reserve well and oversaw interconnection to the City's system. This project had been inactive for several years due to misconceptions and mindset that the City did not have the financial resources to "bring it on line".
- Worked directly with FEMA to address flooding of one major roadway and a service alley. The poor condition of the alley had caused businesses to flood for years and the major roadway became impassable to school buses as well as passenger vehicles. Both road and alley now drain and clear during the heaviest of downpours.
- Oversaw large scale redevelopment of the City's only sewer treatment plant. Designed and built during the 1970's, this plant was in dire need of rehabilitation. Through 2011 the total cost of redesign

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and rehabilitation of the plant was \$4.9 million. Of this amount, the City expended \$114,199 of its own money. The remainder of necessary funding was made possible through intergovernmental relationships forged with the State of Florida, which produced both grants and special budget appropriations by the Legislators.

- Umatilla is in the process of having two traffic signals installed along a major state road. These projects required a three-way intergovernmental relationship to be forged between the Florida Department of Transportation, County and City of Umatilla and negotiations with CSX Railroad for the purchase of property owned by the railroad. Willingness on the part of the City to allow redesign of City owned and maintained streets was paramount to the State allowing these signals, and understanding of these requirements by citizens and City Council was paramount.
- While small, Umatilla sees a need to grow and still maintain its small town charm. It has identified specific areas outside its current boundaries that make sense to target for future annexation. Negotiations with a private developer enabled another public-private partnership with the City for construction of a large capital water line to serve one of these areas. Negotiations resulted in the water line being installed at no cost to current city residents.
- Implemented the City's first Stormwater Utility whereby businesses and residents pay a monthly rate for future retrofitting of necessary Stormwater infrastructure either non-existent or in need of replacement.
- Because economic woes have not bypassed Umatilla, directions were given to department managers one year in advance to reduce or keep their budgets equal to the year prior. This direction kept Umatilla from experiencing sudden layoffs and allowed the City to continue a necessary level of operations.
- Informed the Council of the need and ability to leverage Infrastructure Sales Tax; revenue which is restricted to capital improvements and equipment, by utilizing short term debt to fund near term capital equipment acquisition, pledging future revenue streams. This endeavor has allowed outdated and unsafe equipment to be retired sooner and enabled the staff to produce more timely output.

Senior Director of Staff Services, Lake County Sheriff's Office, FL

2005 – 2006

The Lake County Sheriff's Department is among the largest employers in Lake County.

Duties and Responsibilities of Senior Director of Staff Services:

- Chief Financial and Administrative civilian official for the Sheriff. The Lake County Sheriff's Office employed more than 700 employees. The Senior Director's position was established as one of three command staff positions directly below the Sheriff. This position was responsible for oversight of the business operations of the Sheriff's Office including budget and finance, purchasing, IT, personnel and payroll. The Sheriff's budget was \$51 million.

Achievements:

- Oversaw and directed the first true census of this agency giving the Sheriff knowledge of existing staffing and at what levels. This enabled the Sheriff to know exactly where personnel were assigned and where additions or deletions in staffing were needed.
- Automated the operating budget for the agency making the annual process easier.

City Manager, City of Mascotte, FL

2003 – 2005

The City of Mascotte is a full service community providing Police, Fire, Water and Solid Waste removal.

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Duties and Responsibilities as City Manager:

- Chief Executive Officer of a municipal government.
- Preparation and administration of the City's operating and capital budgets.

Achievements:

- Led a successful effort to interconnect the City of Mascotte's potable water system to a neighboring city. In times of emergency where water volume or pressure may fall for one city or the other, said interconnect would allow water to flow to the city needing it most.
- Directed the effort to construct a capital water line in a remote area of the City's utility district to protect its eastern boundary from annexation by a neighboring city.
- Fully automated solid waste removal enabling the city to redirect manpower. This was accomplished by purchasing sanitation trucks that required only the driver to pick up garbage cans using a robotic arm. Sanitation crews consisted of three employees per truck prior to this conversion.
- Determined the need to drill a new potable well and located financing necessary to do so after Public Works reported having to continuously flush a required and redundant well. This had been recurring for several years and wasting water, manpower and electricity.
- Mascotte was on the cusp of losing a State Stormwater grant. Granting agency was persuaded to grant the City an extension. Beyond adding additional time to complete the project and keep the grant, the City was able to augment the project by successfully gaining another grant from another agency.

Assistant City Administrator and Finance Director, City of Tavares, FL	1993 – 2003
Elected Strong Mayor, City of Minneola, FL	1999 – 2000
City Accountant, City of Tavares, FL	1990 – 1993

The City of Tavares, a city of 9,000 residents is the County Seat of Lake County, FL and is a full service community providing Parks and Recreation, Police, Fire, Public Library, Water, Sewer and Solid Waste Removal.

Duties and Responsibilities as Assistant City Administrator and Finance Director:

- Represented the City Manager in her absence and oversaw the daily operations of the Finance Department. Responsibilities within the Finance Department included submission of the annual operating budget and preparation for the annual audit. Directly responsible for the first of eight Government Finance Officer's Association's Certificate of Achievement for Excellence in Financial Reporting.

Duties and Responsibilities as Elected Mayor of Minneola:

- Minneola was a city of approximately 3,000 residents and grew to approximately 4,500 during this period.
- Elected by the citizens and served as Mayor at the same time as holding the positions with Tavares.
- The Strong Mayor was seen as the daily administrator for the City.
- Minneola suffered low water volume and desperately needed a new well. One was designed, permitted and constructed and another was designed and permitted during this tenure.
- The City was under a law suit brought by the State of Florida that prohibited any future building growth until a sewage treatment plant was constructed. Worked with a key developer to design, permit and construct an oversized package plant that satisfied the State of Florida and the suit was subsequently dropped.

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Duties and Responsibilities as City Accountant for the City of Tavares, FL:

- Hired as the City's first accountant. Responsible to the Finance Director.
- Reconciled General Ledger, performed accounts payable and payroll functions.
- Prepared closing of financial books for annual audit.

Owner of a Lawn Maintenance Company

1985 – 1991

Owned and operated a small lawn maintenance company providing service to 40 private individuals while completing a BSBA degree at the University of Central Florida. This is only being shown to explain resume gaps.

OTHER PROFESSIONAL EXPERIENCE

Police Officer, City of Eustis, FL

1976 - 1985

The City of Eustis was home to approximately 12,000 residents. First sworn as a road patrol officer and advanced to the rank of Corporal. During this tenure I served as shift command officer, motorcycle command officer, plain clothes detective and narcotics investigator.

EDUCATION

Troy State University

Master of Public Administration

University of Central Florida

Bachelor of Arts

Majored in Business Administration with an emphasis in Accounting.

Lake Sumter Community College

Associate of Arts

PROFESSIONAL AFFILIATIONS

Florida City/County Manager's Association

International City/County Management Association

Leadership Lake County, Class of 1998

COMMUNITY INVOLVEMENT AND PERSONAL ACHIEVEMENTS

Lake County Chamber Alliance, Treasurer

2005 – 2011

South Lake County Chamber of Commerce Board of Directors , Treasurer

2003 – 2007

Appointed Member of the Lake County Solid Waste Study Committee

By the Lake County Board of County Commissioners

2002

East Central Florida Regional Planning Council Board Member

Appointment by the Lake County League of Cities

1999 – 2001

Elected President of the South Lake Kiwanis Club

2005

Elected Member of the Board of Trustees for the Clermont – Groveland Elks Lodge

2005 – 2007

Candidate Introduction

Glenn A. Irby

EDUCATION

Master of Public Administration, Troy State University, AL (Florida Region)
Bachelor of Science, University of Central Florida
Associate of Arts, Lake-Sumter Community College, FL

EXPERIENCE

City Manager, Umatilla, FL	2006 – Present
Senior Director of Staff Services, Lake County Sheriff's Office, Tavares, FL	2005 – 2006
City Manager, City of Mascotte, FL	2004 – 2005
Assistant City Manager & Finance Director, City of Tavares, FL	1993 – 2004
Elected Strong Mayor, City of Minneola, FL	1999 – 2000
City Accountant, City of Tavares, FL	1990 – 1993
Owned and Operated a Lawn Maintenance Business, Eustis, FL	1985 – 1991
Police Officer, City of Eustis, FL	1976 – 1985

BACKGROUND

Umatilla recently rebranded itself as “Nature’s Hometown” and is home to approximately 3,600 residents and incorporates approximately three square miles. The City is a full-service community providing Police, Fire, Water and Sewer utilities, Library, Parks and Recreation, Public Works and a General Aviation Airport.

Umatilla’s General Fund budget beginning October 1, 2014 will be \$2,755,594 and the total budget is \$4,998,076. The City has 39 employees excluding volunteer firefighters and four departmental directors reporting directly to the City Manager.

The three most significant issues facing the City are:

- ❖ Revenue reductions. Umatilla has seen property values decline over the past several years. Because Florida cities are heavily dependent on property tax as a major source of General Fund revenue, tax revenue reductions have created a significant challenge.
- ❖ Water and Sewer transmission infrastructure needing significant rehabilitation. In times of heavy rains (Hurricanes and Tropical Storms), infiltration of rainwater into aging pipes causes sanitary sewer plant capacity issues. In times of drought, sewage seeps outward. On the side of potable water, Umatilla’s system was developed 60 - 70 years ago with no foresight toward growth or necessary maintenance. Transmission lines are undersized in many areas of the City. This causes both pressure and volume to be less than adequate for fire protection.

Glenn A. Irby

- ❖ Downtown redevelopment. Many cities have redevelopment areas and programs dedicated to breathing life back into them. Umatilla is no different. Over the past four years, approximately \$750,000 has been expended to rehabilitate buildings, public infrastructure and storefronts in the core area of downtown. Many citizens see this as a benefit toward drawing attention from outside business and view the program as a success in reestablishing these areas. Unfortunately, there are some that do not want the City to change. The latter creates a unique opportunity to convince them that planned growth and a renewed interest in the business district is good for the entire populace. The once sleepy town of Umatilla seemingly passed its prime is now alive again with new businesses and even more future potential.

General Management Style and Experience

I have matured in my chosen profession to the point that I now seek to be charged with responsibility of leading a much larger municipality. I also want to be a part of a city that wants to improve itself and grow in a respectable manner for the good of all associated with it. I continuously review Florida job postings to see if there may be a city that meets my criteria. From the brochure, it appears that St. Pete Beach would be a tremendous city to join and assist with determining its goals and objectives for the future and reaching them for the betterment of all.

St. Pete Beach has much potential, but also issues that will take a committed, highly experienced, strong and visionary manager to assist in correcting. These are all qualities that I have and wish to use for the good of this city. I have invested the majority of my adult career learning and mastering both municipal finance and management and St. Pete Beach can provide the opportunity for me to effectively use these skills.

Last but certainly not least, I am raising a young family. We are Floridians and want to remain so. I believe St. Pete Beach offers tremendous benefits by having or being near diverse cultures and vast recreational opportunities. My family is overly important to me and while still young, I believe it would be easier to make this move as opposed to later.

I have found that “Participatory Management” is my niche. My participation in the past has not been limited to assistance with decision making. I have been known to roll up my shirt sleeves as an elected and as an appointed official to assist with utility line breaks and clearing of streets after major storm events. I want to know as much as possible about the progress of ongoing projects to ensure up to date information is available to City Leaders. I have also found this style of management assists in “growing” employees. They learn from my past experience and I learn from them as well.

The majority of employees I have worked with have taught me something, but as we all know, all employees are never going to be in total agreement with any manager. My current employees would likely report I am fair and listen to them regardless of whether they have a suggestion,

Glenn A. Irby

complaint or personal issue. They would also likely tell you they do not necessarily agree with decisions I must make. For the most part, they would also tell you I act as their advocate for the best working conditions and equipment possible within budgetary constraints. Lastly, they would tell you I am interested and care about them both as an employee and person.

All of the elected officials I have worked with both past and present would tell you I am a results oriented manager and expect the best for our community; I live there too. They would tell you that I am continuously striving to improve both the community and government's image. They would also tell you I am not one to take praise for the work done by our employees and always give credit where and when it is due to those that actually "make it happen".

My greatest strength is listening and networking. Listening enables me to learn what the greatest needs of a community are. Networking with others both within and outside the community has enabled me to gain necessary assistance needed by my cities. This assistance has come in the way of grants and State Budget Appropriations. I also communicate this to my department directors because they are often in positions to both listen and network with others, not only with their peers, but occasionally with elected officials as well. Over the past eight years in Umatilla alone, this strength has reaped more than \$12 million in State Budget Appropriations for utility upgrades and grants from FEMA to mitigate flooding of businesses and a major local roadway. These projects could not have been accomplished by the city without major assistance. Moreover, I worked diligently with Lake County Government to connect more than 120 out of city residents to Umatilla's potable water system. The community's system had been seized by the State and Lake County had a choice of maintaining it or transferring it to the City. Major upgrades had to be accomplished with regard to pipe sizing and such was done according to Umatilla's master plan for the future. One other thing accomplished during my tenure caused by networking and having numerous contacts was the annexation of Lakeview Terrace (LVT) in Altoona (north of the existing city) and an Interlocal Service Boundary Agreement (ISBA) struck with Lake County. LVT annexed first and then the ISBA was negotiated. Umatilla has now annexed not only LVT, but four other parcels in Altoona as well. LVT constructed a major capital water line for their community and it will service the entire intersection of SR19 and CR42 when finished. This intersection is believed to be Umatilla's next growth spot and it will be ready to serve with municipal utilities. This capital water line was recently dedicated to the City by LVT. The cost on taxpayers of Umatilla was zero.

We all have weaknesses and I know I have at least two. First, I am often too compassionate toward others, which facilitates the second weakness: I have a difficult time terminating personnel; I would always prefer to mentor and attempt remediation. This is not to say that I cannot and have not terminated personnel, because I had to do so, but it is without question the part of management I enjoy least.

Weekly staff meetings in Umatilla have proven useful for a variety of reasons. Not only are individual department issues aired, but projects are reviewed and discussed. Ideas for future community needs are also discussed. Using this venue ensures we are following the direction of

Glenn A. Irby

the City Council, on time with projects or determining why we are not and remaining focused on not only current opportunities but always looking to the future for ways to improve our community. When appointed by Umatilla as their first City Manager, the airport was operating at a loss and not being properly accounted for as prescribed by Governmental Accounting Standards. We have transformed this little airport into a profitable operation by building individual hangars for rent by the aviation public and forming a Public-Private Partnership to construct a fuel facility. I assisted in all endeavors by forging the partnership for the fueling facility with Lester Coggins and successfully negotiating with both the Florida Department of Transportation and Federal Aviation Authority for grants to make all of this possible. A \$200,000 project literally cost the City's airport \$3,800. I was also successful in persuading the Lake County Board of County Commissioners to donate a vehicle and the city's airport purchased another for use by visiting pilots in hopes of persuading them to visit Umatilla businesses and restaurants. Vehicles are free and pilots seem to enjoy the benefit. The thought is they will tell others and return themselves.

My largest failure to me personally is when I left my position as City Manager of Mascotte, FL. and went to work for the Lake County, FL. Sheriff [Chris Daniels] as his fourth in command. I had been with Mascotte for two years and the City was moving in a very positive direction. The newly elected Sheriff and I had been Police Officers and close friends during the 1980's and he recruited me. The pay was excellent and I saw this as a rare opportunity to go back into Law Enforcement, albeit as a civilian. It did not take long for me to find out that Law Enforcement was a closed chapter in my life and I was destined to be a City Manager. My passion is not in law enforcement, but in municipalities and managing them and assisting them in reaching full potential.

Termination of staff is never an easy thing to cause to happen and I do have a difficult time with it. Not to the point of agony and when I have made a decision to terminate an employee, a great deal of investigation has gone before the actual deed to ensure I am correct in my decision. I also cope with this necessary deed by recalling what a mentor City Administrator once told me: "You never fire anyone, they fire themselves"; possibly viewed as callous, but seemingly true.

From all information found, I believe the challenges I will immediately face as the new City Manager will be striking a balance between citizens wanting little to no growth and those wanting possibly excessive growth. Furthermore, it is apparent that citizens pride themselves in being a part of a charming and relatively small community and want to maintain this. Working with both camps will be important to longevity of the city and peace within.

During the first six months my efforts will concentrate on:

- ❖ Meeting with staff, elected officials, citizens groups and to some extent county and state officials to assess city operations, concerns, positions and dynamics;
- ❖ Learning the City Commission's goals, objectives and perspectives for the future. This will be key in determining and formulating appropriate strategies;

Glenn A. Irby

- ❖ Assessing the City's financial position and reviewing anticipated future trends of both revenues and expenditures for all operations;
- ❖ Become familiar with the City's code of ordinances, Comprehensive Plan and Land Development Regulations. Review will begin prior to my start date;
- ❖ Review of the Personnel Policy to ensure it is satisfactory or identify necessary changes to be compliant with Federal Law, State Statute and desires of the City Commission.

Overall, I work very well with the media. I believe when they inquire about something good or bad all information should be made freely available to them (dependent on State Statue and/or topic). Of course, there are times information cannot be given freely, but this is usually met with understanding and a request to let them know when it can be given to them. I have always considered it a rigid requirement anytime I speak with the press, the commission is made aware of the conversation as soon as possible and dependent on circumstances after an interview.

I do not anticipate anyone contacting the City of St. Pete Beach with negative connotations about me.

During brief periods of spare personal time, I enjoy spending time with my wife and just turned 6 year old daughter. I also like to garden, woodwork, read, watch NFL football and entertain thoughts of trips to the North Georgia and Tennessee mountains.

Six Adjectives or Phrases I Would Use to Describe Myself:

- ❖ Ethical
- ❖ Persistent
- ❖ Enterprising
- ❖ Passionate
- ❖ Knowledgeable
- ❖ Petulant (but only because Government, even the one's I have managed cannot seem to move fast enough to bring projects to fruition?)

Reasons for Wanting to Leave Current Position

I want to experience managing a larger City. I want to do what is best for the municipality because I too want to live within it. I want a progressive thinking team and one that sees "good" in controlled and planned growth. St Pete Beach can be progressive and is definitely positioned to grow into the future in a balanced way.

Current Salary:

My current annual salary with the City of Umatilla is \$102,060, including vehicle allowance.

CB&A Background Checks

**Background Check Summary for
GLENN A. IRBY**

Criminal Records Checks:

Nationwide Criminal Records Search	No Records Found
County	
Lake County, FL	No Records Found
State	
Florida	No Records Found

Civil Records Checks:

County	
Lake County, FL	No Records Found
Federal	
Florida	No Records Found

Motor Vehicle	
Florida	No Records Found

Credit	Excellent
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Bankruptcy	No Records Found
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Education	Confirmed
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Employment	Confirmed
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**Background Check Summary for
GLENN A. IRBY
Personal Disclosure**

Personal Disclosure Questionnaire

Name of Applicant: Glenn A. Irby

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to seek compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

Please explain any yes answers on a separate sheet of paper.

1. Have you ever been charged or convicted of a felony?
Yes ☐ No ☒
2. Have you even been involved in a domestic abuse incident that resulted in you being arrested or that was covered by the media?
Yes ☐ No ☒
3. Have you ever declared bankruptcy?
Yes ☐ No ☒
4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?
Yes ☐ No ☒
5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?
Yes ☐ No ☒
6. Have you ever been convicted of driving while intoxicated?
Yes ☐ No ☒
7. Have you ever sued a current or former employer?
Yes ☐ No ☒
8. Do you have a personal My Space, Face Book or other type of Web Page?
Yes ☒ No ☐
9. Do you have a personal Twitter Account?
Yes ☒ No ☐
10. Is there anything else in your background that might cause a reasonable person concern if he/she became aware of it through the press or any other mechanism?
Yes ☐ No ☒

Attested to: _____

Glenn A. Irby
Signature of Applicant

Please email this form via PDF DOCUMENT to kknutson@cb-asso.com or via fax to
(888) 539-6531 no later than 9:00 AM CST 09/08/2014.

(Note: Please be sure to sign the form with your actual signature if you are sending Fax or PDF Document)

CB&A Reference Notes

Reference Notes

Glenn Irby

Scott Purvis – Former Commissioner, City of Umatilla, FL 352-267-0150

Mr. Purvis and Mr. Irby attended the same high school, but lost track of each other after graduation. The elected officials in Umatilla voted to go from an elected city clerk / administrator form of government to an appointed city manager. Mr. Irby applied for the position in 2006. At the same time, the commission was discussing whether they should enter into a contract for police services with the County. Mr. Irby gave an impression presentation on this topic. Mr. Purvis investigated his background and voted to hire him.

In past evaluations Mr. Purvis gave Mr. Irby high ratings of 85% to 90%. He straightened out the police force. He tackled many challenges and problems trying to bring the city into the new millennium.

Mr. Purvis and Mr. Irby disagreed at times and they each stood their ground. But during the discussions they were able to see the other viewpoint which enabled them to think outside the box. Everyone in the organization is pleased with Mr. Irby's performance.

In terms of hiring decisions Mr. Irby rates 75%. He sometimes did not listen to the caution given and regretted a few hires. When the employee did not perform well he initiated the process for termination of employment, especially when they were an embarrassment or a liability.

Mr. Irby made good decisions but you cannot please all of the people all of the time. He had the community's best interests at heart especially on capital purchases, borrowing money, or seeking funding.

Umatilla is a small town set in old ways. Mr. Irby showed how a city should be run. During the period of growth before the slump, he handled the developers very well and showed much innovation for the city.

Mr. Irby was very active in political organizations like the League of Cities. He always attended commission meetings and worked well with the elected officials. However, he is not as visible in the community as he could be. He tries to appease residents but has to enforce town policy. For example, a business in town did not adhere to a permit agreement, Mr. Irby stood behind the rules and regulations. He caters to the tax paying residents and tries to turn off outside commentary. He really listens to residents.

Mr. Irby is very good about keeping others informed and he is a great communicator. He sends emails during the week on important and general information items. He was asked to review items passed by the state legislative body and create a corresponding ordinance. He always completes tasks in a timely manner.

In terms of management style Mr. Irby is 60% a leader and 40% a manager. He prefers to be more active in the field but his present position requires much time at the desk in city hall. He rides around the community and is especially attentive to public works issues and resident concerns.

Reference Notes

Glenn Irby

Water in a certain area of town had a bad odor and did not taste good. The public works director was trying to resolve the issue but did not inform Mr. Irby that there was a problem. Residents attended a workshop and were very critical on the local channel 2 news regarding this situation. Mr. Irby immediately requested a meeting with Mr. Purvis, as he has a background in utilities. They worked together to locate the problem and determine a solution. He had to work with city departments, county officials and the state road department to resolve the issue. He immediately addresses any problem that occurs.

Mr. Irby has not been involved in any controversy on a personal or professional level. Everyone that understands government and politics have only positive things to say about him. The elected officials speak highly of him. Employees who were dismissed might have a different opinion.

Mr. Purvis would hire Mr. Irby for his private company or as a municipal manager. He is a great manager and a high caliber individual. He has enjoyed a long tenure in Umatilla. Mr. Purvis is running for office again and hoped to work with Mr. Irby if elected. He hates to lose him.

Words or phrases used to describe Glenn Irby:

- Good listener,
- Reacts accordingly to any situation,
- Family man,
- Knowledgeable in his field,
- Sets a good example, and
- Very honest.

Strengths: Budget analysis and control, very knowledgeable in public works, very well versed in public safety, finance.

Weaknesses: When the press berates him he takes it personal at times. Also, if a reporter misquotes him he refuses to talk to them again. He needs to learn to shrug it off and help them understand what he meant.

Adam Bolton – Chief of Police, City of Umatilla, FL 352-308-6936

Mr. Bolton has known Mr. Irby since 2006 and has worked closely with him since 2012 when he became the Chief of Police. Mr. Irby is the best supervisor Mr. Bolton has ever had.

Mr. Irby is an excellent manager. He takes the time to listen to others even when he does not agree with their viewpoint. He hires quality staff. He demands a high performance level from employees and sets a high bar for Directors. He keeps everyone very well informed. He works harder than anyone in the organization.

Reference Notes

Glenn Irby

The quality of Mr. Irby's decision making is evident in the noticeable and incredible difference in the downtown area. Prior to his arrival Mr. Bolton would not have spent time in the downtown area, now he would.

Mr. Irby is innovative and can think through a problem. He finds solutions to exceedingly complex issues. He lives in the community and is very well known. Residents believe he is their friend. He attends community events and works very well with residents in every setting.

Mr. Bolton was overseeing a crime scene where a car was at the bottom of a pool completely black with algae, but they needed to gather evidence. Mr. Irby arrived at the scene to help the fire department and assemble the resources. It would have cost over \$1,000 dollars to pay Mr. Bolton and the other officers to secure the crime scene while the pool was drained, a process that would take approximately 8 hours. Mr. Irby has ties with an individual who owns a pool company. This person came to the scene with an industrial pump and drained the pool in a little over an hour. Mr. Irby did not override the Directors at any point during the process. They went to him with a problem and he handled it.

Mr. Irby is very customer service oriented. He meets every deadline and demands that staff does as well. Mr. Bolton asks Mr. Irby for advice on his personal finances. Mr. Irby gave Mr. Bolton advice on opening a business which has been successful thus far.

The former police chief resigned, which was very controversial. Mr. Irby handled complaints about a water pipe breaking, but he has never been involved in anything negative. Nothing in his background is remotely embarrassing. Earlier in his career he served as a police officer and a detective.

When Chief Foster managed the police force he spoke poorly and inaccurately of Mr. Irby and every officer believed him. Mr. Bolton was initially wary of working with Mr. Irby. Within two years he has earned a 100% approval rating among the police officers, they all think the world of him. While rumor mills exist in every community, anyone who knows his ethics and personality will never have a problem with Mr. Irby.

Mr. Bolton looks up to Mr. Irby. If his business succeeds, he plans to hire Mr. Irby to manage it. Mr. Irby is an exceptional manager; he has done much to help and mentor Mr. Bolton.

Words or phrases used to describe Glenn Irby:

- Fair,
- Committed,
- Very intelligent,
- Versatile,
- Witty, and
- Wise.

Reference Notes
Glenn Irby

Strengths: Listens to directors before making a decision, extremely versatile, can handle problems outside the normal scope of a manager.

Weaknesses: When a citizen approaches him with a problem, he personally resolves it. He spreads himself very thin when he does not have to.

Karen Howard – City Clerk, City of Umatilla, FL 352-669-0120

Ms. Howard has known Mr. Irby since 2006 when he was hired. They work closely together and have a great working relationship.

Mr. Irby's job performance is excellent. He approaches a situation knowing the expected outcome and works his way through it. He makes good decisions both when hiring personnel and in general.

Mr. Irby is definitely innovative and with innovative comes change. He keeps the organization running at a high level of performance. He shares information to keep others informed. He typically interacts in person if time allows and through email on days that are very busy.

Mr. Irby is out in the community as much as his schedule allows. Like every manager, he has proponents and opponents among the residents. He treats everyone fairly no matter what side they are on.

In terms of management, Mr. Irby is a leader who guides the organization to achieve the vision of the elected officials. Staff meetings are held on a weekly basis where they discuss various issues. He encourages staff to offer solutions to problems and also gives them direction.

Mr. Irby expects the staff to provide good customer service for residents. He is a problem solver. He has a financial background and is an excellent manager of the budget. His work is always completed in a timely fashion.

A business owner who leases a property has multiple trailers, which are not visually attractive. He signed an agreement with the property owner to remove the trailers within five years. He attended a council meeting and stated that he had no intention of removing the trailers when he signed the agreement. He has rallied support in the community because he had not been honest about all that transpired. During the five year grace period Mr. Irby offered several options to the business owner. He could file for a special exemption, take the transitory trailers to another location that a business man in the community offered for storage, or apply for grants to build a barn to house the trailers. He stated he will not file for a special exemption request unless he is guaranteed that it will be approved. Special exemptions go through a review committee and he would have had to compromise. He sent his attorney to a council meeting to ask if the agreement could be extended another five years. The council refused. Mr. Irby did his best to broker an agreement but this business owner has refused every option presented.

Reference Notes

Glenn Irby

Mr. Irby is an upright person and has done nothing that would concern an employer. He errs on the side of caution. Opinions vary and some in the community might disagree with the statements in this reference.

Ms. Howard would hire Mr. Irby. He does not get enough credit. She truly enjoys working with him and wishes he would stay. He was the first professional manager in the city; prior to his arrival they had administrators. For the first time in the history of the city everything is done in accordance to laws and regulations. He brought Umatilla into the 21st Century.

Words or phrases used to describe Glenn Irby:

- Honest,
- Excellent moral compass,
- Tough but fair,
- Likes to complete tasks in a timely manner,
- Always looks out for the best interest of the tax payers and city,
- Not afraid to hold employees accountable, and
- Very good leader.

Strengths: Leadership ability, visionary.

Weaknesses: When employees do not perform their responsibilities, he has to micromanage them. He does not like to manage in this style but is sometimes required to.

Brenda Brasher – Mayor Pro Tem, City of Mascotte, FL 352-636-0515

Ms. Brasher is an elected official in Mascotte, Florida where Mr. Irby worked as the City Manager from 2004 to 2005. She is also the City Clerk in Lake County and currently interacts with him through the Lake County League of Cities in which he is involved as the Umatilla City Manager.

Mr. Irby was an outstanding City Manager in Mascotte. Ms. Brasher wishes he had not left. Lake County will experience a tremendous loss if he chooses to leave. He often provides her with assistance in her small community and is always happy to help in any way possible. He helps with the municipal league finances and is knowledgeable about the duties of a clerk. He can agree to disagree with others while still maintaining strong professional relationships.

Mr. Irby is a good communicator and very knowledgeable about government operations. He has served as a finance director, city manager, police officer, and elected official. His experience is vast, and he is incredibly dedicated to his job. He has no apparent weaknesses or areas requiring improvement. Ms. Brasher hears only positive reviews of his performance in Umatilla

Reference Notes

Glenn Irby

One of Mr. Irby's strengths is his ability to deal with the public both one-on-one and in groups. He meets to speak with the community in Lake County on one Friday each month. He is well rounded and relates well to his employees and the general public. Ms. Brasher's husband is a former Mascotte Police Chief, and he holds Mr. Irby in high regard.

Mr. Irby works long hours. His car was often in the parking lot well past business hours. Ms. Brasher used to tease him, saying she would have his car towed if he did not go home. He is a person of high ethics and morals who has never been involved in any controversial or embarrassing situations.

Mr. Irby creatively ran a waterline in Mascotte to prevent one neighboring community from taking up all the land. That community was still able to annex the land, but their actions placed them in the Mascotte utility district, thus significantly slowing down their land grabbing.

Ms. Brasher would not hesitate to hire Mr. Irby as a City Manager. Speaking as both an elected official and a government employee, she highly recommends him.

Words or phrases used to describe Glenn Irby:

- Dedicated,
- Committed,
- Experienced,
- Knows the government inside and out,
- High values, and
- Well rounded.

Strengths: Can agree to disagree, good communicator, and knowledgeable.

Weaknesses: None identified.

Ray San Fratello – President, South Lake Chamber of Commerce, FL 352-394-4191 x104

Mr. San Fratello ran a Chamber in New York for 13 years before moving to Lake County. Mr. Irby was the City Manager in Mascotte in 2004, and Mr. San Fratello was pleasantly surprised to also find that Mr. Irby sat on the Chamber's Board of Directors.

Mr. Irby is a southern gentleman. He loves government administration but has a sharp business outlook. He has a good sense of both public and private sector relations. He has the right vision to run a city. He works well with the business community and with elected officials.

Mr. Irby organized a very pleasant Cinco De Mayo event for Mascotte. The event reflected the people of the City quite well. After Mr. Irby left Mascotte the event fell apart. That result was a

Reference Notes Glenn Irby

testament to how well he worked with his city council. He was also very good at seeing beyond his city to neighboring communities. He was able to think regionally and engage everyone.

Mr. Irby ran the City of Minneola as a strong mayor. He was the first manager in Mascotte and Umatilla. He works hard, moving into every new role with the enthusiasm needed to upgrade a city. He works well with the community and listens to what the people say they need. His experience helped him develop a sense of what steps must be taken to be successful. As the Chamber Treasurer he understands not for profit accounting, and as a City Manager he understands government financial practices. He has a strong accounting background and is very capable of balancing a budget.

Mr. Irby is timely. He attends all Chamber meetings and is willing to help with projects. He is well respected and has not been involved in anything controversial. He left his position as City Manager in Mascotte to work for the Lake County Sheriff's Office. Then he left abruptly to take the opportunity in Umatilla. Mr. San Fratello believes that Mr. Irby took this step because he realized city management is the type of work he was meant to do.

Mr. San Fratello would hire Mr. Irby, if given the opportunity. He is an exceptional local government leader.

Words or phrases used to describe Glenn Irby:

- Thoughtful,
- Pays attention to detail,
- Wants to do a good job,
- Sensitive to what others think, and
- Visionary.

Strengths: Thinks regionally, good experience, and great business outlook.

Weaknesses: None identified.

Katrina Stone – Attorney, Stone & Gerken, PA, Umatilla, FL 352-357-0330

Ms. Stone's firm currently serves the City of Umatilla, Florida. She has known Mr. Irby since 2010. He is a strong City Manager.

Mr. Irby is very easy to get along with. He is respected by City Council. Council members hold him in high esteem and value his opinions. He is personable and professional. He facilitates the actions which are most important to the Council. He keeps members informed, and they appreciate his communications with them.

Reference Notes Glenn Irby

At times Mr. Irby is sensitive to how matters are perceived. For example, after a meeting Ms. Stone might reflect and think discussions went well, whereas Mr. Irby may be concerned about certain questions asked which did not even register with anyone else as potential problems.

She has attended city meetings and observed that Mr. Irby is adept at handling public issues. He works well with people and makes good decisions. He is innovative if he feels comfortable the City faces no risks. He has good financial skills and a strong accounting background.

Mr. Irby helped the owner of an assisted living facility. The owner needed support concerning a bond issue with limited exposure to the City. Mr. Irby put in place several safeguards to protect the City while still helping the property owner achieve what was needed.

Mr. Irby has done a very good job as City Manager for Umatilla and other cities. He conducts himself in an ethical, professional manner at all times. Ms. Stone would hire him. He is a strong local government leader.

Words or phrases used to describe Glenn Irby:

- Professional,
- Capable,
- Good communicator,
- Good leader,
- Easy going, and
- Personable.

Strengths: Communications, working with elected officials, and resolving issues.

Weaknesses: Sensitive to how things are perceived.

Nan Cobb – Chairperson, American Cancer Society, Umatilla, FL 352-516-0385

Ms. Cobb has known Mr. Irby since the early 1990s. She owns Classic Tents and Events and is active in the local Chamber of Commerce. She is also Chairperson of the American Cancer Society. Mr. Irby's daughter is a cancer survivor who is very active in the Society.

Mr. Irby is professional. If he does not understand an issue he conducts the necessary research until he does. He is always well prepared. He works very well with his elected officials. He has taken many actions which have helped the City of Umatilla. He greatly improved the City's finances and lined up Community Reinvestment Act monies to revitalize the downtown area. He also worked hard to improve the small airport, including the addition of a fueling facility, which turned out to be a tremendous undertaking.

Reference Notes

Glenn Irby

Mr. Irby has experience dealing with the public and is good at it. He attends many American Cancer Society and South Lake Chamber of Commerce events. Whenever he speaks his ideas make sense to others. People understand him, and his points are delivered clearly.

Mr. Irby solves problems and makes good decisions. He has strong financial skills. He is immediately responsive whenever his assistance is needed. He hires good employees, and his staff is competent. He is customer service oriented and takes care of problems right away. As a business owner, Ms. Cobb knows she can approach him with any problem.

Mr. Irby has no reservations changing a process if that process is not working. He is a good businessman and makes decisions in the best interests of the City. He is well liked by others and has not been party to any actions unbecoming of a public servant.

Ms. Cobb holds Mr. Irby in high regard and gives him her highest recommendation.

Words or phrases used to describe Glenn Irby:

- Leadership,
- Guidance,
- Problem solver,
- Humanitarian,
- Knowledgeable, and
- Business oriented.

Strengths: Finances, prepared, and did a great deal to improve Umatilla.

Weaknesses: None identified.

Kelly Leary – Audit Firm, McDirmit Davis & Company, LLC, Umatilla, FL 407-843-5406

Ms. Leary has known Mr. Irby since the early 1990s. He engaged her firm to audit the City of Umatilla after unsatisfactory performance from a previous audit firm. Earlier she had conducted the audit for the City of Tavares where he was the Finance Director.

Mr. Irby is a good City Manager. His financial background is an asset. He is conscientious and hardworking. He grew up in the south and has southern charm. He possesses a good sense of humor and gets along well with everyone.

When Ms. Leary presents the audit she observes that the Commissioners are obviously comfortable with Mr. Irby. They seem to respect him. He makes decisions quickly but never without careful thought. He has no obvious areas of weakness. He is a problem solver and a strong leader. He is innovative and achievement oriented.

Reference Notes

Glenn Irby

Mr. Irby interacts well in Commission meetings and has experience dealing with the public. He loves to talk. If you approach him with a question he takes the time necessary to have a proper conversation. People who call him with a problem need the type of personal attention he offers.

Mr. Irby took the initiative to replace the City Auditor. Audit reports were not being filed on time with the Attorney General's Office. Mr. Irby now ensures that all reports are submitted by the date required. He has also successfully obtained grants for city improvements. He has taken significant steps to improve the small Umatilla airport.

Mr. Leary would definitely hire Mr. Irby as a City Manager. He is hardworking, ethical, and experienced.

Words or phrases used to describe Glenn Irby:

- Funny sense of humor,
- Hardworking,
- Conscientious,
- Dedicated, and
- Gets along well with people.

Strengths: Financial background, interaction with elected officials, and personality.

Weaknesses: None identified.

Prepared by: Lynelle Klein
Colin Baenziger & Associates

CB&A Internet Research

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
September 5, 2014

Flags go missing in Umatilla

Author: *Austin Fuller* | *Staff Writer* austin.fuller@dailycommercial.com

The commander of the American Legion post in Umatilla says more than 100 flags disappeared from veterans' graves in Umatilla cemeteries about six weeks ago. Carl Ludecke, the post commander and owner of Umatilla's Olde Mill Stream RV Resort, said the flags are put in three cemeteries in the Umatilla area, one in Altoona, and one in Paisley every November before Veterans Day. The old ones are picked up the next year. He said he was at a World War II Medal of Honor recipient's grave in Glendale Cemetery when he noticed the flags were missing. "Then I started looking around and there's no flags in the whole cemetery," Ludecke said. Ludecke said he called the city clerk about it and was told none of the maintenance people knew about it. Ludecke said an article about the missing flags appeared in a newspaper in Umatilla, and then someone who had been hired at the Olde Mill Stream RV Resort said a supervisor instructed him to pick them up as community service after getting a DUI. Once they got back to the yard, he was then told to throw them in a dumpster, according to Ludecke.

Umatilla City Manager **Glenn Irby**, who was not told of Ludecke's complaint on the day he called, said he told his assistant public works director to find out what was going on. **Irby** said the community service worker approached the supervisor with dead flowers and a flag. "Our employee turned around to him and said, 'We don't remove the flags. This is done by a man that comes in in November and he replaces all the flags once a year. Put that flag back'" **Irby** said. **Irby** said the community service worker came up two more times with flags and the city employee told him to put the flags back. "Mr. Ludecke...has decided to try and convict our employee from information he has received from a person that was convicted of a crime and we were good enough to put to work," **Irby** said. Ludecke said there would be no reason for the community service worker to lie. "There's no reason for this kid that I hired to lie about it," he said. "Why would he lie about it? I mean, he admitted he took the flags. If anything he would have covered it up knowing everybody was concerned about it." **Irby** said he has repeatedly offered to have the city replace the flags, but he needed to know the size of the flags and where to get them or have a receipt for them.

"I asked Ludecke to let me replace the flags because regardless of what happened to the flags, it was either the community service worker, convicted of a crime, which is in my opinion probably more likely that it occurred because they've been putting these flags in the cemetery for years and our employee has never removed a flag, never," **Irby** said. **Irby** said Ludecke called two weeks ago and decided he would get the flags. **Irby** said the city would assist in placing them on the graves and told Ludecke to bring him a receipt so the city could reimburse him for the flags, but Ludecke wanted the city employee to replace the flags on Saturday. **Irby** said they cannot do that because the employee works Monday through Friday. **Irby** said he has been told the city employee spent his own money to buy flags and put them back on the graves. "If I can get a receipt from somebody, because nobody seems interested in bringing me a receipt, I'll reimburse him too, because I don't

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

think he did it,” **Irby** said. Ludecke said he ordered 144 replacement flags but saw new flags up in Glendale Cemetery on Wednesday and he will use the newly ordered flags for the annual Veterans Day flags. Ludecke said the community service worker told him he also took flags from the Umatilla Cemetery on Golden Gem Drive.

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
August 15, 2014

Elder care facility Lakeview Terrace completes first part of expansion

Author: *Austin Fuller* | *Staff Writer* austin.fuller@dailycommercial.com

Lakeview Terrace in Altoona has completed construction on a new residential tower and villas, with plans by year's end to build a second rehabilitation center and a new clubhouse at the retirement community. "We feel it's a very important addition for Lake County, serving seniors and, of course, with job growth here in the county also," Executive Director Judy Gibbs said of the latest addition of 54 independent living units. With existing garden homes, a three-story apartment building, and a five-story apartment building, the community now has a total of 271 independent living units. The last of seven new villas was completed about three weeks ago and the villas are 57 percent occupied and reserved, Gibbs said. Each villa has two floors, with two units on each floor, but both floors have ground access as they are built on a hill. The tower has 26 units on four stories and an underbuilding parking lot, Gibbs said. She said 62 percent of the tower is reserved or occupied and it was finished about a month ago. The 105-acre community also plans on building a second rehab center and a new clubhouse that it hopes construction can begin in late fall, Gibbs said. The clubhouse will have an auditorium, a dining room and a room for informal dining. The major dining will move from the current community center to the clubhouse, but there will be some type of food service kept at the community center as well.

As the demand grows, Lakeview Terrace will build another residential tower, Gibbs said. "We feel that certainly upgrading and building new is also a way of sustaining our position here as a leading senior living community," Gibbs said. Construction of the villas began in February 2013 and the construction of the tower began in May 2013, with infrastructure work starting in 2012, Gibbs said. The cost of the tower and villas was \$15 million, according to Gibbs. Gibbs said the expansions were necessary because capacity was being reached. "We were reaching 96, 97 percent and we knew that there was a demand for this type of continuing care retirement community," she said.

About 325 residents now live there. In addition to the independent living, the community has a healthcare center that has a rehab and skilled nursing facility, an assisted living facility, and a home health certified agency that serves residents, Gibbs said. They have a complete rehab, physical, occupational, and speech therapy department, she said. "It's almost like an umbrella here of all comprehensive services, and it's a continuum that they can move back and forth through these particular services all under (the) same Lakeview Terrace banner," Gibbs said. Lakeview Terrace added eight new employees because of the expansion, Gibbs said. Gil Owens, 79, moved into the villas with his wife in April. Owens said he lived in The Villages from 1999 and four years ago started looking at Lakeview Terrace, but decided to wait for the new buildings. He said they moved to be in a place where their kids would not have to worry about them. "They're happy that we're here and that we don't have to worry about maintenance and if we need help it's right here,"

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Owens said. He said he liked the community's concept with the independent, assisted, and skilled nursing there and them cooking the main meal each day. "It's a beautiful view. It's a beautiful concept. The price is right. Everything is going very smooth," he said. Lakeview Terrace annexed into Umatilla in May 2008. "I see it as a tremendous asset to the city. Lakeview Terrace is a good business partner with the city, too.

They're excellent people to work with," City Manager **Glenn Irby** said. **Irby** said last year the city allowed Lakeview Terrace to use its tax exempt financing designation in order to get a very low interest rate loan with no liability to the city. He said the city set it up to bond \$65 million. Of that, the community has borrowed \$35 million to date and plans to borrow another \$6 million for the new clubhouse and skilled nursing and rehab center, Gibbs said. The bond money was used to finance the expansion, Gibbs said. **Irby** said one of the reasons the community is important to the city is the residents are active and come into town to shop, which lends to commerce. **Irby** said annexing Lakeview Terrace allowed the city to get to the intersection of State Road 19 and County Road 42. The east side of County Road 42 was rerouted to that intersection and a blinking light was turned into a regular traffic light in recent years. "I immediately saw it as the next growth area for Umatilla," **Irby** said. It would be beneficial if the area gets restaurants, shopping and entertainment that residents could walk to, Gibbs said.

During the road work, the city put utilities in the intersection, **Irby** said. While Lakeview Terrace has its own water system, **Irby** said the expansions tripped a Department of Environmental Protection requirement, based on the number of residents, for the community to have a redundancy for its water system. He said the community has a second well, but did a cost analysis to get it running and decided to connect to the city's system. He said Lakeview Terrace built the city a new 12-inch water line from where the city's line terminated all the way to County Road 42. The city manager said changes in state law have allowed the city to annex in the Kangaroo convenience store and property north of it, even though they are not contiguous with Lakeview Terrace.

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Glenn A. Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
August 9, 2014

City officials planning to make several renovations to Cadwell Park

Author: *Austin Fuller* | *Staff Writer* austin.fuller@dailycommercial.com

New restrooms and a new sidewalk were recently completed at Cadwell Park, but more long-term changes are anticipated in the park's nearly half-million dollar master plan. The park is the site of most of Umatilla's major events, including the Florida Black Bear and Wildlife Conservation Festival, Chili Cook-Off, Collins Community Barbecue and North Lake Relay for Life. City Manager **Glenn Irby** wants to see more events there, especially since the park is downtown. "It yields itself to grander things than it has," **Irby** said of the park. Plans call for a sidewalk encircling the back field in the park, as well as new pavilions, shade trees and a new event stage. The park is heavily used on weekends by families, said **Irby**, who believes adding more amenities will bring more people to downtown and Umatilla.

The city manager also noted that there are apartments downtown and having a more user-friendly park within walking distance for families with babies or toddlers would be a good thing. The park also affects nearby businesses, he said. "If people come up here to do nothing but recreate at the park, maybe they've never been here before, they say, 'Oh look, there's a Beef 'O' Brady's, heard it was up here just didn't know where it was,'" **Irby** said. "They might not go to Beef 'O' Brady's or the ice cream shop then, but they're likely to come back and spend even more time." The park had portable toilets as well as restrooms in a building that were opened for events. The new restrooms were finished in May. "We had the ability to build the restrooms. We saw that as the most necessary thing to have," **Irby** said. "The events in the park have grown tremendously over the past seven, eight years and those poor restrooms in the building, they don't keep up." The park currently has an event stage, but there are space constraints as events continue to grow, **Irby** said. The new stage is planned to face a field, and **Irby** said people could bring lawn chairs. Other changes on the park master plan include more sidewalks in the front part of the park, a pedestrian bridge and a new play structure, city documents show. The plan also calls for the city to acquire a piece of land that partially separates part of the park from the back field. **Irby** said there is a cracker-style house there that could be used for things such as weddings or parties. However, he said he has reached out to the owners and they are not interested in selling.

The new and old bathroom facilities in the park are ADA accessible, **Irby** said. "We want people, regardless of their health, to be able to enjoy as much as possible and to come out, too," he said. The timeline for the changes is dependent on funding, according to **Irby**. He said they are going to try to get some Florida Recreation and Development Assistance Program Grant money and they believe the sidewalk system could qualify. He said the park is in the Community Redevelopment Area and in 2016 they could be back to look at funding park work with that money. The estimated total cost of the park master plan would be \$499,917.24, city documents show. While it is not a part of the master plan, **Irby** anticipates a parking lot near both city hall and Cadwell Park will soon be repaved and expanded. Landscape and lights will also be added to the parking lot. "We believe that

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the parking lot is extremely important because of the events held in the park,” **Irby** said. He said, if approved, the parking lot would be partially funded through CRA and penny sales tax money. He expects the parking lot work to take place after the first of the year, as there are a lot of events scheduled between now and December.

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Glenn A. Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
June 10, 2014

State helps fund water, stormwater projects

Author: *Austin Fuller* | *Staff Writer* austin.fuller@dailycommercial.com

The cities of Umatilla and Tavares have received a combined \$6 million from the state to help fund stormwater and water projects within the two cities. Umatilla got money for three projects, including one for a \$4 million project that will allow the city to replace water lines and valves, as well as to loop more water lines into the system, according to city manager **Glenn Irby**. Dead end lines create stagnant water and looping them will prevent this and increase fire flow, **Irby** said. The city has a meeting scheduled for Friday with engineers to figure out how they should proceed with the work, **Irby** said, before the plan is presented to the city. “Our recommendation is going to be that we’re going to... first apply the money to what we believe are the worst of the worst areas of town,” **Irby** said, adding there are new sections of pipe in the city’s water system.

State Sen. Alan Hays, R-Umatilla, who chairs the General Government Appropriations Subcommittee, which covers the budgets for 18 different state agencies, cited a water main break last October — which led to the entire system having to be shut down — as a reason for the city getting the funding. “That tells me that they need some significant improvement to the project, to their water system,” Hays said. Umatilla also received \$677,050 from the state, which **Irby** hopes to use for a new 750,000 gallon storage tank that will complement their existing 150,000 gallon tank and will allow the city to take its water tower offline. The money also will go to three new variable drive pumps that ramp up and down according to need, **Irby** said. The city manager said if there was a fire in the city, all of the pumps would be working, but late at night they would barely be in use. He said they are more efficient and are more powerful. “To me it’s phenomenal. The fire flows will be nothing like the city’s ever experienced before,” **Irby** said. Umatilla also received \$605,000 to help fund an estimated \$3,629,200 project that will create a pond to capture stormwater for treatment, turning it into reusable water which would be mixed with reuse water from the wastewater plant for irrigational purposes, **Irby** said. The project is being done to capture and treat stormwater that would otherwise go into one of Lake Yale’s basins, the city manager said.

While Lake Yale is not in city limits, and a large part of the stormwater comes from outside the city, **Irby** said the project will help expand the city’s existing reuse operation and assure the St. Johns Water Management District that they have alternative water sources. “Everybody’s in it together these days. We feel good that we can help and at the same time assist us, if you will, with St. Johns (Water Management District),” **Irby** said. Money is also coming for this project from the Lake County Water Authority, Lake County government, the Florida Department of Environmental Protection and the Department of Environmental Protection is also working on a grant from the federal Environmental Protection Agency, **Irby** said. “There’s no way that we would ever be able to get to the level of funding necessary to do these projects on the backs of the tax payers,” he said. “That’s how huge it is.” He credited Hays with helping the city get the money. “Alan Hays was a God send,” **Irby** said. Tavares received \$750,000 in state funding, which Utilities Director Brad

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(Articles are in reverse chronological order)

Hayes said will help with a project to build a large stormwater pipe underneath Ruby Street in downtown Tavares and a stormwater treatment pond. He said stormwater currently discharges into Lake Dora and the pond will capture nutrients before the water is discharged into the Dora Canal which flows to Lake Eustis. "It's helping to clean up that entire area so that we're not dumping nutrients into the lake which create algae blooms and fish kills and it will enhance and clean the area up for recreational sports," Hayes said of the Wooton Park and Lake Dora shoreline. He said the second phase of the project will include putting more infrastructure in the downtown area to get water to the pond. The majority of the money will be spent in phase one of the project, according to Hayes. He said the phase one construction cost is \$2.5 million and the overall cost of the project is \$8 million, with the state money keeping stormwater rates low. Hayes also thanked Sen. Hays for helping secure the funding for the city. Sen. Hays said the Tavares project will help the health of Lake Dora and the other lakes in the Harris chain. The lawmaker said there are backlogged projects across the state and funding is allocated based on individual merit. "I'm quite pleased that I was able to get the funding for these projects here at home, but I'm also glad that we were able to help other communities throughout the whole state," Hays said.

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Glenn A. Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)

June 5, 2013

Embattled police chief allowed to retire

Author: *Millard K. Ives* | *Staff Writer* millardkives@dailycommercial.com

The Umatilla City Council voted Tuesday night to allow its suspended police chief — who was on the verge of being fired — to remain on administrative leave until his 52nd birthday in November so he could reap his full retirement. The unanimous vote during the council's regular meeting came as the city manager was considering terminating Chief Doug Foster after a number of supervisory problems of his seven officers and after at least one termination meeting had been postponed. The 51-year-old Foster will be allowed to use his vacation and sick leave until his Nov. 19 birthday. "We felt it was a good resolution," said Shaina Thorpe shortly after the meeting. Thorpe is an attorney who works with the city on labor and employment matters.

She said Foster would have lost 3 percent of his pension if he was fired. Foster said he also thought the decision was in his best interests, although he disputed the allegations. "It's political mismanagement," he said outside of city hall after the meeting. Foster was placed on administrative leave in early May after what City Manager **Glenn Irby** said was a number of supervisory problems, including allowing his officers to detain and question two 13-year-olds suspected of battery without their parents being present. A memo on the subject cited a similar incident with an 8-year-old in 2004 that resulted in the chief being counseled. "I cannot find good cause or reasoning behind why the parents of the children arrested were not allowed to be in the interviews," **Irby** stated in the memo.

Foster also allegedly allowed an officer to respond to a vehicle accident outside of the city's jurisdiction. Foster said he wasn't aware until after the interviews that the children had been questioned by officers without their parents. However, he said there have been Supreme Court cases that has ruled it is OK in some circumstances to allow officers to question juveniles without their parents or guardians being present.

Sheila and Dayle Thornton and Lisa Sabournin, parents of the two sets of the teens, said they were upset about the decision not to fire Foster. "They are basically paying him for wrongdoing," said Sheila Thornton, after the meeting. Foster, who has been the city's police chief for 21 years, makes \$55,000 a year. He said he plans to find another job in law enforcement.

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Glenn A. Irby
(Articles are in reverse chronological order)

Orlando Sentinel - Orlando, Fla.
Nov 9, 2012

'Stuff the Bus' campaign aims for donations to help needy
Author Debbie Manis

The Lake County Public Transportation Division is sponsoring its annual food drive to stuff nonperishable food and canned goods into a county bus from 9 a.m. to 5 p.m. Saturday. A bus will be parked at Walgreens in Mount Dora, 17030 U.S. Highway 441 and Leesburg, 2501 N. Citrus Blvd., and Publix, 250 Citrus Tower Blvd., Clermont.

The nonperishable food, baby food and pet food collected during the "Stuff the Bus" campaign will be donated to the Human Care Network in partnership with United Way of Lake and Sumter Counties. To pack as much food as possible into the buses, volunteers will be at each location. Last year's campaign collected more than 3,100 pounds. For more information about the "Stuff the Bus" campaign, call Amy Bradford at 352-742-6580.

Library happenings

*Paisley County Library, 24954 County Road 42, will present "Backyard Aquaponics" at 11 a.m. Tuesday. Aquaponics is the cultivation of fish and plants together in a constructed ecosystem utilizing natural bacterial cycles to convert fish wastes to plant nutrients. The re-circulating culture method harnesses the best attributes of aquaculture and hydroponics without the need to discard any water or filtrate or add chemical fertilizers. Aleece Landis of Aquaponic Lynx will present the free program. Details: 352-669-1001.

*The Leesburg Public Library, 100 E. Main St., will show "The Americans on D-Day," part of "The American Road to Victory" trilogy, at 2 p.m. Tuesday. The series is filmed in the exact locations and weather conditions that existed on the battlefields of World War II in Europe. A question-and-answer session will follow the film. The program is free. Details: 352-728-9790.

Meetings

*The GFWC Umatilla Woman's Club will meet Tuesday at the Umatilla Public Library, 412 Hatfield Drive. There will be a social at 1 p.m. followed by the meeting at 2 p.m. Umatilla City Manager **Glenn Irby** will talk about public affairs.

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Glenn A. Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
October 7, 2012

Umatilla to float \$60M bond issue

Author: *Jones, Greg*

With no citizen opposition, the city of Umatilla is moving forward with a \$60 million bond issue needed to help a local retirement center expand.

City Manager **Glenn Irby** said an investment firm is negotiating to buy the revenue bonds sought by the Lakeview Terrace Retirement Community. Officials hope expanding the facility, which sits on more than 100 acres at 331 Raintree Drive near Highway 42 and State Road 19, will create new jobs and kick start commercial development in the area.

"As far as the public hearing, no one from the public showed up, but the project still moves forward," **Irby** said. "They (the bonds) are in the process of being bought by a financial institution. They will have the ability to buy the bonds and re-sell them. The investment house will have the ability to sell the bonds at a premium to their clients, and whoever buys them will get the invest payments."

Irby said the investment house will be able to sell the bonds to its clients for as little as \$5,000 per bond. Money raised will help Lakeview Terrace grow from 325 residents to more than 600. City officials believe the additional residents and employees might lead so the area getting its first full-service grocery store. "It is a great deal to the city to be able to double the size of Lakeview Terrace," he said. "We value Lakeview Terrace, and it is a very good asset to the city," **Irby** said.

By using a special financing vehicle allowed under the Internal Revenue Code, Umatilla can obtain the tax-free bonds but Lakeview Terrace will actually sell them and be responsible for their repayment since they will not be backed or secured by the city's taxing power, its finances or credit, or any other public revenue sources.

Although Umatilla will not be able to float any of its own bank-qualified debt -- a tool used by government entities that guarantees lower interest rates and better terms overall -- while Lakeview Terrace is selling its bonds, the company has agreed to pay the city any difference in lost savings it sees if it has to borrow money another way.

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Glenn A. Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
September 21, 2012

Umatilla may roll the debt dice

Author: *Koch, William*

Are Umatilla city officials making the right decision in borrowing \$65 million in bonds to help a local retirement community expand?

City taxpayers need to find out.

Lakeview Terrance Retirement Community, a not-for-profit organization, is making some big promises. Its expansion will create 45 new jobs and help boost the city's commerce.

Umatilla is a nondescript city of 3,500 residents tucked quietly away in the northern portion of Lake County, just a couple miles south of the Marion County line. The city doesn't have a major chain shopping center and south Marion County residents often travel through the city to get to Eustis and other points south. Providing a good reason to get motorists to stop, shop and visit Umatilla naturally might get city officials' attention.

But here's the big question: Is Lakeview Terrance's package of goodies too good to be true? If everything proceeds as planned, Lakeview Terrance will expand and, as a result, more businesses will set up shop. And more shoppers will spend money in Umatilla. But what if Lakeview Terrance, which is privately owned and controlled, doesn't deliver? This is, after all, public money going toward a private endeavor. If Lakeview Terrance fails, who pays the bill?

The \$65 million bond, which is borrowed money, doesn't just go away. (The bond duration and payment amounts weren't immediately available late Thursday.) Local taxpayers would have to pay the bill.

Municipalities throughout the country are defaulting on their bond obligations. The national and local economies are still struggling.

City Manager **Glenn Irby** said "we believe (Lakeview Terrance) is going to be right for growth. So much so, we are running water lines all the way to (Highway) 42."

City officials may deserve credit for this arrangement, especially the part where Lakeview Terrance pays the bond bill entirely. This may turn into a smart and very worthwhile investment in the city's financial and commercial future. But this is still a big gamble. And Umatilla's taxpayers will have to pay the gambling debt if this turns into a losing proposition.

We urge city residents to attend the public hearing on the bonds 7 p.m., Oct. 2, at city hall to get educated and to offer input.

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Glenn A. Irby
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Orlando Sentinel – Orlando, FL
Apr 20, 2012

Gov. Scott vetoes money for local sewer projects

Author Ludmilla Lelis

A sewer overhaul for Umatilla, a Minneola sewer connection to the state prison and funds for the Lake Technical Center were the three Lake budget items vetoed by Gov. Rick Scott. Scott this week rejected \$142.8 million from the state's nearly \$70 billion budget.

Umatilla City Manager **Glenn Irby** was disappointed that the budget ax fell on \$352,163 for a major sewer system overhaul. The city still has terra cotta pipes more than 50 years old that need replacement. During the dry season, sand infiltrates the lines and causes problems when the sand reaches the sewer plant. During the rainy season, raw sewage can leak, as happened during Tropical Storm Fay in 2008. Replacement of those pipes would cost less than \$1 million and the city already has a \$650,000 federal community development block grant. The appropriation would have covered the rest. The city's approximately 900 utility customers couldn't afford paying for it, he said. "Trying to put that on backs of utility customers would break them," **Irby** said. "It's enormously expensive." He said he will try to complete as much of the project as possible with the existing grant but will have to find another grant or try again during next year's state legislative session to cover the rest.

Florida Tax Watch, a government watchdog group, had recommended rejecting the Umatilla project and many other water projects because the state doesn't have a good review system to analyze and prioritize projects. The governor also vetoed \$300,000 for a wastewater line that would have connected the Lake Correctional Institution on U.S. Highway 27 to the sewer plant in Minneola.

Officials of the south Lake city have been working for several years to connect the state prison to its \$20 million sewer plant. Minneola could have not only enjoyed the income from the prison connection, but the plant, running well below its capacity, would run more efficiently, City Manager Mark Johnson said. The prison has an aging package plant on site that treats its sewage. "I think this would have been a good partnership between agencies," Johnson said. "But I understand the state is in difficult times, just like the rest of us."

Scott also vetoed \$52,314 for the Lake Technical Center, one of two charter vocational-training centers in the state. The other center in St. Johns County had its funding request vetoed. Past budget cuts have left the center with less money, while student enrollment has increased as people have lost their jobs and need training for different careers, Lake Tech Director Diane Culpepper said. The appropriation would have restored some of the funding lost in past years, she said.

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Glenn A. Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
December 12, 2011

City buys computers for council members

Author: *Gerbasi, Chris*

The Umatilla City Council has entered the technological age. The council used laptop computers for the first time at its Tuesday meeting, saving hundreds of pages of paper by viewing the agenda electronically.

"I was a little apprehensive about how it would go, but there were no hitches at all," city Manager **Glenn Irby** said. "They were able to follow it, everything was right there, and everybody was really pleased."

The city recently bought 11 HP laptops at a holiday sales price of \$5,400 from Staples. Each computer was discounted from \$598 to \$491. The computers will be used by all boards that meet in the council chambers. The city can easily make up the cost in savings on paper. Up to now, the city had been creating multiple paper agendas and packets of backup materials for boards and staff, which not only required reams of paper but was also time consuming. City clerk Karen Howard had to make 11 copies of the same material for bimonthly council meetings, and nine or more copies of agendas for subcommittees and other boards. The work often required a full day or more.

Now, Howard will have to prepare one agenda one time, and the materials will be distributed electronically to board members and staff. **Irby** said Tuesday's agenda and packets would have used about three reams of paper, or 1,500 sheets. Instead, 11 two-page paper agendas were printed for council, staff and press to follow, or 22 sheets. He did not have an individual breakdown on paper costs because they are wrapped into an office supply account.

Irby said the city may have been slow to provide the council with computers because agenda packets were typically small. But with more activity and projects in the city in recent years, packets have grown to hundreds of pages for meetings involving the comprehensive plan or land development requirements, for example. So the computer-savvy council asked staff to cut down on paper and look into purchasing Ipads or laptops, he said. Council members eventually settled on the choice of laptops. Now that the city has upgraded the chambers with computers, there may be no stopping it. **Irby** said the city will also beef up its WiFi capabilities in the chambers so attorneys and other staff members can research items on the fly if necessary during meetings.

Howard said that the city also plans to revamp its website soon. The meeting agendas should be available to the public online sometime after the first of the year. The laptops' first run went well, and Irby thinks they will be a positive addition, but he may feel more comfortable after next week. "We have a huge agenda coming up for the Planning and Zoning meeting next week," he said. "We made the choice to implement them on a slow agenda. The real test will be next week."

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Glenn A. Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
September 1, 2011

Umatilla police chief suspended
By MILLARD K. IVES

Umatilla's top police has been suspended for 10 days amid several allegations, including that he hogged the department's only computer to play online video games, locked himself in his office while secluding himself from officers and refused to come to crime scenes.

Police Chief Doug Foster, who's headed the Umatilla Police Department for 19 years, is also accused of using meetings to belittle, demean and bully officers, having his staff run his personal errands, taking away their shotguns, neglecting department vehicles and requiring officers to submit a list of medication they were taking.

"Morale among officers is very low and you are the are the direct cause," stated City Manager **Glenn Irby** in a memo to Foster which announced the suspension.

Foster couldn't be reach by phone for comment Wednesday. But in a written response to Irby, he refuted or addressed some of the allegations -- citing he only played games during his lunch break and after business hours and only asked a sergeant to pick up a tenant's rent. Foster also submitted proposals to rectify the issues which includes closer interaction with officers, encouraging feedback and attending a management course.

In an interview with the Daily Commercial on Wednesday, **Irby** called the proposed rectifications "a good start." However, **Irby** added that he believes that external and personal issues have clouded Foster's effectiveness and warned that any further violations would be grounds for immediate termination.

Irby said he became of internal issues in the police department after an "emotional" officer Joel Cooper told the city manager he wanted to resign because he "believed that he had no other choice." Cooper later presented Irby with a "lengthy written chronology of concerns, encounters and outright complaints stemming from both personal and professional issues with the Umatilla Police Department."

Irby said out of the approximately 10 complaints with Foster, he found seven of them to be valid and in violation of city policy. **Irby** said out of the five years he's been city manager, he is unaware of any other reprimands leveled upon Foster in his 25 years with the Umatilla Police Department.

Irby added before the recent complaints came up, he was unaware of any problems that officers had with Foster's leadership. "They were very ill at ease in coming to me," **Irby** said.

Irby said he now hopes officers would find it easier to come to him with any concerns. Sgt. Chris Bell will fill in for Foster until his scheduled return of Sept. 12.

***Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)***

Some complaints of officers' on Umatilla Police Chief Doug Foster and his written response to the city.

- Foster playing on-line video games on the police department's only computer available for report generation has caused them to work over their shift assignment.
 - Foster: Admitted to playing games during lunch break and after the close of business.
- Uniformed officers being asked or directed by Foster or his assistant to conduct personal business for him, including payment of a personal invoice for his mother-in-law and collection of rent from his tenant.
 - Foster: Only asked Sgt. Chris Bell to pick up a renter's payment. Did give a city employee money to purchase a Power Ball lottery ticket.
- Foster secluding himself within his office between the hours of 4 p.m. and 5 p.m. and not opening the door to officers needing advice; and refusing to assist officer on possible crime scenes.
 - Foster: I have never refused to come to a scene when requested by a officer unless I was completely out of the area.
- Foster issuing a written directive requiring all officers to provide him with a list of all medications they were currently taking.
 - Foster: I wrote a guideline in an attempt to ensure officers wouldn't be working on the job while on medication which may effect their judgment or ability to perform the job task. I never requested the officers disclose their medical condition.
- *Officers complained about Foster disallowing use of shotguns by ordering them taken out of their cars.
 - Foster: I have restricted usage of shotguns and computers about two to three years ago. During a periodical vehicle inspection, I discovered a shotgun missing. I searched other vehicles and failed to located the weapon. When I called officers, no one seemed to know where the weapon was located. This wasn't an isolated incident.

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Orlando Sentinel - Orlando, Fla.
March 22, 2011

Umatilla Airport sets sights higher

Author : Christine Snow

UMATILLA -- Years ago, a fence wrapped around this city's tiny municipal airport, making it unapproachable for residents. But now City Manager Glenn Irby is committed to transforming the Umatilla Municipal Airport into a viable resource for residents and businesses in hopes of elevating the local economy. About 90 people attended an open house at the airport in late January in an effort to make the airport more accessible to those in the area.

"It's a community airport, not a country club," **Irby** said. "It belongs to everybody."

As a way to promote the economy, the airport began offering fuel services for planes in January. This allows pilots, mostly those flying small planes for business or for fun, to make a stop in Umatilla to fuel up, access the airport's wireless Internet and check for weather conditions. **Irby** said he anticipates this will encourage pilots to make extended stops at nearby businesses and give the city an "economic boost." "What we're hoping is that with having the fuel, it will be a draw to Umatilla for restaurants and shopping districts and the Ocala National Forest," he said.

He also hopes other recent improvements to the airport, which has existed for decades, will be an attraction for pilots. The airport added 13 new hangars to hold aircraft. A new security system was established, including a surveillance video cameras, lighting and two new gates.

The surveillance cameras are expected to help foil future situations, such as Lake County's largest drug bust that occurred at the airport in late 2010. Law-enforcement officials found nearly 800 pounds of marijuana at the airport. Because of the airport's rural location, city and airport officials weren't surprised by the criminal activity. The new cameras, however, should limit suspicious incidents.

Officials have also stepped up efforts to be more of a visible force in the aviation community. The city plans to increase advertising of the airport in aviation magazines and websites at a low cost or for free. "We found out that word of mouth is actually working quite well," he said. "It's a unique entity," he said.

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
March 1, 2011

Ready for takeoff

Author: *Ell, Larry*

A series of fortunate events has things looking up at Umatilla's airport.

Over the past few years, the city has capitalized on a series of government grants and well-timed private interactions to transform an asset -- one that City Manager **Glenn Irby** described as "underutilized and in very bad condition" -- into an aviation success story.

The facility's evolution began by focusing on the airport's most pressing deficiency. "It had a very short, almost unusable runway when it started several years ago," **Irby** said. That changed after city officials hired a consultant to explore the availability of federal and state grants through the Federal Aviation Administration and the Florida Department of Transportation.

Irby said the consultants concluded that the city needed to build hangars to entice people to use the airport. FDOT didn't agree.

When state transportation officials came to look at the site as part of the grant process, they reportedly told the city there was no way they were going to advocate for hangars when the runway was in such deplorable condition.

However, FDOT said it would, instead, grant money to the city to widen, lengthen and upgrade the runway. "That was when it started becoming something," **Irby** said. The runway project began in 2004 with a price tag of nearly \$1.5 million -- too much for the city to handle on its own -- so it embarked on what would eventually result in a series of shrewd and sometimes lucky partnerships. With sizable grants from the FAA and FDOT, Umatilla's financial commitment for the expanded runway totaled \$37,812.97.

Improvements over the years followed with equal attention to frugality.

At the time the runway was completed, the airport had only one hangar and it was crowded with five airplanes. So the next phase of facility upgrades included the addition of more storage capacity.

From 2006 through 2009, 13 hangars were built at a total cost of \$933,031--\$186,606 which was borne by the city. Irby says all but four are occupied. "Then we started hearing the reason why nobody comes to Umatilla and nobody rents the hangars is because we didn't have fuel," **Irby** said.

That sparked perhaps the most fortuitous sequence of events.

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

To help build the estimated \$300,000 fuel farm, the city applied for--and won--an FDOT grant. But since it required 20 percent in local matching funds, city officials turned the state cash down. Irby said, for some reason, FDOT kept the grant alive, so he kept presenting options to the city council to take advantage of it. Last year, an opportunity for a public-private partnership finally led to Umatilla being able to complete its airport vision.

A pair of fuel tanks at Leesburg International Airport had reportedly been repossessed by the bank and were available for purchase at a large discount. **Irby** said a local businessman agreed to cover FDOT's local matching requirement of \$53,719 and pay for a load of fuel. Two months ago the tank was finally put in. "Over the last month we've pumped somewhere between 1,000 and 2,000 gallons of fuel." **Irby** said. "And for three weeks, it wasn't even advertised."

The blossoming of Umatilla's airport has been a thing of beauty for Jerry Byrd. As a self-described "airport bum," Byrd acts as the volunteer caretaker of the facility. As a pilot himself for the past 20 years, he knows the value a full-service airport can bring to a community.

"A lot of general aviation pilots just love to have a small place to fly into, park their aircraft and go out for a bite to eat," Byrd said. "It's a good way to patronize the city of Umatilla." Making it as easy as possible for visiting pilots to venture into town, a courtesy car will soon be made available at the airport.

Irby said the city recently auctioned off a couple of out-of-service police cars for \$6,100 and was offered a used car by the family of a deceased Umatilla resident for only \$3,500.

Once the car is ready for use, officials feel the airport will have the complete package--and with proper marketing--will become a true jewel in the city's crown. "We are the only other airport in Lake County that has a paved runway," **Irby** said. "I think people will say, 'Wow, I didn't know that.' So it's something to be proud of."

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Orlando Sentinel – Orlando, FL
Dec 23, 2010

“Its better than a good thing”

Author: Katie Adams

Lake County law-enforcement agencies received new equipment and upgrades thanks to nearly \$179,000 in federal grants.

For the Umatilla Police Department, for example, about \$7,000 in grant money means new bulletproof vests, cameras, safety goggles and training pistols. among other equipment. The money came from the 2010 Edward Byrne Memorial Justice Assistance Grant award, from the national federal Bureau of Justice Assistance.

Umatilla City Manager **Glenn Irby** said he's excited about the opportunities the grant has brought his city. "Anytime a city of our size is able to come into any kind of grant where our taxpayers aren't impacted, it's a good thing," **Irby** said. "It's better than good thing."

Umatilla police Chief Doug Foster said the money is a great help. "Everybody gets a little bit of extra help with their needs because [with] our economy at this point, we don't have a lot of extra cash," Foster said. "Every little bit helps."

Any municipality or department interested in grant money can apply. In Lake, the grant is split among the Sheriff's Office and police departments that bid for it. In order to qualify, departments must present a proposal and budget of how the money would be spent, said Brenda Quattlebaum, Lake probation coordinator.

This was the first year all of Lake's police departments applied for the grant. More than half of Lake cities had to agree that the money should be divided among all police departments.

The proposals go before the Local Law Enforcement Substance Abuse Advisory Board, comprised of police chiefs and representatives from the State Attorney's Office, Public Defender's Office, LifeStream Behavioral Center and other organizations totaling more than 20 people, Quattlebaum said. The board determines how the money will be distributed.

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
September 19, 2010

Flooding problem to be addressed in Umatilla

Author: *LARRY ELL*

UMATILLA -- Cycle Station owner Steve Pembroke can finally look forward to a time when he won't have to clean up heavy deposits of dirt left on his doorstep by stormwater runoff.

The city of Umatilla learned this week that it had been awarded a \$226,238 grant from the Federal Emergency Management Agency to reconstruct an alleyway and mitigate drainage and stormwater issues that have plagued 14 businesses in the north end of the City.

"I've dealt with the city for several years on this issue, so it would be wonderful if we could get that thing cleaned up," Pembroke said. "It's affected my sales because I can't even set my motorcycles outside anymore."

According to Umatilla city manager **Glenn Irby**, the alley runs parallel to State Road 19 and is bracketed by Palmetto St. to the north and Seminole St. to the south. He says many businesses along the alley, as well as in proximity to it, have experienced flooding problems for years.

"Like you wouldn't believe," **Irby** said. "The older buildings were built below the grade of the alley, so when it rains, the water runs off the road and into the buildings."

Irby said he was shocked to learn Umatilla had been awarded the funds since the city applied to FEMA in 2008, after Tropical Storm Fay deluged much of Florida.

The grant, which also requires a 25 percent local match of \$56,559, will be used to dig up the alleyway and replace underground conveyance systems along with gutters and curbing. Irby says Umatilla's commitment will be paid from either stormwater fees or Community Redevelopment Agency funds.

Construction could begin by the latter part of this year or early next year, so the long-suffering business owners won't have to wait too much longer to finally get some relief.

"I think they're going to be ecstatic," **Irby** said.

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
August 12, 2010

Grayson's grant, stimulus claims questioned

Author: *BRAD BUCK*

UMATILLA -- Umatilla City Manager **Glenn Irby** said Wednesday that campaign literature from U.S. Rep. Alan Grayson about his successes in bringing gobs of grant money to his city are misleading.

Grayson represents Florida's Eighth Congressional District, which includes portions of Lake County.

Glossy literature was recently distributed in the Umatilla area, touting grants that Grayson says he's helped secure.

"Congressman Alan Grayson delivers for Umatilla," the material says. "How much money did the city of Umatilla receive in federal grant money in the year before I came to Congress? ZERO. But, in my first year in office, the amount of our money coming back to work in Umatilla increased to nearly \$130,000."

The literature also says that in 2009 Umatilla received grants for the airport and police department. "In an indirect way, he is taking full credit for those grants," **Irby** said. Although Grayson is taking credit for the grants Umatilla received in fiscal year 2009-10, he didn't have anything to do with getting them, **Irby** said. "We asked him for \$7.9 million in stimulus money," **Irby** said. One of the biggest-ticket items Umatilla asked for was a city hall and emergency shelter. The latter would be critical after so many people in Paisley had no place to go when the 2007 tornadoes hit, **Irby** said.

Umatilla received no stimulus money.

"None of those things came anywhere near being accepted," **Irby** said. Furthermore, no grant money went through Grayson's office, he said. That money was already on the table before Grayson took office in 2009, **Irby** said. "It makes it look as if he's the shining knight on the white horse," **Irby** said.

No one from Grayson's campaign or his office commented on Irby's statements Wednesday. Grayson's website claims many victories in bringing stimulus and federal grant money home to the Eighth Congressional District. But it does not specify what cities, counties or school districts the money went to. "The hard work of Congressman Alan Grayson paid off in a big way for the people of our district," the website says.

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

A new analysis of grant information showed that federal grant dollars for Florida's 8th Congressional District increased by 98 percent during the congressman's first year in office. "I brought in more than \$100 million in additional federal dollars when we need it most," Grayson said on his website. "The new money created or saved thousands of jobs. It kept police officers on the streets, hospitals and schools open, and improved the lives of people in Central Florida."

Grants to municipal and county governments are up 101 percent, Grayson's website says.

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Orlando Sentinel – Orlando, FL
Sep 20, 2010

Grant will fix flood in Umatilla

Author: Christine Snow

UMATILLA -- Every time it rains heavily, Michael Hill braces himself for the expected flooding from a nearby alleyway that often flows into his restaurant's property and destroys his catering equipment. But now the owner of Michael's Restaurant and Catering is breathing a sigh of a relief as the city received a \$226,238 federal grant to reconstruct the troubling alleyway and improve its drainage. The grant, awarded to the city by the Federal Emergency Management Agency, is designed to alleviate the ongoing stormwater issues faced by businesses in the area. "My reaction to this is: finally," Hill said. "I'm very happy for it to be happening."

About 14 businesses have dealt with similar problems as Michael's for years because of the poor grading of the surface of the alleyway, which is located near State Road 19 between Palmetto Street on the north and Collins Street on the south end, City Manager **Glenn Irby** said. This creates a situation ideal for flooding, **Irby** said. "It's basically the same way with all those businesses," he said. "Most of them are below grade."

The flooding issues are a consistent headache for area businesses such as Michael's. In the four years since Hill established the restaurant at its North Central Avenue location, an overflow of rain has filled the parking lot and collected in a garage that holds boxes of catering equipment.

So Hill must constantly replace the boxes rather than physically relocate the necessary garage, which would be a more expensive process. "Within a few minutes [of rain], the water is several inches deep. And, if a car drives by, it sends a huge, big wave," said Hill, who said his equipment sits inside wooden boxes. "Those boxes continued to get ruined. It's been a very costly problem."

The city still needs to provide a 25-percent match of the grant, or \$56,559, before reconstruction can begin, **Irby** said. As the alleyway is located in Umatilla's Community Redevelopment Agency area, the city will pay for its match either through redevelopment area funds or stormwater fees. "It's a very important step forward to fixing a very serious problem," **Irby** said.

The grant is also a welcome assistance for the city as it's been a constant struggle to come up with the means to overcome the alleyway's problems, **Irby** said. "For a city the size of Umatilla to get almost a quarter of a million dollars grant, it is a huge blessing," he said. "It would've taken us years to get this kind of money. This is a very good thing."

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Orlando Sentinel – Orlando, FL
Jun 23, 2010

Bad for business?
Author: Amy C. Riddel

UMATILLA

In the coming months, road crews will begin installing turn lanes and an extended median along the city's main drag, but already some business owners are concerned about the changes. New turn lanes will be installed along Central Avenue near the road's intersection with Cassady Street to the west and Guerrant Street to the east. The median won't allow cars to cut across Central Avenue, which is a cause for concern for some business owners.

City Manager **Glenn Irby** said he's asked the state Department of Transportation to reconsider some of the work and change the medians to allow for easier access to some of the businesses. But, ultimately, he said it's the state's decision. "We have gone to bat for the businesses and written a letter to reconsider one of the closures," he said. "Hopefully, they will. At the end of the day, they don't have to."

Already, workers have started surveying the area for the new medians and turn lanes. Currently, there are several short medians that allow drivers to cross Central, which is also known as State Road 19, from side streets. Recently, the city asked local residents to fill out an online survey to gauge public opinion about the roadwork. There's only been one response and it wasn't positive. The respondent said the Transportation Department work is not acceptable because it will mean "closing too many median openings that will make it difficult for south-bound traffic to access businesses on the east side of S.R. 19."

Some business owners along the stretch of road that would be most affected wouldn't give their names but said changes to the medians could be the death knell for their establishments. In a letter to transportation officials, **Irby** asked them to reconsider the median placement. "I am hopeful that you will consider the position of the City of Umatilla with regard to the complaint by one of our long-term business owners," he wrote.

"The City has very few businesses and during these economic times, it would be a disadvantage to them to lose existing clientele." **Irby** said the city hopes the intersection at Central and Cassady/Guerrant ultimately will warrant stoplights but, in the meantime, new turn lanes should help alleviate some of the congestion in the area.

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Orlando Sentinel – Orlando, FL
Nov 14, 2009

Meek visits Wildwood: Airport may add fuel
Author : Christine Snow

UMATILLA -- To drive more business to Umatilla Municipal Airport, city leaders hope to entice a private company to install fuel tanks.

Last year, the city built 13 airplane hangars at the airport, and about half are empty, said City Manager **Glenn Irby**. He said many pilots shun the airport because fuel is not readily available. The city does have a grant that will partially pay the cost of installing fuel pumps and recently heard from Aerofuel, a new Umatilla-based company interested in installing the pumps.

In the coming weeks, the city will begin a formal bid process. If a low bidder is determined, **Irby** said the cost to supply fuel to the airport wouldn't come from taxpayer dollars. Instead, the grant will cover about \$100,000 toward installing the fuel tanks, and the private business will pay the remaining cost, about \$50,000.

WILDWOOD -- U.S. Rep. Kendrick Meek, D-Miami, will attend a local church service Sunday to receive petitions for his 2010 U.S. Senate campaign. Meek, who plans to gather more than 112,000 petitions to qualify for the ballot, will attend New Life Center Ministries at 10 a.m. to gather petitions collected by The Villages residents for his campaign.

Meek is seeking the seat recently vacated by Mel Martinez, R-Orlando. He and former Miami Mayor Maurice Ferre will square off in a Democratic primary to meet the winner of the Republican primary between Gov. Charlie Crist and former state House Speaker Marco Rubio. U.S. Sen. George LeMieux was named by Crist to fill the remainder of Martinez's term. Meek's appearance will be until 11 a.m. at the church, at 9707 County Road 229. Umatilla gets festive

UMATILLA -- Get ready for a dose of holiday cheer, Umatilla style.

Beginning Friday or Saturday, city workers will start installing new holiday banners on utility poles along Central Avenue. City Manager **Glenn Irby** said the banners replace the decade-old electric decorations that needed significant repair work. He said it would have cost the city more than \$1,000 to fix them. The new holiday banners feature different holiday and winter themes, including snowflakes. Installing metal brackets that hold the decorations in place on about 50 utility poles should take about a day, he said. Once those brackets are in place, they can be used for other decorations and signage, including for the Florida Black Bear Festival, slated for March 27.

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
December 8, 2008

Umatilla considering water/wastewater impact fee hike
By BENJAMIN ROODE

UMATILLA -- City leaders are proposing to raise city water and sewer impact fees on new construction in anticipation of needed future upgrades to those systems.

Council members gave first reading this week to an ordinance increasing the fees, and making a 6-month window for owners of undeveloped property to pre-pay their fees at the old rate.

The ordinance, which needs two readings before it can be adopted, would increase water impact fees from \$1,157 per household unit or equivalent space in a commercial business to \$2,174 per household. Wastewater fees would increase from \$2,436 per home to \$3,204 per home.

The city phased in its current adopted fees between 1989 and 1993, said City Manager **Glenn Irby**. Umatilla has about 1,100 water customers and about 600 wastewater customers. Impact fees are applied only to new building, not existing customers. If the fees increase, owners of existing buildings would not have to pay the balance.

While residential building is currently stagnant in the city, there are three developments with capacity for about 1,000 homes that have been approved on the city's south end, **Irby** said. When the housing markets relax and those homes start to be built, the city's water and wastewater systems will need upgrades.

"We're planning for the future, for both systems," **Irby** said.

If the measure is adopted, it would make Umatilla's water and wastewater impacts some of the highest in the county. Minneola holds both the highest water and wastewater impact fees. The ordinance's final reading is slated for 7 p.m. Dec. 16 at Umatilla City Council Chambers, 1 South Central Ave, Umatilla.

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Orlando Sentinel – Orlando, FL
Mar 23, 2008

Umatilla gives annexation early OK

Author: Marin E. Comas

UMATILLA -- On morning walks, Terry Stickney has seen foxes, hawks, bobcats and even wild pigs near her home off Keene Road in north Lake County. It's not surprising for a black bear to show up once in a while. "What's out here, it's a wildlife corridor," said Stickney, who has lived with her husband, Warren, in the area near the Marion County line for almost a dozen years. "We have a unique place in the state of Florida." But Stickney and her neighbors are concerned about losing the area's quiet, rural character.

Last week, the Umatilla City Council granted preliminary approval to annex almost 253 acres south and east of Keene Road. Council members also agreed to change the land use and zoning, which could allow up to 196 new homes on the property. A second and final vote is scheduled for April 1. That may not seem like a big development request when compared with other areas of Lake County -- which has been one of Central Florida's fastest-growing counties.

Mount Dora, for example, has approved hundreds of new homes east of U.S. Highway 441 in recent years. Farther south, Clermont and Minneola also have approved mega-developments amounting to thousands of homes. But for Umatilla, a quiet town with a population of about 2,600 residents and considered the gateway to the Ocala National Forest, a large development request is rare.

"In my opinion, developers have done everything they can in other parts of the county and now this [Umatilla] is the only place left," said City Council member Ralph Cadwell Sr., who has lived in Umatilla for more than 60 years. "We know growth is coming, but we don't want to be smothered. We want to still be a good place to live."

City Manager **Glenn Irby** said Umatilla has avoided much of the surrounding growth because it's nestled in an isolated pocket of Central Florida. "The road network here is not conducive to commuters," he said.

Dozens of people turned out for Tuesday's City Council meeting. Almost all who spoke against the project were county residents. The land is made up of mostly pine trees, uplands and portions of North and South Twin lakes. If approved, the land-use and zoning request would allow single-family residential homes at a density of one per acre. Pine trees would surround the development and provide a buffer. The applicant is John Howell, an Orlando attorney representing Lake Butler Groves Inc.

David Kirkpatrick, who has lived on 18 acres off Keene Road since 2000, said most of the homes in the surrounding area sit on tracts of at least 5 acres each. "This is a rural area and this [development]

***Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)***

would ruin the character," he said. "When we moved out here, we knew it would be developed someday. But we sure didn't think it was going to be something with this many homes." That number of homes, Kirkpatrick added, would affect the surrounding roads and schools.

City officials, however, said at this point it is only a request to annex into the city and change the land use and zoning. No development plans have been presented to the city. Also, any land-use changes approved by the City Council also would have to be approved by state planners with the Department of Community Affairs in Tallahassee later this year.

City Council member Holly Curley said she voted for the request after it was amended to reduce the density from almost three homes per acre to one home per acre. "Otherwise, I think that would've been in excess for our community," she said. "But I think it will become a community that Umatilla will come to embrace." Cadwell said reducing the density "was a good compromise." Curley added that no city residents spoke against the project during last week's meeting.

That's too bad, said Kirkpatrick, a county resident. "The residents of Umatilla are not going to care about it until it's built and it impacts them with all the traffic," he said.

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
January 8, 2008

Fire chief asked to resign

Richard Shirk e-mailed photos of partially nude crash victim

Author: *Marilyn Aciego*

UMATILLA - After fall-out from e-mailing inappropriate pictures, Umatilla's fire chief was asked to hand in his resignation on Monday.

Chief Richard Shirk - named chief only a few months ago - responded to a crash scene on County Road 450 N.E. on Nov. 8. In that crash, 26-year-old Jamie Mikell of DeLand was killed. Shirk took photos of Mikell as emergency personnel rendered aid and then e-mailed the photos to fire departments in Mount Dora, Eustis and Leesburg, said Umatilla City Manager **Glenn Irby**.

"We know for a fact they went to Mount Dora, Eustis and Leesburg Fire Departments as well as (Lake-Sumter) EMS," **Irby** said.

Twenty-seven photos were e-mailed, including two in which Mikell was dressed only in panties as emergency personnel provided aid. In one photo, Mikell's breast is exposed.

The matter was brought to **Irby's** attention after Lake-Sumter EMS Executive Director Jim Judge called Irby on Nov. 27 and filed a formal complaint on Nov. 29. According to the complaint, paramedic Gwen Burgess told Judge the photos had been e-mailed to multiple agencies and she felt they were inappropriate because they included photos of a patient that was partially naked. The complaint goes on to state that Judge contacted Shirk and discussed with him "the potential problems that both the pictures and the dissemination of the pictures could cause." Those problems include potential lawsuits and the pain the photos could cause the family if they were leaked.

Mikell is the granddaughter of Umatilla City Councilwoman Jeannie Olson. Attempts to reach Mikell's family were unsuccessful.

Shirk told Judge he took the photos for training purposes and e-mailed them to other agencies for their training value, according to the complaint.

Shirk was suspended with pay on Nov. 28, pending the outcome of an investigation. Less than 24 hours after being suspended and told not to represent the city of Umatilla in any way, Shirk ordered Fire Lt. Ernie Hall to retrieve the Fire Department checkbook from Shirk's and give it to ex-Fire Chief Paul Getchell. Getchell is no longer employed with Umatilla. Hall refused the order, but Lt. Baron Jones did take the checkbook to Getchell, according to Umatilla Police Chief Doug Foster's report.

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Foster went to Getchell's place of business to retrieve the checkbook and found Shirk there. As Foster left, Shirk followed him out and asked him how the investigation was going. According to Foster's report, Shirk told him he had no knowledge of why the checkbook was removed from the department and given to Getchell.

In an interview with Foster, Shirk said he didn't remember being asked by Irby to turn in the checkbook and said he did not order anyone to take it to Getchell. Hall disputes that account. After the conclusion of the investigation, Irby decided to fire Shirk.

"He was both deceptive and insubordinate during this investigation," **Irby** said. Irby said Monday the sides have come to an agreement on a severance package. If Shirk resigns, he will walk away with three months of benefits and three months of his \$55,000 salary. He was expected to turn in his resignation Monday afternoon.

"I'll take his resignation anyway I can lawfully get it," **Irby** said. **Irby** said accepting the resignation and offering the severance package is nothing more than a business decision.

"It gives him (Shirk) a chance to save face. It will also end up saving both sides money," **Irby** said.

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Orlando Sentinel –Orlando, FL
Sep 17, 2007

Umatilla still hoping for annexation boom; But so far, property owners in unincorporated areas have shown little interest in joining up with the city.;

Author: Adrian G. Uribarri

UMATILLA -- An effort to attract new residents and generate revenue in this former citrus town has done little to quench officials' thirst for growth. In June, City Council members approved a resolution to temporarily waive application fees for annexations. Their goal was to expand Umatilla's tax base by enticing owners to move their properties from the unincorporated county into the city. But since the program began July 1, two applications have been filed, and neither has been approved to receive taxable city services. The dearth of interest has left Umatilla's tax base stagnant as its leaders become friendlier to development.

City officials said that while part of the cause may be limited public awareness, a major factor is a downturn in the housing market that discourages people from paying the city's additional taxes. "Developers are holding off right now," City Council President Scott Purvis said. "They're not going to invest in something they can't get an instant return on."

Until Dec. 31, the end of the no-fee window, developers and other applicants can save the \$1,635 it usually costs to apply for annexation into the city. But they still must pay for rezoning and future-land-use applications, which together can total \$2,825 to \$3,580 -- plus annual city taxes.

City Manager **Glenn Irby** said paying for city services helps property owners because many of them have a sewer rather than septic system, and emergency-response times are shorter in some areas. But paying for those amenities becomes difficult to justify for developers who are trying to cut costs as they wait for an industry upturn, he said. "There's a slump in the building market," **Irby** said. "I don't think anybody thought that it was going to reach the levels it has reached. If residential building were like it was a year and a half to two years ago, I think we would have more applications."

Irby said he plans to mail letters about the program to Lake County residents with property contiguous to Umatilla city limits. Up to now, publicity has been limited to newspaper advertisements and word-of-mouth. "This is just an invitation," he said. "You would hope that it does something, but what it actually will produce -- time will tell."

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
February 1, 2007

Umatilla discusses City Hall options

Author: *David Donald*

UMATILLA - City Council agreed Wednesday night to bring in a consultant to assess the city government's space needs before deciding on the fate of a cramped City Hall.

The council was asked at a workshop Wednesday to consider four options and give direction to the city manager. The options included renovating the existing city hall, purchasing the Old Harryanna Building, building on a new site or leasing a new building.

"What we need to do is educate ourselves on our needs," said Councilman H. Scott Purvis. "I don't think we need to jump in with both feet."

After hearing the options, the council agreed to bring someone in to study the needs of the city, such as parking spaces, the size of City Hall and staff projections, before considering any option. However, City Manager Glen Irby urged the council to do something quickly.

"Our staff has reached a point where it's becoming inoperable. We're stepping on each other. We need to do something now," **Irby** said. "I don't think we can wait until the next budget year."

Purvis suggested that partitions be used to section off office space for a growing staff and a new roof be installed on the existing City Hall while the council discusses further options. The Old Harryanna Building was eliminated as an option because it would cost more than \$6 million to purchase the property.

Leon Strickland, a property appraiser and land owner in Umatilla, proposed an option for the city to lease new buildings developed on his land.

Strickland said the city would have a chance to participate in the design and layout of what would be called the Umatilla Municipal Center. Because Umatilla would lease the buildings, the city wouldn't be responsible for the maintenance and upkeep. He also said he wouldn't require a rent deposit.

If the city were to lease, it would pay no taxes on the property as it would if it owned the land. Strickland would pay taxes to the city, which he likened to a tax refund.

"You've got a landlord you know, and I think I've got a tenant I know," said Strickland during his presentation. Strickland asked the city to authorize staff to work with him on the concept of the commerce park.

***Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)***

However, Mayor Benita Martin urged council members to weigh their options and take measures to make sure that thoughtful planning is considered. "I want to caution the city," said Martin. "We need to identify what we want our downtown to look like."

The other option included building a new City Hall on property owned by the city. Irby couldn't give the council a definite cost yet, but said he would look into it as soon as possible. The council praised Irby for his dedication and ideas in making the city of Umatilla a better place. Purvis said he appreciated the new atmosphere of professionalism and feels that the city of Umatilla is about to take off.

"I don't like to move without being fully educated," said Purvis. "But being a businessman, I like to own my stuff. I don't want to create problems for others down the road."

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Orlando Sentinel, Orlando, FL
Sep 26, 2006

Umatilla chooses county veteran; Glen Irby has been a mayor, a city manager and a Lake Sheriff's Office administrator.

Author : Erin Cox

UMATILLA -- City Council members have selected a familiar Lake County figure to serve as Umatilla's first appointed city manager.

Glenn Irby, who most recently held a high-level administrative post with the Lake County Sheriff's Office, said the new job caters to his skills. "Municipalities are my thing," said **Irby**, 49, a former Mascotte city manager and Minneola mayor.

Irby and city officials began negotiating his contract terms Wednesday, a day after the council interviewed two finalists: Irby and Jim Gallagher, former city manager of Dundee. The council must vote to finalize the deal with Irby, a last-minute addition to the pool of about 20 candidates applying to replace City Administrator Tim Scobie.

Last fall, residents voted to replace an elected administrator with a manager appointed by council members. Scobie campaigned for the change because he said small government is increasingly complicated and the city needs a professional after he leaves. Scobie, whom Irby describes as a friend, has said he wants to retire in October, although his term ends in December. Irby volunteered to begin Nov. 1, saying he expects a "seamless" transition.

"I have this penchant for building things and seeing things built, and Umatilla is a very fertile area," **Irby** said. Regarding his approach to Umatilla residents, **Irby** said: "I'm here for you. I have a very liberal open-door policy and I want to hear from you." **Irby** said he and his wife already toured Umatilla and plan to move there from Clermont.

Council member Jeannie Olson said Wednesday that her initial negative impressions of Irby dissolved as soon as she interviewed him. "I had heard a lot of things I wasn't happy with, but I found him to be very open and very honest," Olson said, declining to explain her concerns. "I did an about-turn. I think he is the man for the job."

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Orlando Sentinel, Orlando, FL
Jan 4, 2005

DANIELS TAKES REINS AT SHERIFF'S OFFICE; IN A SHOW OF UNITY, THE NEW SHERIFF WILL SWEAR IN THE COUNTY'S 12 MUNICIPAL POLICE CHIEF'S TODAY.

Author : Ramsey Campbell

TAVARES -- Newly elected Lake County Sheriff Chris Daniels will be sworn in at 9 a.m. today. Daniels then will administer the oath to Lake County's 12 municipal police chiefs. "My first official act will be swearing in the police chiefs," Daniels said. "It is not required -- I don't know if it's been done before." The gesture is meant to signify unity among Lake County law-enforcement agencies. "I'm big on symbolism," Daniels said.

The ceremony will take place at the Institute of Public Safety on Lane Park Cutoff Road. Lake County Tax Collector Bob McKee will swear in Daniels, who was elected in November.

Daniels is Lake's first elected sheriff since George Knupp Jr. was forced to resign after he was indicted in late February on charges of lying to a grand jury that was looking into the department's handling of buying and selling vehicles. The department was run by interim sheriffs J.M. "Buddy" Phillips for the first month and Fred Cobb for the past nine months.

In addition to the municipal police chiefs, Daniels said he also has invited a variety of public officials to attend. And he said the public is welcome to attend the brief ceremony. Although technically Daniels took over as sheriff at the stroke of midnight Monday, the investiture is the formal ceremony installing him into public office. Daniels, most recently a major during his long Sheriff's Office career, said he has already started reorganizing the 630-member staff. Shortly after he was elected -- with about 60 percent of the vote against three other candidates -- he began putting his own stamp on the department.

He hired former Mascotte City Manager **Glenn Irby** as chief of staff services, overseeing the finance, property, purchasing and human-resources departments.

Daniels also has eliminated the rank of major and beefed up the number of deputies on patrol from 110 to 140. He said he was grateful for Cobb allowing a smooth transition. Cobb, who was chief deputy for the Okaloosa County Sheriff's Office, was appointed to the job by Gov. Jeb Bush until voters could select a replacement for Knupp. Phillips had been tapped only for short-term duty.

Daniels, 45, is a Republican with a bachelor's degree in criminology from St. Leo College. He joined the Lake County Sheriff's Office in 1982 as a lieutenant after working at the Eustis and Tavares police departments.

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
November 20, 2004

Glenn Irby, Mascotte city manager, takes Sheriff's Office job

Author: *PETE SKIBA*

MASCOTTE -- With almost two years under his belt as Mascotte City Manager, **Glenn Irby** resigned effective Jan. 3 and accepted the position of the Lake County Sheriff's Office Director of Staff Services. This would put **Irby** in charge of the sheriff's \$43 million budget, among other duties, starting Jan. 4, Sheriff-elect Chris Daniels said. "Doctors have found that it is better to have professional administrators run hospitals while they practice medicine,"

Daniels said. "**Irby** will be in charge of functions that are not classified as law enforcement -- budgeting, finance, human resources, acquisitions and department property. Officers will be in charge of law enforcement."

Daniels further outlined a hierarchy change in the Sheriff's Office structure from four senior commanders to two chiefs and a civilian. Maj. Gary Borders should become chief of criminal investigation operations with the jail, court services and training center under his supervision.

Capt. Wayne Longo should take on the duties of chief of law enforcement operations, supervising uniform patrol, investigations and special operations.

Further assignments for the chiefs and restructuring the Sheriff's Office hierarchy should get under way as supervisors work from the bottom up reorganizing. Details are still being worked out.

"**Glenn Irby** brings unique experience to the position. He has both extensive management and budget experience -- and he was a police officer," Daniels said. "And he lives in Minneola, that keeps a presence from the south county in the office. It also keeps our office in the south."

Irby began his career as a Eustis police officer from 1976 to 1985, he said. He attended college and earned a bachelors of science in business administration at the University of Central Florida. He went on to earn his masters in public administration from Troy State University.

Irby moved from Tavares, where he was finance director and assistant city manager, to become Mascotte's city manager at a salary of about \$65,000. The position with the Sheriff's Office pays about \$88,000, Daniels said.

Mascotte Mayor Stanley Sloan said he believed that the City Council would begin a search for a replacement after its regular meeting Monday night. City Councilwoman-elect Barbara Tillman said she would like to see Deputy City Clerk Marge Strausbaugh in the job. "She has the resume and should be considered first in line for possible succession," Tillman said. "She could easily step in as city manager and clerk temporarily, and we could see how it goes from there."

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
October 12, 2004

Rate hikes move forward

Author: *PETE SKIBA*

MASCOTTE

Rates for trash pickup, water and pay for Mascotte's elected officials got a boost from City Council last night at its regularly scheduled 6:30 p.m. meeting.

With no residents at the meeting except for Barbara Tillman, a city council candidate, the two ordinances received a favorable first reading. They were then scheduled for a vote at the Oct. 25 meeting in the Civic Center Council Chambers.

The trash rate increased from \$20 a residence to \$21. Considering that Mascotte retains a twice a week pickup schedule, that is reasonable, City Manager **Glenn Irby** said.

The increase should be used to help finance a better trash retrieval system.

Instead of various sized and shaped cans, uniform 90-gallon cans would be picked up by a new truck with a retrieval arm. The elderly could obtain smaller cans for easier handling. The system would reduce the workload for city staff, and financing for the next seven years would run about \$41,000 a year.

"We can keep up service and it works out less than hiring three workers," **Irby** said.

The recent hurricanes might have helped nudge the City Council to continue storm water projects and add \$2 a month to water bills to help cover them.

Citing a doubled workload for elected officials, City Council also agreed on an ordinance to raise their pay.

The mayor's salary would rise from \$340 to \$400 a month. Mayor pro tem would see the salary increase from \$240 to \$300 a month. Council members' pay would rise from \$180 to \$250 a month.

Minneola City Council members receive \$400 a month and Montverde Town Council members receive \$110. "Considering we haven't had an increase since the 1990s, I don't think it is unfair," City Councilman Jeff Krull said. "It is in line with other cities."

***Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)***

Mayor Sloan seconded the thought and said the complexity of governing the city has increased along with its now about 4,000 residents. Not only have the number of city meetings doubled, but also the workshops leading to the meetings have increased, he said. Increased developer impact fees for fire and police service also were sent to a second reading and vote on Oct. 25.

City Council scheduled fire impact fees at about \$500 for a residence and at 88 cents a square foot for businesses and other non-residential buildings. City Council scheduled police fees at about \$345 for residences and 57 cents a square foot for other buildings.

City Council approved of the first readings by a vote of 4-0, with Councilwoman Brenda Brasher absent.

In other business, City Council had nothing but praise for the hurricane debris cleanup effort of its public works department.

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Orlando Sentinel –Orlando, FL
Oct 11, 2004

Strapped Mascotte Weighs Pay Raise; Council Members Meet Tonight to Discuss Upping Their Salaries Amid A Drop in City Financial Reserves

Author:

Robert Sargent

MASCOTTE -- Last year, council members wanted to give themselves a raise even though the city budget fell short by \$200,000. They dropped the idea.

Now Mascotte has more money problems, dipping into its financial reserves by up to \$400,000 to make ends meet. But the City Council still wants the pay raise.

The council will meet at 6:30 p.m. today to consider increasing pay for mayor pro tem from \$240 to \$300 a month and for the mayor from \$340 to \$400 a month. Council members' pay could go from \$180 to \$250 monthly. "There's no question that this is justified," said Mayor Stanley Sloan, who said that the City Council has not had a pay increase in years.

Sloan said the number of city meetings has doubled, requiring more time from council members. Mascotte also has grown to nearly 4,000 residents, he said. Mascotte looked at similar-sized cities to compare council paychecks. Sloan said the proposed increase would help bring his city in line with those other governments.

City Manager **Glenn Irby** said Mascotte aims to work more efficiently to turn around its financial losses. One example is garbage.

Mascotte now uses six workers and two trucks to handle garbage collection. The city had considered using three more workers to handle growing amounts of garbage. However, a new type of truck built by Heil Environmental Industries can do the same work with one worker. Similar collection trucks, which use a mechanical arm to pick up specially designed cans, are used in Tavares, Kissimmee and many other areas.

Irby said the truck and 1,500 collection cans for all of Mascotte's homes and some businesses will cost about \$250,000. Financing will run about \$41,000 for each of the next seven years, which he said is less than the annual cost of three employees.

The city plans to increase garbage fees about 5 percent to \$21 a month for an average home beginning Nov. 1. An extra \$2 will be added to city water bills to help pay for storm-water projects. Mascotte also is looking to save money by installing new electronic water meters on homes, **Irby** said.

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
September 25, 2004

Annexation dispute

Author: *PETE SKIBA*

MASCOTTE

With a Lake County School Board lawsuit putting a 115-acre annexation and possibly thousands of houses in jeopardy, a landowner and the City of Mascotte want to deal.

The city also plans to annex 560 acres in the Villa City and Pablo Island roads area, which abut the contentious 115 acres, with a first reading Oct. 11, City Manager **Glenn Irby** said.

Even though the original 115-acre annexation is contested, the second larger annexation, which the smaller one makes legally contiguous, could be done before a court ruling.

A reading of the 2004 Florida Statutes on annexation, Chapter 171, also said that the second annexation would stand, even if the first one were declared void as a consequence of the suit. Anyone objecting to the second annexation has 30 days to register a complaint in court after the annexation was adopted.

The 560 acres is the moneymaker if it is annexed allowing four dwellings per acre. It is where possibly thousands of homes could sprout with hundreds more children to attend an already burdened school system. That fact, and neighbors who wish to preserve their one-house-per-five-acres rural lifestyle, prompted the suit.

The School Board concluded that the area does not fit annexation requirements and should not be allowed. It filed suit in January.

The Board contends that the annexation creates an illegal enclave. An enclave results when county land becomes surrounded by city land with no exit but through the city.

A dilapidated and unsafe-looking bridge on the property does not qualify as an exit through the county, the School Board contends. A deal was offered.

The landowner, A.E. Langley of Langley Fruit Co., sent a letter to Stephen Johnson, school board attorney, offering to trade 40 acres to the Board for a school site in return for dropping the suit and getting a pass on school impact fees, **Irby** said.

That doesn't make sense, said Villa City Road resident Tom Ferguson, one of many area residents against the annexation.

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

"If you give the land and have the school impact fees dropped, you haven't given anything. If I give you \$500,000 in land and you don't charge me \$500,000, what have I given you?" Ferguson said.
"Nothing."

The School Board could discuss the deal as soon as it can schedule a meeting.

"I don't discuss pending litigation," Johnson said. "I am trying to schedule a meeting to discuss the lawsuit."

The meeting would be what is commonly called a shade meeting, which allows public officials to discuss litigation without public attendance. It is not considered public under the Sunshine Law.

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
July 28, 2004

Property tax rate should hold in Mascotte this year

Author: *PETE SKIBA*

MASCOTTE

The bite of the real estate tax rate in Mascotte should stay the same -- but there might be a sting to water bills. This year's total budget if adopted will be more than \$3.8 million. It is 23.1 percent more than last year's \$2.9 million.

If the Mascotte City Council does not radically alter the budget its members discussed Monday, the real estate tax rate will remain at \$5.99 for each \$1,000 of appraised property value. At that rate, the owner of a \$125,000 home claiming the \$25,000 homestead exemption would pay \$599 in property taxes.

The roll back rate in Mascotte is 4.96. The roll back rate is the tax rate that would provide the city with the same revenue it received from the property tax during this past fiscal year. Water rates could go up by less than 50 cents for 1,000 gallons a month. "We need the increased rate to cover the cost of delivering services," City Manager **Glenn Irby** said. "Your system is not paying for itself."

City Councilwoman Dorothy Lee and Mayor Stanley Sloan said they would like to keep rates down. Irby pegged the increase at about a dollar on an average bill of \$12 a month. Keeping rates down did not seem feasible, considering the rate increase last year was the first in 10 years, Irby said. Costs have gone way up. There's the rub.

Mascotte might remain a small city in its heart, but it, along with the region, is growing. And growth costs. Mascotte could receive more than \$181,00 more in fiscal year 2005 than it received in real estate taxes last year, a budget memo stated. Costs increased by more than \$683,000 in this year.

The city makes up the difference by drawing on reserves of the general, water and sanitation funds. In modernizing city finances, the City Council and **Irby** have built up reserves. The City Council seemed inclined to further modernize by tentatively approving the \$170,000 to revise Mascotte's Comprehensive Land Use Plan.

Now, if someone wants to change the land use, the zoning, of their property, they must go through a Comprehensive Plan Amendment filed with the state. Once the plan is revised, it would take a vote of the City Council. The budget, as discussed, would add three firefighters and an assistant public works director. The current director, Henry Sharp, plans to retire in a couple years. His assistant could replace him. The cost of the three firefighters would be \$110,000 for wages and benefits, the memo stated.

***Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)***

Lake County City Manager Bill Neron should ask the Lake County Commission to increase Mascotte's funding to \$175,000, **Irby** said.

It is less expensive for the county to pay Mascotte than put its own stations in the area the city can cover, he said. The assistant public works director is budgeted at \$45,000 and benefits, the budget states. The position should be filled by Jan 1, 2005. Mascotte officials scheduled public hearings for the budget on Sept. 14 and 27.

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
May 11, 2004

Mascotte votes unanimously to accept clerk's resignation

Author: *PETE SKIBA*

MASCOTTE

An overlap between responsibilities and duties written into the Mascotte City Charter in 1925 and the city manager position created in 2002 might have resulted in a conflict between city officials and the resignation of the city clerk/administrator April 28.

The Mascotte City Council voted unanimously with John Fulington absent Monday night at the regular City Council meeting to accept City Clerk/Administrator Dana Waters' resignation. It then appointed City Manager **Glenn Irby** city clerk.

Council also set up the beginnings of a referendum to possibly change the City Charter and smooth out the bumps in staffing if voters adopt the city manager administration form. Council promised a to appoint committee to work on the referendum under Mayor Stanley Sloan's charter duties. "I have always said we need a referendum to know what the people want," Sloan said. "I want to see it on November's ballot." The Council heard Waters out and decided to set up a conference with her, her attorney, Irby and William Stone, city attorney, to discuss her demands and any possible litigation she might be planning.

It was City Council's opinion that through this informal mediation a suitable settlement might be reached and litigation avoided. Waters agreed and the meeting date should be set by staff. Waters believes she was unfairly docked \$10,000 in pay, had responsibilities reduced and improperly reprimanded and suspended without pay by **Irby**.

The Charter, Waters said, supports that the City Council could take those actions and not **Irby**. Stone, said that the ordinance creating the city manager position held that Irby was within his rights as her immediate supervisor.

Waters would like the City Council to remove any disciplinary actions from her file and be paid for the time she was suspended without pay. She would also like to regain the salary she was docked when Irby was hired, she said.

When the city changed governmental structure from a city clerk/administrator form to a combination clerk and city manager form in 2002 there was an overlap of duties and responsibilities. Irby assumed many of the financial planning duties formerly done by Waters.

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Both Waters and **Irby** said after the meeting that they saw the overlap between the positions as possibly the root of the conflict.

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
May 8, 2004

Mascotte city clerk quits

Author: *PETE SKIBA*

MASCOTTE

Citing a hostile environment, her health and loss of pay, Mascotte city clerk Dana Waters resigned her position April 28. Mayor Stanley Sloan said he believed Waters was "dealt a bad hand."

The issue stems from the city's 2003-2004 fiscal year budget, he said.

During the budgetary process last year, on City manager **Glenn Irby**'s recommendation, the Mascotte City Council cut Waters' pay \$10,000, Sloan said. Irby was given a \$10,000 raise at his one-year anniversary, Sloan said.

"Other city employees were given raises, a dollar an hour and others," Sloan said. "Waters was left out. She is the one who convinced me that the city should have a city manager, too."

Sloan said that he disagreed with Irby's suggestions to cut the City Clerk position altogether.

"The position is in the charter and I told him as long as I was mayor, we'll run the city according to the charter," Sloan said. "Dana is a very capable person. I disagreed with lowering her pay and responsibilities."

In Waters' resignation memo, she said she had a personal conflict with Irby and was unfairly suspended and reprimanded.

Irby said it was a city personnel matter and declined to discuss it.

In a staff recommendation for the regular Council meeting Monday at 7 p.m., Irby offered the council two alternatives to fill the position: either appoint **Irby** to the position and allow him to hire a deputy clerk, or advertise for the position.

Waters did not return a phone message by 5 p.m. Councilwoman Dorothy Lee said she had no comment and referred questions to Irby.

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
January 12, 2004

Mascotte annexation plan riles neighbors

Author: *PETE SKIBA*

MASCOTTE

Annexation plans for almost 1,000 acres with a possible 2,000 houses have Mascotte's neighbors riled and the city could face legal action by opponents. If the City Council annexes 115 acres north of Mascotte in the Villa City Road area as scheduled tonight, it should schedule the annexation of another 850 acres for its next meeting Jan. 26, **Glenn Irby**, city manager said.

Both properties are owned by Langley Fruit. The 115 acres under consideration for annexation sits north of Underpass Road and west of Villa City Road.

In order for the 850-acre parcel, off County Road 565 south of Simon Brown Road, to be contiguous with city boundaries, the 115 acres must be annexed first, **Irby** said.

Mascotte City Council meets 6 p.m. tonight as the city Land Planning Agency and at 6:30 p.m. as City Council to consider the annexations in the Civic Center on Sunset Street.

"The city could vote to allow a possible two to three houses per acre after the annexation vote," **Irby** said.

That's what has neighbors riled. They live in a Lake-County-zoned area, which allows one house per five acres. "Let's face it, developers want to annex so they can get more houses on their property under the city rules," said Paula Schad, a neighbor to the proposed annexation property. "They are ruining our quality of life and the reasons we live in our rural area. We want to preserve our rural lifestyle."

If City Council votes to allow two or three houses per acre, 330 houses or more could be built on the 115 acres. Depending on wetlands and other considerations more than 1,610 houses could be built on the second property.

That would be a lot of homes added to the water metered 1,270 in the about 2.3 square-mile city. Pipes sit on the ground waiting and water-line construction to the soon-to-be-annexed area should start in a couple weeks, **Irby** said. Developers discussed building wastewater-treatment plants with the city, but no development plans have been submitted, he said.

There are at least 18 residents any annexation and development would affect, **Schad** said. They live to the west of the property to be annexed and have an easement to drive through the property to eventually get to State Road 50, she said.

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Big Bluff Lake and wetlands surround the other sides of the property, Schad said. If the Langley property is annexed it will create an enclave, or an island, under county jurisdiction, she said. Mascotte stated in its paperwork that an enclave would not be created by the annexation. It might take a judge to decide.

Schad said her group has been counseled by Michael Woodward, an Interlachen attorney, about stopping the annexation. Woodward represents former Groveland City Councilman Lewis Hart in his efforts to stop Groveland annexing 500 acres in the Villa City Road area.

"There will be a court reporter at the (Mascotte City Council) meeting Monday," Schad said. "We might bring legal action. It is all about preserving our quality of life."

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
October 23, 2003

Lee, Carr face off for city of Mascotte seat

Author: *PETE SKIBA*

MASCOTTE

The Mascotte City election for City Council Seat 1 pits an incumbent, Dorothy Lee, against Jim B. Carr. Lee has lived in Mascotte for 11 years and has spent two years on City Council. In her time on council the retired bank-trust officer has formed a vision of where she thinks the people of the city want their town to head and is proud of her part in moving the city in that direction.

"The land is there and will ultimately be developed," Lees said. "In my role I have planted the seed of long-range planning. Growth should be more than a trickle down effect."

Lee sees commercial development along State Road 50 as a way to enhance the town's amenities. A grocery store and other shops such as dry cleaners and restaurants were approved by City Council for a lot almost directly across from the city hall on S.R. 50.

Commercial development should also increase the tax base, which has been at a stable rate of \$5.90 per taxable \$1,000 of property value for a few years, she said. With annexation Lee said she would like to see more upscale homes built because the city has affordable housing and could be balanced with more upscale houses. Upscale housing would also generate more tax revenue, she said.

With the development sewers must come and be put in operation in phases, Lee said. City Council is already looking for land to build a sewer plant, she said. Any annexations should be compact around the city and enhance the growth around the city's borders, Lee said.

The establishment of a permanent cultural center in the Lake County School Board's Mascotte Elementary School building is one of her goals. The building is no longer used as a school and was the site of another project Lee took part in the Cinco De Mayo celebration last spring. In a city where the population is 45 percent Hispanic the festival drew about 3,000 people of many heritages.

"Everyone likes the food and the music," Lee said. "The cultures have crossed the lines and people work and play together." Hiring a city manager helped the city move into the 21st century Lee said. With all the details of a modern city's operation and a growing future, a professional's expertise was needed.

Lee is very pleased with the job **Glenn Irby** is doing in the position, she said. The budget is prepared in a more professional manner and budget planning now goes beyond a year-to-year chore, she said.

***Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)***

Lee said she is interested in continuing her work with city parks and pursuing grants and any other funding sources for more recreation programs for youth.

Schools in Groveland are not overcrowded and Lee said she would work with the School Board as well as she could to get schools for any additional students that the city acquires through development. "My family has always been community oriented," Lee said. "I was raised to give back to the community." Reached by phone on at least two occasions, Lee's opponent, Jim B. Carr was unable to meet for an interview.

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Two cities trying to work out differences without litigation

Author: *PETE SKIBA*

MASCOTTE

Two south Lake County cities might settle their utility-rights dispute without throwing any legal punches.

Mascotte and Groveland city staffs worked out a compromise giving Mascotte rights to sell water and sewer on 460 acres and Groveland utility rights on about 640 acres in the Casa de la Loma mansion area, off Villa City Road, officials said.

"This gives us some high and dry land," **Glenn Irby**, Mascotte city manager said, "which lends itself to upscale development."

Since utility districts have preceded annexation in the past, real- estate taxes on upscale developments might be an underlying reason for the cities to gobble land into their utility areas. Both city staffs are at work drawing up maps and wording describing the compromise to present to their respective councils, officials said.

Groveland's City Manager, Jason Yarborough, said he was satisfied with the deal and expected his city council to approve it in about a month. Irby hopes for approval in a couple weeks.

The contention about the utility-service district arose in March when Mascotte adopted a district overlapping parts of Groveland's previously adopted district.

"Basically we get the mansion," Yarborough said, "and Mascotte gets the 460 acres across Villa City Road from the mansion."

The deal separates 460 acres for Mascotte to administer from an 1,100-acre piece. Groveland will administer the rest of the acreage.

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
January 7, 2003

TOP CANDIDATE FOR CITY MANAGER QUILTS

LAKE ALFRED

Lake Alfred will begin a new search for a city manager after **Glenn Irby**, who had been the leading candidate for the job, took a city manager's job in another city.

Commissioners were told Monday night that Irby had taken his name out of the running for the Lake Alfred job.

Irby was the assistant city administrator and finance director in Tavares when he applied for the job in Lake Alfred.

After pleas from four of the five city commissioners that she take the job, interim Lake Alfred Manager Jan Shockley said she still did not want to take the position. Commissioners then decided to advertise again for a city manager and accept applications through Feb. 14.

Former City Manager Jim Drumm resigned in 2001.

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Orlando Sentinel, Orlando, FL
Aug 7, 2000

Minneola Takes Time Out To Brainstorm About Goals

Author: April Hunt

MINNEOLA -- A summer full of brainstorming sessions with the public has revealed six key projects city officials must focus on to move Minneola forward. The city began a visioning process in June to counteract what many say has been a high-growth, low-planning mind-set that has created problems in recent years.

The goal was to come up with things that could and should be done to reverse that process. The jury is still out on whether the half- dozen items officials agreed upon match the community's wants. Only 12 people showed up for the city's final meeting on the topic Saturday, unlike the first such meeting, which drew 110 people.

At the earlier meeting, residents pushed for the city to slow growth and get a handle on services before getting bigger. "We need an identity, and the only way to do that is for them to work with the community more," said Susan Bermudez, who lives in an unincorporated area just outside the city. "We don't seem to have access to the people making the decisions."

Officials bandied about the need for a stronger link between them and residents, but in the end, the topic didn't make the list. What did:

- Increase staffing in planning, public works and administration offices.
- Revisit the City Charter for amendments.
- Plan one major annual event and smaller quarterly community events.
- Adopt an area vision plan.
- Plan for city's role in the redevelopment of U.S. Highway 27, which now cuts the city in two. Build a wastewater and reclamation plant.

Those projects -- and 18 others listed -- should be part of a formal work program the city adopts, said Marilyn Crotty, director of the Local Government Institute, which coordinated the visioning process. That makes staffers accountable to the elected officials, who must answer to voters. "The tough part of this is, you can't just let this sit on a shelf," Crotty said. "You have to make these things happen." The council plans to adopt resolutions formally on the goals to keep the city focused on making improvements.

The city is planning its budget for the next fiscal year and will try to include some funding for all of those six projects, Mayor **Glenn Irby** said. "Most of those things cost money," he said. "The challenge is to get them in the budget."

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Orlando Sentinel, Orlando, FL
May 24, 2000

Word of Minneola Annexation Moves Slowly

Author: April Hunt

MINNEOLA -- The dream of a new city in what is now open fields is moving along fast, even if some of the people needed to make it work are in the dark. "They're talking about annexing? This is news to me," said Rufus Suggs of Clermont, who with his son owns 90 acres of groveland between Grassy Lake and Florida's Turnpike.

City maps include Suggs as one of seven "major" landowners in line for annexation to develop a planned community of a downtown, new city hall and neighborhoods. Smaller property owners have plenty to say, though. "It seems to me they want to turn us into a city, whether we want it or not," said Doris Foss, who moved into a house at Grassy Lake and Turkey Farm roads with her husband two years ago. "And we don't want it."

The city has vowed to listen. Officials are planning a meeting next month, for three hours on a Saturday, to get the opinions of people like Foss. Mayor **Glenn Irby** said the session will be the first of several designed to make sure city officials pursue what residents want.

City officials, however, are sure of what they want. They want to turn the fields into a Lake County version of Winter Park. The key component in that equation is the big landowners, at least two of whom have already approached the city about being annexed. Anita Gonzalez, the city planner, has been firing off letters to those folks for about a month, with limited response.

Suggs said he didn't get a letter. His property, along the western hills of Sugarloaf Mountain, is not yet contiguous to Minneola's boundary. The city will try to annex his land after it gets the parcels between the boundary and his property. The main parcels are 1,700 acres owned by Consolidated Minerals of Leesburg and 1,100 acres owned in trusteeship by attorney John Lowndes of Orlando. The vice president of Lennar Homes -- which is negotiating with Consolidated to buy the entire swath of land -- said it was too soon for him to make any commitments to the city, because his company does not yet own the land.

"I like what they're doing in general, with pre-planning," Rob Ahrens said. "Whether I like the specifics or not, it's too soon to say." A vice president at Consolidated said via a secretary that the company would have no comment, and Lowndes was out of town early this week and unavailable for comment. That silence has helped fuel speculation that they are the unidentified folks who approached the city about being annexed.

"In the near future, I hope aggressive annexation takes place to get that land," is all **Irby** will say about the prospect.

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Foss and her husband, Charlie, plan to attend meetings so that their voices are heard while the bigger players keep quiet. They don't think they'll be the only residents who don't want a city plopped down in the middle of groves, wetlands and oak-dotted fields. "The large landowners are in it just to make money," Foss said. "This is our home. I hope they remember that."

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Orlando Sentinel, Orlando, FL
Mar 18, 2000

Minneolans Vent Fears, Edge Toward Sewage Plant Residents Told of Worries About Rising Odor and Falling Property Values, But The City Council Voted to Move Ahead With a New Plant

Author: April Hunt

MINNEOLA - If you even talk about building it, they will come. That is, if "it" is a sewage treatment plant. "You wouldn't want it a half mile from your house," resident Matthew Johnson told the City Council, expressing worries about property value and odor.

Johnson's Turkey Farm Road home is near the preferred site of five options for a new plant that could process 500,000 gallons of waste daily. Despite a full house of residents with similar concerns, the council voted Thursday night to negotiate with the owner of the 30- acre parcel, as a first step of a plant that would cost \$2 million to \$8 million.

"It is still in the idea stage," Mayor **Glenn Irby** said. "But we committed a year ago to have a plant built in the next three to five years."n The need for such a facility comes from the 138 percent growth spurt the city saw during the past eight years. The growth came at a cost to infrastructure.

The state first demanded the city halt new development until a new well water system could be built. That happened in August, when a \$2 million water plant, 300,000- gallon water storage tank and two new wells were added in the southeastern part of the city. In addition, two more wells are slated to be built in the northern part of the city, to accommodate growth there. Still, the state also ordered Minneola not to continue building houses and other structures with septic tanks, for fear of contamination to lakes and ground water.

"The [state] has all but threatened to sue us if we don't do something with the effluent," **Irby** said. Whether the Turkey Farm Road site will pan out as the home of the yet-undesigned plant remains to be seen.

Council member Dave Sherrick dissented on authorizing negotiations, just as he was the sole voice against making that site the priority. "The city is moving in that direction, so in the next 15 years, that sewer plant will be surrounded by houses," Sherrick said.

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Orlando Sentinel, Orlando, FL
Nov 4, 1999

New Officials Set To Tackle Growth , Charters

A day after Election Day, the winners in south Lake County's races said their promises will be kept and the concerns of residents will be addressed. Clermont will have a couple of new members sitting on the council this term with managed-growth supporters filling two seats.

Marilyn MacLauchlin captured 52 percent of the vote over environmental activist Matthew Modica. MacLauchlin said a more common-sense approach to growth is what she hopes to bring to the council. She added she does not consider herself pro-growth, but would like to manage future development. She said the regulations to control growth are in place, but they need to be followed more rigorously. MacLauchlin said timing the growth so it doesn't all occur at the same time would be helpful, and the city should consider a formal agreement with the county concerning south Lake's growth. "We have to be realistic," she said. "We can't build a fence at the border of Georgia. People will come. In my lifetime, the population has doubled and the people are going to live somewhere."

Keith Mullins carried 58 percent of the vote ousting Clermont City Councilman Jim Brown. Mullins said planning is the key to making growth work. "Everyone knows growth is coming, but throwing up our hands is not going to work," Mullins said. "At least we can decide where and how we grow." He said in the past, people wanted to make plans for future growth, but the council would not let them.

Traffic is a problem in Clermont and the city has to maintain its side roads and keep pressure on the state Department of Transportation to get main roads up to standards, he said. Mullins added new communities need to live up to the standards of the neighborhoods that are already in place.

Voters in Minneola elected newcomer Mike Cage over incumbent Gary Nelson. Cage would like to slow down the city's growth , and raise the impact and builder's fees. He said it is important to get more citizen input at the meetings. "Basically, I want to slow down the construction so the infrastructure is in place, so the citizens don't have to foot the bill," Cage said. Cage was also campaigning against the charter revision proposal - rejected by voters 256 to 157 - that would have changed Minneola to a city manager form of government. "It does need to be amended and changed, but not as a bundle," Cage said. "I hope it is brought back up and we'll go from there on an issue- by-issue basis."

Mayor **Glenn Irby** said he was disappointed the charter referendum did not pass. He said the current charter stifles the running of the city and is contradictory. "The constituents spoke and we have to do what they want," Irby said. "I want to find out what they're objecting to and work out a compromise. The current charter is flawed and needs a major overhaul."

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Campaigning is not over in Minneola, however, as a special election for Seat 4 is scheduled for Dec. 30. Candidates have until noon Nov. 12 to qualify for the election for the seat's term, which will expire in November of next year.

In Mascotte, Dorothy Lee won over incumbent Sally Brasher with 57 percent of the vote. She said she will pursue her agenda of sound financial planning, long-range planning, strict code enforcement, cleanup and beautification, evaluations of streets and roads, and enhanced communication with citizens. Some projects she would like to see initiated are a job fair at the Civic Center for residents looking for employment. She would also like to have a public discussion on Mascotte's vision for the future. Discussions and target dates also need to be set for updating the city's comprehensive plan.

Mayor Stanley Sloan retained his seat on the Mascotte City Council, with 60 percent of the vote, over challenger James Fultz. Sloan had run on his record and the fact that City Hall was running more efficiently than in the past. Sloan said he was also anxious to get started on construction of a new city hall.

Incumbent Mariam Proctor fended off challengers John Fullington and Alan Sherrod for Seat 5 by garnering 59 percent of the vote. Proctor will start her fourth term on council, and said she will plan for the city's future and the possibility of a sewer system. She wants to pursue grants for the city's residents to help defray the cost of connection.

Mascotte voters also approved a charter-change referendum that will accommodate the appointment of department heads for indefinite terms while retaining the right to discharge them any time with cause. At present, the charter calls for department heads to be appointed on an annual basis. The voters had their say about growth in Montverde by passing a proposal that calls for larger lots in subdivisions. They turned down a referendum by a single vote that would have called for mandatory participation in franchised solid waste collection.

Helen Pearce won the mayor's race, defeating incumbent Ed Miles with 55 percent of the vote. Groveland voters chose to have newcomer Connie Fleetwood to help lead them into the new millennium. In a three-way race for Seat 4, Fleetwood beat out Roy Pike and Kenneth Averitt.

Fleetwood said she would like to open up more communication with citizens and their needs. She said she is working on a grant at Cecil Gray Middle School to have the school open for longer hours and help keep children off the streets. She said many of the community members she talked to were concerned about code enforcement issues and she would like to see the city have communitywide clean-up days. As far as growth, she said many people would like to see a grocery store come to Groveland.

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Orlando Sentinel, Orlando, FL
Aug 31, 1999

Terms for Mayor, Council Are Hot Topic in Minneola

MINNEOLA - Mayors and City Council members in Minneola's future could serve four years between elections instead of two. But, if they miss more than four meetings in a year, they could lose their seats. In addition, the deputy to the mayor could have broad new powers, including the ability to fire city employees - something only the mayor and council now have the authority to do.

These and other proposed changes to the City Charter will be discussed in a workshop session of the council at 6 p.m. today at City Hall on Pearl Street. The Charter Review Committee recently presented its ideas to the council.

Mayor **Glenn Irby** said the committee's proposal for longer terms might be a good idea. "The way it was explained to me is that, in a two-year term, the first year is spent getting your feet wet and the second campaigning," he said. "This would give more time for working on the city's business."

The idea of giving the deputy to the mayor more authority is designed to streamline the day-to-day operations of the city. It ultimately wouldn't give anyone more power because the mayor and council could review such personnel decisions, **Irby** said. **Irby** said proposed changes to the charter would have to be approved by residents in a November referendum.

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Orlando Sentinel, Orlando, FL
May 20, 1999

Minneola May Build Its Own Sewer Plant

Author: Rick McKay

MINNEOLA - When Mayor **Glenn Irby** got a letter from Clermont about a possible sewer connection between the neighboring cities - he read it, and he read it again. "I didn't like it any better the second time," **Irby** said at a City Council workshop Tuesday.

One idea in the letter would be for Minneola taxpayers to pay for pipes and an upgrade to a sewer plant in Clermont, the west sewer system - then abandon that connection in 24 months and put down miles of new pipe to another Clermont plant, the east plant, currently under construction. The connection-switching plan is actually the only way Clermont could quickly handle new growth on Minneola's north side, said Clermont City Manager Wayne Saunders. And the idea comes from Minneola's former mayor, not Clermont.

A better idea is to let the new development on the north side hook up temporarily to package treatment plants - they work like mini sewer systems - and then connect to a sewer system later, say the new mayor and council. But other costs involved in hooking up to Clermont's system have prompted the council to take another serious look at building its own sewer plant.

Upfront costs could be between \$1.5 million and \$2 million, but monthly charges and impact fees could add up to much more. **Irby** wants the council to consider buying 30 acres somewhere north of the city, near Florida's Turnpike, just in case it eventually decides to build its own sewer plant. City engineer estimates were that the plant could eventually cost \$8 million to serve a population of 3,200 residents.

While the council is still pursuing a possible hookup with Clermont - effectively creating a regional sewer plant - the consensus of Minneola's leaders is to see if the city can afford to go it alone. Some of the costs might be offset by grant money and low-interest loans from the state, **Irby** said. This is a turnabout from **Irby's** stance a few months ago.

Irby said that earlier he thought it would definitely be cheaper just to hook up to Clermont. Now he isn't so sure. "I'm definitely in the middle of the fence," he said. "Let's get the costs nailed down on both sides and see."

Saunders said that nothing in the letter to Irby is "set in stone" and Clermont is willing to work with Minneola. "It wasn't even a proposal, just ideas and issues talked about," he said. Saunders said it would be to the advantage of both cities to have an agreement - to help protect the lakes and ground water and to save both cities money.

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Orlando Sentinel, Orlando, FL
Apr 6, 1999

Minneola Mayor Slates Regular Citizens Forum

MINNEOLA - If you missed the "Meet the Mayor" night Monday, don't fret.

Mayor **Glenn Irby** said that he plans to hold an open forum for all residents to come and talk with him at 6 p.m. on the first and third Mondays of each month. He said he welcomes concerns, complaints and constructive criticism. He said it is the people's chance to express thoughts one-on-one. His office is in the community building downtown. He said that no appointments are needed, but it is first come, first served.

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Orlando Sentinel, Orlando, FL
Feb 25, 1999

Minneola Picks Irby for New Mayor

Author : Rick McKay

MINNEOLA - The voters picked Glenn Irby to be the new mayor of Minneola by more than 40 percent. He beat the interim mayor, Albert "Gene" Strickland and car auctioneer Dave Yeager in a three-way race to lead the city.

Irby, 41, is the finance director and assistant city manager of Tavares. He and Joseph Dykes, who won Council Seat 4, will be sworn in today at a special meeting of the Minneola City Council at 7:30 p.m. at City Hall. The council also will accept the results of the election at the meeting.

In complete but unofficial results, Irby had 218 votes; Yeager had 187 votes; and Strickland had 123 votes. For Council Seat 4, Dykes won 363 votes, or 70 percent, over Chad Sartain, who got 153 votes. **Irby** and Dykes, 52, will serve short terms of just about nine months until the next election in November. The special election was necessary because of the resignation of former Mayor Jim Spalding in mid-December.

Strickland, 42, a builder, has served as interim mayor. When Strickland decided to run for the mayor's seat, he put his council seat up for grabs. Losing the election means that Strickland has to give up the council seat he has had for four years.

Irby said that people will see a difference right away in City Hall and at council meetings. "People will have the right to talk. There'll be no more infighting and no more gavels. People can talk at council meetings," he said. He was referring to recent meetings when Strickland ordered audience members to be quiet, and threatened to have people removed by police.

Irby, who has 18 years of experience in government, said the biggest problem in Minneola has been a lack of leadership. He said the city needs to tackle its water-supply and wastewater issues and provide for residents already in Minneola.

Dykes is a hospital worker who has 25 years of experience in the banking and insurance businesses as well as experience with a volunteer fire department. He said he wants to see that existing committees in town, such as health and sanitation, actually meet and get put to work by the council for the good of the city.

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Orlando Sentinel, Orlando, FL
Oct 6, 1998

Cost-Cutting Efforts Leave Chamber Without Director

Author: Don Fernandez

TAVERES- Tight times have forced the Tavares Chamber of Commerce to hand its director of two years his walking papers. Tim Cisch departed two weeks ago after it was decided his services could no longer be expensed, chamber officials said.

"Basically, what happened is the chamber is trying to find a financial way to get ... on track, and we couldn't afford an executive director," said Wayne Reynolds, chamber president. "Our largest expense is payroll. But Cisch said he was the one who decided to leave to relieve some of the chamber's financial pressure. "The chamber has gone through a lot of financial problems," he said. "The Fourth of July celebration - the biggest fund-raiser of the year - wasn't very successful. Board members haven't been very involved, and it hasn't been very helpful in solving the everyday monetary problems."

So who's running the ship? Reynolds and a host of volunteers are assuming duties until they can figure out a way to efficiently restructure the chamber. A likely solution will be the hiring of a part-time director somewhere down the line. "We know we're going to need one," Reynolds said. These are tough times for the chamber, which has faced a struggle to stay afloat. One major dilemma: Chamber membership has taken a nose-dive in recent months, which may have exacerbated existing financial woes.

Glenn Irby, finance director for the City of Tavares and former chamber vice president, said membership has fallen from about 300 to around 190 - and not all of those are paying their dues. "The chamber is driven on membership and if dues aren't coming in, you're going to have problems," **Irby** said. The troubles plaguing the organization have not gone unnoticed in the community.

"It seems like they've given up a lot of their fund raising and have a lack of interest in a lot of the activities they were doing," said Tavares City Council member Robert Moore. Reynolds said Cisch's performance was not the reason for his dismissal. Cisch said, "It was an amicable deal that we made." Cisch, an Ohio native, said he would remain in the area and is looking for other employment. But he had some advice on how to rejuvenate the organization. "Get people on the board who are dedicated, increase membership or consolidate with another chamber in the area that could cover the area with less costs," Cisch said.

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Orlando Sentinel - Orlando, Fla.
Sep 13, 1998

Big Budgets Shouldn't Mean Tax Increase Growth Has Brought in |More Property-Tax Dollars, Swelling Cities Coffers. Only Astatula is Seeking A Higher Tax.

Author: Monica Scott

TAVARES - Taxpayers will see their tax dollars at work during the next year as cities sink cash into parks, fire stations, libraries and sewer plants. Only one city plans a property tax increase, so few residents have had anything to say at public meetings.

Final public hearings are scheduled for the next two weeks, and the new fiscal year kicks off Oct. 1. City budgets reinforce Lake County's conservative persona: None of the municipalities are planning drastic changes and those that increased spending did so only modestly. "As long as you're growing, you're getting more dollars every year," said Carol Rogers, finance director for Mount Dora. "It's when you're built out that you have to increase taxes to raise revenue. "We're growing."

Rogers said the city is proposing a \$25.3 million budget, up \$1.7 million from last year. Construction on downtown Mount Dora's centerpiece, Donnelly Park, begins next spring. The city will be doling out more than a half- million dollars for the project, which includes a new building. Other community groups are expected to toss in about \$260,000. At \$6.18 for each \$1,000 of assessed value, Mount Dora still has the highest property tax rate in the county. Eustis, for the fifth year in a row, dropped its rate, this time from \$5.40 to \$5.35. That means the homeowner in Eustis with a house worth \$75,000 and a \$25,000 homestead exemption will pay \$267.50 instead of \$270.

Despite the reduction, the city still plans projects. For example, about \$210,000 from the \$29.1 million budget is slated to renovate the library. A new, expanded sewer plant will cost a whopping \$6.5 million, which is expected to get rid of foul odors. "We try to be as efficient with the money as we can," said Mayor Homer Royals. "There are a lot of similarities in every budget. Again, it's conservative, and we've provided a rollback."

Bob McKee, county tax collector, said the county has been prosperous, and cities can afford to maintain tax rates or offer taxpayers slight rollbacks. "The lion's share of the prosperity is coming from growth," said Robert McKee, county tax collector. "We have enough development, residential and commercial, within municipalities and annexations, to allow a broadening of the tax base."

Clermont already has one of the lowest tax rates. For the sixth year residents will see the \$2.98 tax rate the city has had the last five years. Commissioners are contemplating a \$10.3 million budget, up from \$8.5 million last year.

The expanding city is getting a new fire department for \$500,000 and a new fire truck for another \$128,000. It also will get its first paid firefighter, a chief, one of 11 new full-time employees who will cost taxpayers about \$230,000.

Internet – Newspaper Archives Searches
Glenn A. Irby
(Articles are in reverse chronological order)

Tavares residents won't have to shell out more cash this time around. For now, Finance Director **Glenn Irby** said no increases are planned, and the \$4.42 tax rate will hold. "Bare-bones" is how **Irby** described the proposed \$9.3 million budget, which is down from \$11.5 million. He said the city's new \$800,000 library was a key reason for the difference in the budgets.

Like Tavares, Lady Lake also had a huge expenditure last year. Its new \$2 million town hall is expected to be constructed by the end of the year. The city is proposing a \$7.3 million budget, down from \$7.8 million. It is recommending that its \$2.72 tax rate stay the same.

Leesburg has the largest budget at \$97.4 million, up from \$93.7 million last year. Approximately \$12 million is going toward a new waste-water treatment plant being built in Okahumpka to handle growth. The city will spend \$50,000 on architecture work for a new library. Another \$2.8 million, including grants, will be spent on airport improvements. For the ninth year, the tax rate will be \$4.50, or about \$225 for the average homeowner. Property taxes in all other cities are proposed to be set at the same rate, except for Astatula and Minneola, according to the Property Appraiser's Office.

Astatula is the only city pursuing a tax increase, from \$1.75 to \$2. For the average \$75,000 homeowner, that means paying \$100 instead of \$87.50 for the year. Minneola is seeking to lower its rate from \$3.50 to \$3.39. The average homeowner would pay \$169.50 instead of \$175.

Completed by: Keith Knutson and Levon Little
Colin Baenziger & Associates



Section 6

Robert “Bob” Kellogg

*St. Pete Beach City Manager
Candidate Report*

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Resume

ROBERT KELLOGG
4462 SW Oakhaven Lane
Palm City, Florida 34990

Cell: (772) 475-7294

Email: kousy72@yahoo.com

PERSONAL:

Born May 2, 1953, in Canton, Ohio. Wife – Jackie.
Children: Kory, Kelli, and Carter. Hobbies
include: computers, golf, and home repairs

HONORS & REGOGNITIONS:

Recipient of “Outstanding Young Man in America”
awarded by the United States Jaycees.

EDUCATION:

Bachelor of Arts in Political Science
Kent State University, Kent, Ohio 1982.

EMPLOYMENT:

September 2006 to June 30, 2013, Town Manager,
Sewall’s Point, Florida.

March 1987 to September 2006, City Manager,
Rittman, Ohio.

1985 to 1987, Development Specialist, Ohio
Department of Development, State of Ohio,
Columbus, Ohio.

1977 to 1985, Carroll County Commissioner,
Carrollton, Ohio.

**CIVIC & PROFESSIONAL
AFFILIATIONS:**

International City Manager Association
Boy Scouts of America
Rotary Club (Paul Harris Fellow)

REFERENCES:

A list of references is included.

SUMMARY OF EMPLOYMENT EXPERIENCE

TOWN MANAGER, SEWALL'S POINT, FLORIDA

Sewall's Point is an upscale coastal residential community of approximately 2,000 residents located between the St. Lucie and Indian Rivers in Martin County. The town has approximately 850 homes and with a taxable value of \$594,000,000, and encompasses 1.23 square miles. The Town provides Police and Building Department services. Fire and EMS, water, and trash disposal are provided by Martin County.

During my tenure as Town Manager, we have made significant accomplishments; a brief synopsis follows.

Fiscal Matters

When I arrived 6 1/2 years ago I discovered that the town had not submitted their required audits and were actually three years behind. Through the efforts of Town staff we were successful bringing all required audits up-to-date, and have reduced the number of management comments from approximately thirty-three to two.

Developed and committed to writing the Town's first set of general fiscal objectives, I broadened participation in the town budget process by encouraging Commission members' involvement and formalizing supervisor's roles in budget preparation.

Citizen Outreach/Communication

Using the Town web site successfully developed and implemented an email blast system for those residents who signed up via their email address on the site. The town provides agendas of the Town Commission Meetings, and other worthwhile information such as community events, and town sponsored activities. This system was well received and provides a high level of transparency between town residents and Town Hall.

Council / Manager Relations

Effective management of a modern organization requires close and open communications between policy makers (Town Commission) and those entrusted to carry out that policy (Staff). Furthermore, this communication must be two-way. I view the Village Administration as a "Team" encompassing the Mayor, Commission, Manager and all Village employees.

CITY MANAGER, RITTMAN, OHIO

Rittman is a full service, independent city of approximately 6,500 residents. It provided the customary municipal services, operated water, wastewater and EMS services. Rittman had a 2006 budget of approximately \$7.2 million and 41 full-time employees in addition to a 30 person volunteer fire department and a 25 person EMS operation.

Personnel Matters

The City's full-time employees were unionized and also covered by Ohio Civil Service. We had emphasized development of the line supervisors as part of the management team, giving them more latitude in the day to day decisions and more involvement in policy development. As City Manager, I was responsible for all labor relations, including contract negotiations.

Annexation

One accomplishment that I am especially proud of was completing the annexation of 274 acres of land for the Ohio Western Reserve National Cemetery. At full capacity, the cemetery will provide burial sites for 106,000 veterans and their dependents. Working with representatives of the Veterans Administration, we were successful in overcoming a number of complicated issues to make the project a reality.

Utility Administrations

One of my first efforts was to develop a five-year Capital Improvement Budget for the City. We dramatically cut service complaints in all utilities by beginning a proactive sewer cleaning program and replacing broken sewer and water lines, as well as extending water lines in various sections of the City. In the wastewater system we completed an \$8.1 million treatment plant and collector system for which we secured approximately \$2.5 million in grant funds.

Development Activities

Through the cooperative efforts of City Council, the Rittman Community Improvement Corporation and the State Department of Development, we were successful in developing the City's first two industrial parks. Four new manufacturing businesses have located in the industrial park creating approximately 200 new jobs.

DEVELOPMENT SPECIALIST, OHIO DEPARTMENT OF DEVELOPMENT

As a Development Specialist with the Department of Development my primary responsibility was to assist businesses and communities in obtaining government financing for expansion and development. Many times that meant dealing with businesses from other states and countries that were looking to relocate to Ohio.

During my employment with the department I obtained the National Development Council's "Economic Development Professional" Certification by successfully completing its 160 hour training program. The program emphasizes assisting businesses by finding, structuring, and securing public and private financing.

CARROLL COUNTY COMMISSIONERS

Carroll County employed approximately 175 employees and operated with a budget of \$8 million. As Chief Executive Officer, I was responsible for the entire county budget and day to day operations.

Development and funding of Carroll County's first county sewer project was a significant accomplishment. This \$7.5 million project was successfully funded with a 75% Ohio EPA grant and an FmHA Grant and loan.

Planned and development the funding of Carroll County's first two industrial parks, utilizing CDBG, EDA, and FmHA financing, coupled with ARC funding.

During my tenure in Carroll County more than \$6 million in state and federal grant funds were successfully secured.

REFERENCES

Mr. E. Daniel Morris
24 Ridgeland Dr.
Sewall's Point, FL. 34996
(772) 486-5677
Mr. Morris is a former Mayor, and
Town Commissioner of Sewall's Point.

Mr. Robert E. A. Smith
2288 Alamo Rd.
Carrollton, Ohio 44615
(330) 627-4300
Mr. Smith served as a Carroll
County Commissioner.

Judge Mark Klingensmith
8 Palm Court
Sewall's Point, Florida 34996
(561) 308-1717
Judge Klingensmith is a former Mayor, and
Town Commissioner of Sewall's Point.

Mr. John Laria
112 East Ohio Ave.
Rittman, Ohio 44270
(330) 925-2015
Mr. Laria is a local business owner,
and served as President of the
Rittman Chamber of Commerce.

Mr. Greg Horn, City Manager
100 West Spring Valley Road
Centerville, Ohio 45459
(937) 433-7151
Mr. Horn serves as the City Manager
of Centerville, Ohio.

Mr. James Bell, Finance Director
City of Huber Heights
6131 Taylorville Rd.
Huber Heights, Ohio 45424
(330) 347-3074
Mr. Bell previously served as
Finance Director for the City of
Rittman.

Candidate Introduction

ROBERT KELLOGG

EDUCATION

Bachelor of Arts, Kent State University

EXPERIENCE

Town Manager, Sewall's Point, Florida	2006-2013
City Manager, Rittman, Ohio	1987-2006
Ohio Department of Development, Columbus, Ohio	1985-1987
Carroll County Commissioner, Carrollton, Ohio	1977-1985

BACKGROUND

Sewall's Point is an upscale residential coastal community consisting of approximately 2,100 people and is located between the St. Lucie and Indian Rivers in Martin County. In addition, the town has a small retail shopping mall, and a number of professional buildings along its main highway, A1A.

The Town's 2012-2013 budget is \$2.8 million, and has 14 employees, consisting of Police, Building, and Public Works. Fire/Rescue is provide by the City of Stuart. Water is provided by Martin County, and refuse collection by Waste Management.

- Stormwater management is a major concern in Sewall's Point. Being a coastal community several areas of town are prone to localized flooding. Several drainage improvements have been made over the past seven years, however, much of the infrastructure is aged and in need of replacement.
- The Town has received \$3.2 million from FEMA to elevate approximately twelve houses located in the flood zone that incurred significant repetitive flood damage during the hurricanes of Jeanne and Frances. By raising these homes above base flood elevation it will eliminate additional flooding and enhance the sustainability of the town.
- Revenue reduction has become a major concern due to the decline in property values. Additional revenue resources will have to be secured, in order for Sewall's Point to continue to make necessary improvements.

GENERAL, MANAGEMENT STYLE AND EXPERIENCE

Having worked in an upscale coastal community similar to St. Pete Beach, I understand the importance of maintaining the quality of life residents expect. In addition, I believe my collaborative, and consensus building approach with the elected officials, residents, and the business community will be of value in moving St. Pete Beach forward, thus my interest in the position.

ROBERT KELLOGG

I consider myself a “Big Picture” manager, someone that can look down the road five to ten years, and establish goals and objectives to address the needs of the community. I make it a point to be visible in the community visiting local businesses, meeting with residents, and attending community events. I feel it is important to interact with the stakeholders of the community.

First and foremost, I realize I am only as good as the people I work with, which is one of the reasons why I have instilled a team concept in employees, focused on one common goal, that of improving the quality of life for residents. I have successfully created a family culture and environment every place I have worked demonstrating my concern for staff, not only as employees, but also as individuals. This sense of “family” has led to higher efficiency levels, and a lower turnover rate in staff, ensuring a strong sense of loyalty to the community.

Early in my career, I learned to avoid micromanaging my employees. The key to that is empowering and making employees accountable and responsible to perform their job assignments, and by providing them with the necessary tools and resources to complete the tasks. More importantly, I need to communicate to the employees clearly so they understand the assignment, and my expectations and timeframe to complete the job. By taking these steps, I am able to tell early on whether an issue is turning into a problem.

However, even when some employees are provided the necessary tools and resources, their skill set sometimes just doesn’t match what we were looking for, leading to termination. Unfortunately, I have discovered throughout my career that most employees end up firing themselves, by doing something immoral, illegal, or unethical.

Generally the elected officials I have worked for would describe me as being highly ethical, innovative, a hard worker, dedicated, fair, and competent.

I consider my biggest strength to be my collaborative consensus building skills. I have worked with a variety of individuals from all walks of life, and have been successful in finding common ground to make a project become a reality, or resolve issues. Such as working with the City of Stuart to provide Sewall’s Point Fire/Rescue services, and saving the town over \$700,000 a year.

In terms of weaknesses, I would say that I have a tendency to “just do it myself”, to get it done, as opposed to assigning to staff members.

I have made it a practice to hold an annual visioning session with the Councils/Commissions I have worked for, inviting Department Heads to participate. Once the elected officials establish their goals and objectives, performance measures are established to ensure that these goals are met. In addition, I require Department Heads to brief the Council/Commission at least monthly on the status of the goals concerning their department. I make it very clear to the elected officials and employees that future compensation will be tied to the completion of those goals.

I consider my biggest achievements to be by the construction of a new EMS Facility, Wastewater Treatment Facility, Safety Services Building, and Recreation Center in Rittman, Ohio. The Recreation Center project took more than five years from conception to completion working with

ROBERT KELLOGG

a number of different elected officials, some supportive, and some that were not. We were able think “outside the box” to secure the necessary funding for the project by getting voter approval to redistribute part of the city income tax to pay for the facility, without any increase in taxes. Today the Center is the focal point of many community activities and events.

I consider my biggest failure to be not being able to build a new Town Hall in Rittman.

Challenges I see facing St. Pete Beach are:

With such a young Commission, the next City Manager will need to quickly establish a level trust and transparency with both the elected officials, as well as residents. I believe I have the necessary skill set to make that transitions seamless.

Redeveloping and revitalization of some areas of the City.

During the first six months my efforts will involve:

- Discussions with St. Pete Beach City Commission their goals and objectives, and implementation of such goals.
- Meet with elected officials, staff, to assess the town’s organizational structure/operations.
- Review the City’s financial condition, and determine/develop necessary funding for proposed improvements.
- Work with commission to resolve all outstanding legal issues (if any remain).

I have always had a good working relationship with media, and work best at providing them with accurate requested information, press releases, and making myself available to them.

I know of nothing in my background that would be of embarrassment to me or St. Pete Beach.

I do not expect anyone from Sewall’s Point to have anything negative to say.

In my spare time I enjoy golfing, and doing home repairs.

SIX ADJECTIVES I WOULD USE TO DESCRIBE MYSELF

- Highly Ethical
- Balanced
- Open
- Receptive
- Perceptive

ROBERT KELLOGG

- Diverse

REASON FOR LEAVING MOST RECENT JOB

I was terminated without cause in April of 2013. The Town Commission determined that they wanted to move in a new direction. Although terminated, I was asked to stay on until a new Town Manager was hired. The fact I was not immediately dismissed should speak for its self.

CURRENT/MOST RECENT OR RELEVANT SALARY

My final salary in Sewall's Point was \$116,125, including vehicle allowance. My salary expectations are within the salary range being proposed.

CB&A Background Checks

Background Check Summary for ROBERT KELLOGG

Criminal Records Checks:

Nationwide Criminal Records Search	No Records Found
County	
Martin County, FL	No Records Found
Wayne County, OH	No Records Found
State	
Florida	No Records Found
Ohio	Records maintained by County of residence

Civil Records Checks:

County	
Martin County, FL	No Records Found
Wayne County, OH	September 1999, Law suit filed against the City of Rittman including Mr. Kellogg in his capacity as City Manager <i>Disposition</i> = October 1999, Closed
	June 2001, Law suit filed against the City of Rittman including Mr. Kellogg in his capacity as City Manager <i>Disposition</i> = August 2003, Closed
Federal	
Florida	No Records Found
Ohio	January 1993, Law suit filed against the City of Rittman including Mr. Kellogg in his capacity as City Manager <i>Disposition</i> = March 1993, Terminated

Motor Vehicle

Florida	November 2012; Speed 15 mph over limit <i>Disposition</i> = November 2012 Guilty; 3 Points on License
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Credit

Excellent

Bankruptcy

No Records Found

**Background Check Summary for
ROBERT KELLOGG**

Education	Confirmed
Employment	Confirmed

From: Robert Kellogg [mailto:kousy72@yahoo.com]

To: Kathryn Knutson

Subject: Background Check Records Found that Require an Explanation

Kathryn, as you are aware, I served as the City Manager in Rittman, Ohio, and whenever a law suit as filed I was named as a defendant.

Wow, it has been twenty years, so I don't recall the exact details of all of the cases but in the Christian case, the Judge dismissed the case in favor of the City.

In the Children's Hospital of Akron case, it involved a medical bill for some test it performed, and attempted have the city pay for them, even though we had not authorized the test. The case we dismissed in favor of the City.

In the Lee Skidmore case, I believe he had filed as false arrest law suit against the city. The case was dismissed in favor of the City.

Thanks,

Bob

**Background Check Summary for
ROBERT KELLOGG
Personal Disclosure**

Personal Disclosure Questionnaire

Name of Applicant: ROBERT KELLOGG

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to seek compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

Please explain any yes answers on a separate sheet of paper.

1. Have you ever been charged or convicted of a felony?

Yes ☐ No ☒

2. Have you even been involved in a domestic abuse incident that resulted in you being arrested or that was covered by the media?

Yes ☐ No ☒

3. Have you ever declared bankruptcy?

Yes ☐ No ☒

4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?

Yes ☐ No ☒

5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?

Yes ☐ No ☒

6. Have you ever been convicted of driving while intoxicated?

Yes ☐ No ☒

7. Have you ever sued a current or former employer?

Yes ☐ No ☒

8. Do you have a personal My Space, Face Book or other type of Web Page?

Yes ☐ No ☒

9. Do you have a personal Twitter Account?

Yes ☐ No ☒

10. Is there anything else in your background that might cause a reasonable person concern if he/she became aware of it through the press or any other mechanism?

Yes ☐ No ☒

Attested to:

Robert Kellogg
Signature of Applicant

Please email this form via PDF DOCUMENT to kknutson@cb-asso.com or via fax to
(888) 539-6531 no later than 9:00 AM CST 09/08/2014.

(Note: Please be sure to sign the form with your actual signature if you are sending Fax or PDF Document)

CB&A Reference Notes

Reference Notes

Robert Kellogg

Gene Rauth – Town Manager, Jupiter Island, FL 772-545-0110

Mr. Rauth has known Mr. Kellogg since 2006. Mr. Rauth manages a neighboring community. Sewall's Point and Jupiter Island are both very high-end bedroom communities on the waterfront. The interactions between Mr. Rauth and Mr. Kellogg are always pleasant and very good. They communicate through email and telephone calls, and sometimes meet for lunch.

Mr. Kellogg is a very satisfactory Manager. From Mr. Rauth's perspective, Mr. Kellogg made good decisions for the community. In consideration of the dynamics of small cities and towns versus the County, Mr. Kellogg allied with other small communities to the benefit of them all.

Mr. Kellogg works well with the public in large groups but is more comfortable in one-on-one interactions and in small groups. He is both a leader who encourages the employees to fulfill the vision of Council, and a manager who keeps the organization functioning at a high level.

Sewall's Point is in the process of aesthetically upgrading Ocean Drive, the main thoroughfare through the center of town. Mr. Kellogg led the process. He worked with the Utility Department to place utility lines underground. His efforts have improved the appearance of the community.

Mr. Kellogg is customer service oriented, but not to a flaw. He has a good handle on what the priorities are and manages his time appropriately. He solved many problems for the community. When asked for information, Mr. Kellogg responds in a reasonable timeframe. He is helpful and timely.

Managers are always involved in controversy, but Mr. Rauth is not aware of any controversies personally involving Mr. Kellogg. Nothing in his past would be problematic if the press were to investigate his background.

The dynamics of the Council changed after the last election. Elected officials divided into two groups who bicker and fight. One side is always unhappy with whatever decision is made. Mr. Kellogg served two masters, a difficult situation.

Mr. Rauth would hire Mr. Kellogg. He has a sound skillset and in the right community he will continue to do very well.

Words or phrases used to describe Robert Kellogg:

- Steady,
- Dependable,
- Inclusive,
- Informative, and
- Helpful.

Reference Notes Robert Kellogg

Strengths: Good communicator and seeks out additional resources when he doesn't know the answer.

Weaknesses: Mr. Rauth participated in the hiring process for the Police Chief in Sewall's Point. The applicant pool was subpar. Mr. Kellogg made the best choice he could under those circumstances, but Mr. Rauth feels he would have been better served by holding a second recruitment.

Daniel Morris – Former Mayor, Sewall's Point, FL 772-486-5677

Mr. Morris was the Mayor when Mr. Kellogg was hired in 2006. The Commission hired a search firm and Mr. Kellogg was the top candidate they presented. He inherited a difficult situation; the organization was very inefficient and poorly run before his arrival. Mr. Kellogg hired top notch employees. The staff is now very stable, productive and efficient. Mr. Morris gives Mr. Kellogg high marks; his job performance is excellent.

Overall Mr. Kellogg is a very good Manager. He is willing to enforce code requirements and make unpopular decisions for the good of the community. He is skilled at planning and budgeting. He adeptly negotiated a new fire rescue contract with the City of Stuart, a process that was arduous. Prior to this agreement the County provided fire/rescue services and planned to quadruple the price of their services. The service is equally as good, if not better, and much less expensive.

Mr. Kellogg understood the issues in the community and assembled teams to address the problems. He interacted very well with the Commissioners. He is very direct and does not pull any punches. He is above board and transparent in his dealings with the public. Information flows well to the public and the elected officials. His decisions are excellent.

Not much room exists for innovation in government, but Mr. Kellogg was innovative in raising the organization to a more efficient level of productivity and then maintaining that high level. He was a change agent and introduced discipline to the Town structure and organization. His approach was much more disciplined, thoughtful and planned out than prior Managers'.

The Commissioners in Sewall's Point are retired and feel they have much expertise. They have a great deal of free time and prefer to micromanage operations. Mr. Kellogg has had to convince them of what his role is, even though he reports to them. He is willing to stand on the firing line to accomplish tasks. While residents and the elected officials sometimes complained about projects initiated by Mr. Kellogg, they eventually recognized their value and are now supportive.

Mr. Kellogg kept the Commissioners very well informed. He shares all information that is not confidential with the residents. He has extensive experience working with the public. He was well liked in the community and is missed. He is both a leader and a manager, but not a passive manager. He is often seen around town interacting with residents and staff.

Reference Notes

Robert Kellogg

Many properties were damaged by flooding during a heavy storm. Mr. Kellogg organized the staff and residents with damages, and helped them make a convincing case for financial aid to a federal agency in Florida. The agency had binding rules about what could and could not be provided. Though it was quite a challenge, Mr. Kellogg handled it well and as a community they were able to capture a significant amount of funding for remediation work on residences.

Mr. Kellogg is very customer oriented and always courteous. He gives residents as much time as they desire, whether they are on the street, in his office, or they call him on the phone. He is very open and willing to confront issues directly. He solved many problems, mostly organizational and administrative issues. He resolved issues that were not adequately addressed prior to his arrival with the help of the staff and the Commissioners.

The organization has to meet many State- and County-imposed deadlines and Mr. Kellogg never missed one. He effectively mastered the budget process. He provided information to the elected officials and the residents on the different budget items.

Mr. Morris knows Mr. Kellogg quite well and has never questioned his integrity and honesty. Nothing in his background would concern an employer.

Prior to Mr. Kellogg's arrival, each Commissioner had responsibility for a department, even when they lacked expertise in that area. For example, Mr. Morris was asked to be the Police Chief though he knew nothing of police work. The charter was updated in 2006 and Mr. Kellogg was the first full time Manager under the new charter. The elected officials want to run the town as they did in the past, but could not with Mr. Kellogg, who is a strong City Manager. They voted to end his service to the Town.

Mr. Morris would definitely hire Mr. Kellogg; he is an excellent Town Manager.

Words or phrases used to describe Robert Kellogg:

- Talented Administrator,
- Efficient use of resources,
- Excellent communication skills,
- Willing to take a difficult stance when the code or law is very specific,
- Improved staff and the budgeting process, and
- Dealt with Town problems.

Strengths: Deals effectively with the residents, always courteous, listens carefully, strong leader who can make unpopular decisions, administrative and management skills are very good.

Weaknesses: None identified.

Reference Notes

Robert Kellogg

Tina Ciechanowski – Lieutenant, Police Department, Sewall's Point, FL 772-201-0340

Ms. Ciechanowski has known Mr. Kellogg since 2006. Right after Mr. Kellogg's arrival, the market declined and he faced 8-15% cuts every year. In spite of the challenges, he managed to run the Town efficiently and complete the day-to-day work.

Under Mr. Kellogg's management the reserves grew to several million dollars and the appearance of the town became more attractive. He participated and was very supportive of a cultural committee which fostered community spirit. This committee now holds five to six events every year, which can be attributed in large part to the efforts and support of Mr. Kellogg. He believes that investing money in the community is worth every penny spent. He did a great job, especially from a fiscal standpoint. The town is better off now than it was prior to his arrival.

Mr. Kellogg views every accomplishment as a team accomplishment, and there is no task he will not do. When Public Works employees are on vacation, he empties trash at the parks. When a tree fell, Ms. Ciechanowski asked him to bring a chainsaw to the employees at the site because of his responsiveness. He addresses issues immediately and genuinely cares about others.

Budget cuts usually affect morale, but they did not under Mr. Kellogg's leadership. He conveyed the reasons for the cuts and the employees respected his decision, even though they were not happy about the cuts that were made.

Interactions between Ms. Ciechanowski and Mr. Kellogg are very good. He is easy to get along with. He helps with any problem or situation that he is asked to manage. He is involved and does not hand assignments off to others. He is more than happy to pitch in and help. He is very good about completing tasks in the right timeframe and meeting deadlines, especially during the budget process.

Hiring decisions made by Mr. Kellogg were very good, and the organization does not have a large turnover. The dynamics of City operations changed when he was hired. Prior to his arrival, the Commissioners each had an assignment to run a department and the manager served only as an introductory policy maker. Mr. Kellogg accepted a great deal of responsibility as the first full-time manager and did a wonderful job.

Prior to Mr. Kellogg's arrival, the way the City maintained streets was to repave them. He approached the City Engineer about alternative methods to street maintenance. Rather than repaving every street, some street issues could be resolved through cheaper and more efficient methods. Mr. Kellogg does not operate by doing what has always been done. He considers cost-effective alternatives that are efficient.

When anyone in the community has a question, they can speak to Mr. Kellogg at any time and receive an answer. He absolutely worked well with the public. Members of the Cultural Committee were distressed to see him leave because he is responsive and does a great job. If you

Reference Notes

Robert Kellogg

met him on the street, he sat down with you to talk about your concerns and resolved the issue if he could.

Mr. Kellogg is very hands-on and involved in every aspect of the organization, not just the administrative portion. He personally came to City Hall immediately after the untimely death of a resident. He knew the police department would offer support to the residents, and he wanted to offer support to the staff. Employees work well when they know the manager cares about them. He helps in whatever capacity he can and is always available.

One of the largest issues in the community resulted in a forum to address burglaries, but the situation was not controversial. Mr. Kellogg did a fine job of balancing the needs of the Town with the desires of the elected body. He sought input from residents and addressed the issue.

Ms. Ciechanowski is not aware of anything in Mr. Kellogg's background that would concern an employer should the press go digging. He left when the Commissioners decided to hire a new Town Manager, though they did not cite any fault with Mr. Kellogg. They just desired a change, which was politically driven. Everyone Ms. Ciechanowski associates with would agree with the sentiments in this reference.

Ms. Ciechanowski would absolutely hire Mr. Kellogg. He is a wonderful Manager.

Words or phrases used to describe Robert Kellogg:

- Honest,
- Loyal,
- Fiscally responsible,
- Team leader,
- Enjoyable to work with, and
- Family and employee oriented.

Strengths: Extraordinarily team oriented, always willing to help, extraordinarily responsive to residents, genuinely cares about others, kept morale high even when cuts were made.

Weaknesses: He will not take credit for anything, which is both a strength and a weakness. Not taking credit for his work led to some of the challenges with the elected officials.

Glen Torcivia – Town Attorney, Law Offices of Glen Torcivia and Associates, Sewall's Point, FL 561-686-8700

Mr. Torcivia has known Mr. Kellogg since 2007. Three of the attorneys in the firm work primarily for Sewall's Point, but Mr. Torcivia is the lead attorney.

Reference Notes Robert Kellogg

Mr. Kellogg's job performance is excellent and he absolutely makes good decisions. When Mr. Torcivia became the City Attorney, Mr. Kellogg was already the Town Manager and operations were functioning at a very high level, which Mr. Kellogg maintained during his tenure.

FEMA (Federal Emergency Management Agency) has a program that provides funding to elevate homes that meet certain criteria. Sewall's Point is a wealthy community surrounded by water. While Mr. Torcivia did not approve of his tax dollars being used to elevate the homes of wealthy residents, he appreciated that Mr. Kellogg knew the program was available and secured nearly three million dollars to improve the community.

Mr. Torcivia and Mr. Kellogg met in person twice per month and talked on the phone as needed. When a legal issue came up, Mr. Kellogg called, emailed, or scheduled a meeting depending on how critical the issue was.

Mr. Kellogg is very good at diffusing situations, dealing with others one-on-one, and addressing their concerns. Residents in a wealthy community have high expectations about service levels. He works with the employees to resolve resident concerns.

Both a leader and a manager, Mr. Kellogg is out and about in the community. He was the first full-time manager and was innovative in establishing new processes and managing them. Other than the police department the organization only has four employees: Mr. Kellogg, the Building Official, the Clerk, and a part-time Secretary/Assistant to the Building Official. Once a drain was clogged at 7:00 a.m., and Mr. Kellogg became involved and helped resolve the issue. He implemented sidewalk and drain improvements. He is very knowledgeable about all aspects of City government.

Mr. Kellogg is customer service oriented and very much a problem solver. He has excellent financial skills. Mr. Torcivia and Mr. Kellogg have limited interactions, but every project and request was handled in a timely manner. He is a quiet and unassuming man who does not brag or call attention to himself. He is a good Manager.

The only controversies that involved Mr. Kellogg were normal Town politics. Honesty and integrity are words Mr. Torcivia would use to describe Mr. Kellogg; nothing in his background would concern a potential employer.

Mr. Torcivia would hire Mr. Kellogg. He is a good Manager when he is a good fit with the elected officials. In Sewall's Point he worked well with several different Commissioners and Mayors, though he was never able to establish a good working relationship with one Commissioner. This particular Commissioner convinced two other Commissioners to side with her in severing Mr. Kellogg's employment contract. Mr. Torcivia feels badly that Sewall's Point had a political change in leadership that led to the dismissal of Mr. Kellogg, though it is a frequent occurrence in city management. Mr. Kellogg has much experience managing a wealthy community and does a wonderful job.

Reference Notes

Robert Kellogg

A farewell dinner was held for Mr. Kellogg in Palm Beach Gardens and just under 25 individuals attended, which is impressive considering that the organization only has four employees, and that the restaurant was in another community, so driving was required. He earned the respect of the community and was very well liked. The employee in charge of maintenance attended and asked if he could say a few words. He stated that Mr. Kellogg always made him feel worthwhile and listened to him. Mr. Kellogg is an empathetic individual and relates well to everyone. Employees were very upset when the decision was made to let Mr. Kellogg go. He was their advocate and showed concern for them. The elected officials had the funds necessary to give employee raises, but chose not to do so. Mr. Kellogg kept employees motivated even without the raises. He will be a great Manager for any community.

Words or phrases used to describe Robert Kellogg:

- Honesty,
- Integrity,
- Diligent,
- Hard working,
- Soft-spoken, and
- Modest.

Strengths: Integrity, honesty, manages people well, motivates employees to do a good job.

Weaknesses: Very soft-spoken which is a strength and a weakness. Sometimes he is difficult to hear.

Paul Luger – Town Commissioner, Sewall’s Point, FL 772-708-9174

Mr. Luger has known Mr. Kellogg since 2011. Mr. Luger was very new to politics and government. He was often in Mr. Kellogg’s office asking questions. Mr. Kellogg has an open door policy and was always very kind. He offered different perspectives on the situation. He did not hesitate to express when he felt a decision was not right, and he explained the reasons why he felt that way. He is very knowledgeable.

Mr. Kellogg is efficient, friendly and a good face for the City. He works very well with residents who have concerns. His job performance is very good. He is very easy to work with. He is a good manager of the staff and hired a stellar group of employees. He is very well liked in the organization and always has been.

Mr. Kellogg interacted with the federal government during very large projects and was on top of every aspect of the project. His decisions are very good. He maintains an organization at a high performance level. He keeps everyone very well informed and meets deadlines.

Reference Notes

Robert Kellogg

An experienced manager, Mr. Kellogg works very well with the public and did a great job. Mr. Luger wanted to retain Mr. Kellogg as the Manager. He rallies employees around the vision of the elected officials. He is also a doer. When something needed to be done and the employee responsible for the task was busy, Mr. Kellogg would personally attend to the task.

Mr. Kellogg worked closely with the Clerk and the Building Instructor to help residents access a federal program through FEMA to elevate houses above flood levels. He had much financial foresight and compiled a solid budget. When unforeseen expenses occurred, he brought the item to the attention of the Commissioners and explained why additional funds were needed. He had the right amount of foresight to appropriately manage the concerns of a municipality.

Mr. Luger is not aware of anything controversial in Mr. Kellogg's personal or private background. The Commission voted to terminate the employment of Mr. Kellogg and a majority was achieved. The Commissioners that voted to let him go would state that it was time for a change, but would agree that he is a good Manager. Mr. Luger voted to retain the services of Mr. Kellogg and definitely would hire him. He is a great manager and good at his job.

Words or phrases used to describe Robert Kellogg:

- Efficient,
- Friendly,
- Knowledgeable,
- Leader,
- Good manager, and
- Kind.

Strengths: Very knowledgeable in management and municipal government, understands his role, very responsive.

Weaknesses: Though not a weakness, he spends too much time with residents. Sometimes they should be given a time limit; otherwise they will talk for a lengthy period of time.

Paul Nicoletti – City Manager, Stuart, FL 772-288-5312

Mr. Nicoletti is the manager of Stuart, a neighboring community to Sewall's Point. He has known Mr. Kellogg since 2006. They have a professional relationship but do not see each other on a day-to-day basis.

When Sewall's Point did not have a City Attorney, Mr. Nicoletti was the Interim Attorney for a short period of time. He attended three Council meetings as the Interim Attorney. Mr. Kellogg is always well prepared for meetings and provided necessary agenda materials in a timely fashion. He functions well as the Town Manager.

Reference Notes Robert Kellogg

Mr. Nicoletti and Mr. Kellogg met once or twice a month. The meetings sometimes included the Mayor. Every dealing they had was professional. Mr. Kellogg is very cordial and provides all the information that is requested.

One of Mr. Kellogg's strengths is in finance; he managed the finances of Sewall's Point. He is so knowledgeable that Mr. Nicoletti asked him to assist and mentor members of the Finance Department in the City of Stuart.

Regarding controversy, Mr. Nicoletti is unaware of any situation in Mr. Kellogg's background that would embarrass a potential employer should the press go digging. Mr. Kellogg once expressed to Mr. Nicoletti that he was having difficulties with a Commissioner in Sewall's Point. This particular Commissioner made things uncomfortable for him and would probably disagree with this reference.

Because Mr. Nicoletti does not work with Mr. Kellogg on a daily basis, he is not cognizant of Mr. Kellogg's overall expertise. Based on what he knows about Mr. Kellogg at this time, he would hire Mr. Kellogg as an Assistant City Manager. He would want to learn more about Mr. Kellogg's background before considering him as a City Manager. Mr. Nicoletti wishes Mr. Kellogg good luck and hopes he secures a contract in a nice town.

Words or phrases used to describe Robert Kellogg:

- Well prepared,
- Professional,
- Cordial,
- Good demeanor, and
- Interacts appropriately with the elected officials and the public.

Strengths: Financial understanding, good mannerisms when dealing with others, functions well with the elected officials and employees.

Weaknesses: None identified.

Thomas Bausch – Mayor, Sewall's Point, FL 772-485-9389

Mr. Bausch was a Commissioner when Mr. Kellogg was hired in 2006.

Mr. Kellogg's job performance is very good. The interactions between Mr. Bausch and Mr. Kellogg were excellent; they work very well together. For the most part, Mr. Kellogg made very good decisions when hiring personnel.

Reference Notes

Robert Kellogg

The decisions made by Mr. Kellogg were very good. He was a change agent in Sewall's Point. He kept the elected officials informed and held meetings when necessary.

Mr. Kellogg is very experienced at dealing with the public, a daunting task. In some situations, residents are naturally difficult but he handled it well for the most part.

Mr. Kellogg is a hands-on Manager. He does not sit behind a desk and manage processes. He led the process and involved every department to install a new sidewalk, which was a very large item in the community.

Some problems are not solvable or were beyond Mr. Kellogg's authority to resolve, but when the problems were in his area of responsibility, he solved them. He is a very good financial manager, and left the Town in a great position financially.

Some tasks were completed fairly easily and in a very timely manner. Mr. Kellogg encountered impediments at other times and the task was delayed to the point of frustration.

Mr. Kellogg has not done anything illegal. Mr. Bausch is not familiar with Mr. Kellogg's background but no issues occurred while he worked in Sewall's Point. He left when he lost the support of the majority of the Commissioners. Mr. Basuch voted to retain Mr. Kellogg as the Manager. He did a good job for Sewall's Point.

Words or phrases used to describe Robert Kellogg:

- Honest,
- Diligent in his work,
- Works to get the job done,
- Friendly,
- Good with numbers,
- Relates well to staff, and
- Willing to compromise.

Strengths: Very dedicated to his job, very people oriented, deals well with staff.

Weaknesses: Slow to spend money.

Bill Robertson – Mayor, Rittman, OH 330-927-2746

Mr. Robertson has known Mr. Kellogg since 1998 and worked closely with Mr. Kellogg from 2004 to 2006 while he served as the Mayor. They have not worked together since 2006. He played golf with him, and was on the School Board with Mr. Kellogg's wife. He characterizes his

Reference Notes

Robert Kellogg

job performance as excellent and hated to see him leave. They talked once a day and if anything came up he emailed him so as not to be blind-sided.

The City staff are good people, and since Mr. Kellogg was there for 18 years, he must have hired good people. He hired a competent Clerk of Council and when the former Fire Chief resigned, he hired someone who was been able to resolve the issues in the Fire Department.

Mr. Robertson particularly appreciates Mr. Kellogg's approach to making decisions. He steps back, gets all of the information, gets the opinions of all involved, considers all angles, and sleeps on it if possible before making a decision. He asks influential people and those who are most closely related to the decision. Mr. Robertson also appreciates the fact that Mr. Kellogg can be innovative and a change agent while maintaining the organization at a high performance level. He made changes organizationally and in the strategic planning. He works within the budget and his staff works hard.

Mr. Kellogg's contact with the public is good. He gets out there and represents the City in a professional manner. He does his best to resolve problems. He knows who to see to diffuse a problem. If it were a legal issue, he would go to the Attorney. A sidewalk issue would take him to the Service Director. He takes care of things in a timely manner.

Mayor Robertson does not know of anything controversial in Mr. Kellogg's background to cause embarrassment to any City. Mayor Robertson wanted Mr. Kellogg to stay in Rittman and says that he would make a good City or County Manager.

Words or phrases used to describe Robert Kellogg:

- Good sense of humor,
- Dedicated,
- Family man,
- Ethical,
- Honest, and
- Courteous.

Strengths: Sees the big picture, very good vision, excellent job of infrastructure planning.

Weaknesses: Sometimes does not sell himself well. He does not take credit for accomplishments, so some members of the public do not think he is doing his job.

Reference Notes

Robert Kellogg

Kevin Bower – City Attorney, Bower Law Office, Rittman, OH 330-927-5100

Mr. Bower has known Mr. Kellogg since 1987 both professionally and personally. He characterizes his job performance as outstanding. They interact extremely well. They had weekly meetings and talked on the phone almost daily.

Mr. Kellogg's ability to hire and make daily decisions is very good. He hired quality people as department heads and never had any personnel problems. Rittman is a small town and most of the citizens are blue-collar workers. He showed his innovative side by obtaining grants and in other financing. For example, he built a recreation center without a tax increase. He is good with the public and is customer service oriented. He does an outstanding job of solving problems and getting his tasks done in a timely manner.

The average tenure of a City Manager in Rittman is two years, as the community is difficult to manage. Some in the community state that if a person can manage Rittman, they can manage Detroit. Mr. Kellogg set the record for longevity as he served as the City Manager for 18 years.

There is nothing controversial in his background. He would be a good City or County Manager.

Words or phrases used to describe Robert Kellogg:

- Integrity above reproach,
- Honest,
- Committed to the community,
- Supports Eagle Scouts,
- Compassionate, and
- Realizes that residents are not wealthy and live on fixed incomes.

Strengths: Leadership, analyst, and practical.

Weaknesses: None identified.

Greg Horn – City Manager, Centerville, OH 937-428-4731

Mr. Horn has known Mr. Kellogg since 1980 when they worked together in the Village of Minerva, Ohio. Mr. Kellogg was then the County Commissioner and Mr. Horn was the Village Administrator. Mr. Horn actually recommended him for the job in Rittman and says that he is surprised that his tenure was so long. Other City Managers had lasted there for only two to three years. They saw each other about two to three times a year at the Ohio City Managers Association meetings and the International City Managers Association meetings. They may also speak on the phone once or twice a year.

Reference Notes

Robert Kellogg

Mr. Kellogg's daily decisions are good. He knows that he has experience with the public and is good with them. He is customer service oriented.

Mr. Horn does not know of anything controversial in Mr. Kellogg's background that would cause embarrassment to the City if he was hired. In fact, he would hire him if he could and says that he would be good for a City or County where he can use his strong leadership skills and be down to earth.

Words or phrases used to describe Robert Kellogg:

- No-nonsense,
- Driven,
- Fair,
- High expectations for staff,
- Makes sound management decisions, and
- Hands-on manager.

Strengths: Hands-on knowledge in local government.

Weaknesses: His long tenure in Rittman means he has had limited exposure to different management styles, organization and concepts.

Barb Brooks – Clerk of Council, Rittman, OH 330-925-4819

Ms. Brooks has known Mr. Kellogg since 2002 and he was her direct supervisor until 2006. She characterizes his job performance as excellent. They interacted very well. She went to him for anything and he would help. He also did a good job of keeping her informed of matters that involved her.

Since hiring her, Mr. Kellogg also hired the Tax Administrator, some part-time City Hall office help, and the Recreation Director. She would say that he does a good job of hiring and making daily decisions. One of his strengths is maintaining continuity in his work. He is innovative in looking to the future and planning for it.

Mr. Kellogg is very good with the public. Often, they came in off the street, and if he was available, he met with them and listened to their concerns. He did not directly handle customers on a daily basis, but if they were short-staffed up front and he had some time, he helped out. When solving problems, he thinks before he acts. Over the years he has had to deal with difficult situations. Sometimes people get heated and he is good at calming them. He gets them to think and decide the best course of action to take. He is very good at staying on schedule and knows the deadlines.

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Robert Kellogg

Some time ago, some of the Council members made a motion to fire Mr. Kellogg. When it failed, it backfired on those who wanted him to leave. That is the only controversy Ms. Brooks is aware of. Because of the politics involved, when Mr. Kellogg's contract was up he looked for a position in another community. Ms. Brooks would hire him if she could and feels he would absolutely be a good City or County Manager anywhere. She definitely recommends Mr. Kellogg; his character is impeccable.

Words or phrases used to describe Robert Kellogg:

- Quiet,
- Thoughtful,
- Goal oriented,
- Good listener,
- Good leadership in group situations, and
- Can be in charge but still let others speak.

Strengths: Always thinks before he speaks, considers all angles, willing to listen.

Weaknesses: None identified.

Larry Boggs – Former Police Chief, Rittman, OH 330-925-2045

Mr. Boggs has known Mr. Kellogg since 1987. His job performance is good. As with any boss, you have good points and bad points. They got along really well and he did not want him to leave. Mr. Boggs left after Mr. Kellogg did.

Mr. Kellogg is a stickler on doing background checks and even does psychological exams and polygraphs on public safety candidates. He appoints a committee to hire department heads and has an assessment process. He is very good at hiring personnel and at making everyday decisions. He allows department heads to make changes where necessary. He expects high performance from himself and from his staff.

That Mr. Kellogg has survived so many years speaks for itself. He is experienced with the public. He sometimes puts too much of a priority on customer service and tries to make everyone happy. He always seems to be able to solve every problem. He gets things done on time.

When Mr. Kellogg went away for vacation, one of the Council members tried to terminate his employment, and that was controversial. Otherwise, nothing in his background is the least bit controversial. Mr. Boggs would have kept him on as the Town Manager if he could have, but adds that he will make a good City or County Manager for a small organization.

Reference Notes Robert Kellogg

Words or phrases used to describe Robert Kellogg:

- Energetic,
- Customer service oriented,
- Good politician,
- Ethical,
- Caring, and
- Concerned for the people he works with.

Strengths: Reading and comprehension skills.

Weaknesses: None identified.

Charles Copley – Former Councilman, Rittman, OH 330-749-8414

Mr. Copley has known Mr. Kellogg since 2000, but worked with him as a Councilman from 2005 until Mr. Kellogg left in 2006. They interact well and have a good working relationship. If anything comes up that Mr. Kellogg feels the Councilman should know, he calls to explain the issue.

Mr. Copley has not had the opportunity to observe Mr. Kellogg's hiring decisions, but notes that he makes good decisions in general. He maintains his organization at a high performance level by making sure that people are doing their jobs. He works well with the public. He is customer service oriented although if necessary and appropriate, he will take a stand (even if the customer does not like it) to protect the best interests of the City.

Mr. Copley notes there were some issues with the Fire Department which have been resolved. Mr. Kellogg completes his assignments in a timely manner. He is not aware of anything controversial in Mr. Kellogg's background. He was the Manager for 18 years and did a good job. Mr. Copley feels he would make a good Town Manager anywhere.

Declined to give Words or phrases to describe Robert Kellogg:

Strengths: Gets answers when asked.

Weaknesses: None identified.

Prepared by: Lynelle Klein

CB&A Internet Research

Internet – Newspaper Archives Searches
Robert L. Kellogg
(Articles are in reverse chronological order)

Daily Commercial, The (Leesburg, FL)
December 18, 2013

Council members agree on city manager pick

Author: *Roxanne Brown* | *Staff Writer* roxanne.brown@dailycommercial.com

The Groveland City Council voted Monday to offer the city manager job to their second-ranked candidate after rescinding an offer to their top pick, **Robert Kellogg**, when **Kellogg** indicated he would counter their offer. The council had ranked Redmond Jones high for likability and thought he might be the best fit to work with city staff and the community but selected **Kellogg** by a 3-2 vote during a special meeting last week based on his 30 years of experience. They directed City Attorney Anita Geraci-Carver to make the offer to **Kellogg**. **Kellogg**, from Palm City, most recently served as city manager for the town of Sewall's Point for seven years before being asked to resign over a code enforcement issue. Before that, he was the city manager for the city of Rittman, Ohio for 19 years.

But when **Kellogg** expressed reservations about actually taking the job, telling Geraci-Carver he needed time to consider the \$87,500 offer and would get back to her with a counter offer, council members had second thoughts. Jones had been ranked as the number one choice of council members James Smith and Evelyn Wilson. When certain department heads were asked their opinions about who they thought was the best fit to work with staff, Police Chief Melvyn Tennyson and Fire Chief and Interim City Manager Willie Morgan said they'd pick Jones. Although Jones has never been a city manager, he fills the job requirements, which were revised in October after the resignation of former city manager Sam Oppelaar. The job description calls for "eight or more years of progressively responsible professional experience in municipal government," along with a bachelor's degree in public administration, business administration or a related field.

According to his resume, Jones was an assistant to the city manager in Davenport Iowa for eight years, (Oct. 2002 to May 2010) and in Temple Terrace for two more years, (Jan. 2000 to Oct. 2002.) He has a bachelor's degree in public management urban studies from Cleveland State University, a master of public administration from the University of Kansas and an associates degree in law enforcement from Cuyahoga Community College. Currently, Jones is a managing partner with Dellmar Consultnig LLP. "I think he is energetic. I can feel his energy, and I think he can motivate the staff. I think he'll work well with the council and just have a really good feeling that he is part of the new day in Groveland and will move us forward by leaps and bounds," Wilson said. "Jones should have been the top pick all along. How about looking next door at Darren Gray. He was Clermont's assistant city manager for a long time, left to serve as interim county manager/county manager for all of Lake County and now is doing a great job as Clermont's city manager.

The point is that he was hired as the County Manager and had never been a city manager before that." Geraci-Carver said **Kellogg** told her he was at the meeting on Monday to observe and do

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his due diligence, but left the meeting before the item regarding the job offer extended to him was discussed. “He’d said he had to think about it (the job offer) and said if council wanted him to start on Jan. 2, that would be a problem anyway because he was gonna be on vacation during that time,” Morgan said. On Tuesday, Geraci-Carver said she had talked with **Kellogg** about the council’s decision to rescind the offer. “From what he said, the impression that he gave me was that the decision was probably the best one that could have been made for him and for the city,” Geraci-Carver said. Geraci-Carver also made the offer to Jones Tuesday. “He was very excited and said he looks forward to coming to the city of Groveland, but he did not commit 100 percent to it just yet,” Geraci-Carver said. “It sounds as though he’s gonna take it, but he wanted to talk it over with his family and said he would get back with me in a couple of days.”

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Robert L. Kellogg
(Articles are in reverse chronological order)

Stuart News, The (FL)
July 2, 2013

Sewall's Point welcomes new town manager

Author: *Alisha McDarris Special to Treasure Coast Newspapers*

SEWALL'S POINT — The residents of Sewall's Point started their week Monday with a new town manager.

Current Town Manager **Robert Kellogg**, who became the town's first manager in 2006, moves out as Pamela MacKie moves in. The majority of the commissioners decided it was time to part ways with Kellogg due to a lack of congruent vision with the commission, according to Commissioner Paul Luger, and after a long search that involved scouring resumes for a candidate who could adeptly fill the position, all five commissioners agreed MacKie is the perfect fit. Commissioner Jacqui Thurlow-Lippisch said the unanimous vote in favor of her taking over was reassuring. "She is the right person for the job," Thurlow-Lippisch said.

Between her 25 years as a lawyer, seven years as Collier County commissioner and experience working with big budgets for businesses such as the South Florida Water Management District, the commission said it is confident MacKie will excel. "She is not afraid to roll her sleeves up to get the job done and has experience with the demands of an upscale community and a community that protects its waters and other natural resources," Thurlow-Lippisch said. "They've put a lot of faith in me, and I'm determined to live up to that," MacKie said. MacKie said she is thrilled to begin her job in the town she can't help but find beautiful. "I didn't want to be town manager just anywhere — I wanted to be in Sewall's Point. It has that real small-town sense of community that I love," MacKie said.

As town manager, she will work with commissioners to implement policy and take charge of everything from code enforcement to fiscal management. "The town manager needs to be the face of the town," Luger said. "She's going to do a fine job."

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Robert L. Kellogg
(Articles are in reverse chronological order)

Stuart News, The (FL)
April 11, 2013

Ban on vans, pickup trucks divides town

Author: Eve Samples

SEWALL'S POINT - In this quiet town of lushly landscaped lots and wide river views, neighbors have been pitted against neighbors. Insults are flying more freely, and there's drama at Town Hall, where the town manager recently lost his job. The source of this conflict is an issue that strikes at the heart of personal liberties. It touches on a very personal form of civil obedience. It is the town's long-standing - yet previously unenforced - prohibition of large pickup trucks and vans.

Few things get people more riled up than telling them what kind of vehicle can or can't keep in their own driveway.

That hasn't stopped Sewall's Point from trying.

Four months after town officials started cracking down on residents who parked vans and trucks that are taller than 7 feet or heavier than 5,000 pounds in their driveway, the tension only has intensified.

Ashley Vitale and her husband, Steven, who have seven children, were cited earlier this year for the 12-passenger Mercedes-Benz van they keep on their property. When they tried to appeal the ticket to a special master - as the ticket stated they could - the Vitales were told that option no longer existed. Instead, they were directed to the town's code enforcement board. When their lawyer got involved, all of the town's tickets were voided. New tickets are supposed to be issued, but the Vitales have yet to receive one.

Meanwhile, they've been on the receiving end of some nasty comments. Some supporters of the large-vehicle ban have suggested they get rid of some of their kids so they can drive a smaller vehicle. "It's insane," Ashley Vitale marveled. Others have suggested they move to another town. "We respect the fact that it's a nice town, but I don't see how our van is causing any kind of deterioration of property values," Ashley Vitale said.

John Mildenberger received a \$100 ticket for his almost identical Mercedes in January, and he decided to sell the van rather than be a scofflaw. Now, part of him regrets the decision. He hopes Sewall's Point will update its ordinances to reflect the younger demographics of the town. Recently, he was targeted for having a boat rack with four kayaks in his yard. "I mean, we live in a waterfront community. Isn't this a little bit ridiculous?" he said.

He and the Vitales want to collect enough signatures to get the issue on a special election ballot. That way the entire town can decide if the rules should stand. In Miami-Dade County, Coral

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(Articles are in reverse chronological order)

Gables residents voted down a similar ban in November. "I'm happy to abide by what the whole town wants - not what these five commissioners want. Because I don't think they're representing a majority of the residents," Ashley Vitale told me Wednesday.

The truck and van issue reached a breaking point in late March, when town commissioners voted 3-2 to get rid of Town Manager **Robert Kellogg**. He was hired seven years ago as the town's first full-time manager.

Commissioner Jacqui Thurlow-Lippisch, one of the commissioners supporting his ouster, said the decision was about more than mishandling of the truck and van tickets. The tension had been building over time - some of it stemming from other code enforcement complaints about items such as trash cans and playground equipment. "We have all of these ordinances in our town. They are stricter than other municipalities, and over the years they have just gotten more and more overlooked," Thurlow-Lippisch said. She's not exaggerating about the strictness. One provision in the town's code requires that trash cans "shall be kept in a clean, neat and sanitary condition at all times." Thurlow-Lippisch believes her job is to enforce what's on the books.

That's why she doesn't support putting the van and truck ordinance up for a townwide vote. "I feel like it would set a precedent where every time we have a problem, we're putting out to referendum," she said. But dissatisfaction is lingering among Sewall's Point residents such as Karen Janson, who feels **Kellogg** was fired with little public explanation. Because the town commission did not fire **Kellogg** for a specific cause, the decision will cost the town about \$90,000 in severance pay.

Janson hopes to see less baffling decisions in the future. "I think sometimes people throw common sense out to the window to follow things by the letter of the law," Janson said.

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Robert L. Kellogg
(Articles are in reverse chronological order)

Stuart News, The (FL)
March 30, 2013

Sewall's Point's first manager loses job

Author: Paul Ivice

SEWALL'S POINT — **Robert Kellogg**, the town's first full-time manager, is losing his job. In a 3-2 vote of no confidence earlier this week, the Town Commission decided to seek a replacement for Kellogg, who has held the position since September 2006.

Mayor Tom Bausch, who cast one of the two votes in favor of keeping **Kellogg**, said **Kellogg** can stay in his \$110,000-a-year post until a replacement is hired or until July 31.

Commissioner Jacqui Thurlow-Lippisch first brought up the possibility of replacing **Kellogg** at the March 12 commission meeting. "There comes a time in the career of a town manager when you're no longer excited or motivated to perform," Thurlow-Lippisch said Friday in a telephone interview.

Thurlow-Lippisch said the biggest problem that she, Vice Mayor Pam Busha and recently elected Commissioner Vincent Barile had with **Kellogg** was that enforcement of the town's codes had become very relaxed and were garnering complaints, especially on codes related to traffic and vehicle parking.

Commissioner Paul Lugar, who lives across Riverview Road from Thurlow-Lippisch, said he was on the opposite side of the street from her on this issue, as well. Lugar said **Kellogg's** open-ended contract calls for a nine-month severance package that will cost the town \$90,000 because **Kellogg** was not being removed for cause, but at the will of the commission.

Kellogg could not be reached for comment because the Sewall's Point Town Hall was closed for Good Friday.

Lugar said he thought the commissioners who voted to remove the manager "owe the taxpayers and Mr. **Kellogg** an explanation why."

Bausch said, "I found his performance fine." "There's always issues there's some disagreement on, but that's natural," Bausch said, adding that he wished it could have been done "in a less contentious atmosphere."

Thurlow-Lippisch said **Kellogg's** contract included a procedure for performance review, but it was never used. She said would have been difficult to impose such a procedure now after it had been ignored for almost seven years, but it will be important to her that it be applied to the next manager.

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Robert L. Kellogg
(Articles are in reverse chronological order)

Stuart News, The (FL)
August 14, 2012

FEMA grant misses the big picture

Author: Eve Samples

In the peninsula-town of Sewall's Point, the median home value is about \$750,000.

One in every seven houses in the lushly landscaped community sits along the water.

Not everyone who lives in Sewall's Point is rich but it's not exactly a hardscrabble kind of place.

So, naturally, the town took some heat this month when it announced it was getting \$3.2 million from the Federal Emergency Management Agency to increase the elevation of 10 flood-prone homes and one flood-prone office building within its limits.

I understand the criticism, town Mayor Jacqui Thurlow-Lippisch told me Monday. I really do. She has personal concerns about the federal government's debt, she said, and she doesn't like being dependent on checks from Washington.

But of course, being mayor, once you start to look at the bigger picture ... it's hard to say we can't do any preventive, proactive work, Thurlow-Lippisch said.

The \$3.2 million grant is coming to the town through FEMA's Repetitive Flood Claims program and paid for with federal flood insurance premiums.

Across the country, the program provides up to \$10 million in grants every year. The money is awarded to projects that create the greatest cost-savings to the National Flood Insurance Fund, FEMA spokeswoman Mary Olsen told me.

In Sewall's Point, all 11 buildings that are getting money have been flooded in the past.

The most expensive among them is an office building on North Sewall's Point Road valued at \$653,000. The most modest is a home valued at \$188,000.

The idea behind elevating the buildings up to 13 feet at an expense of \$104,000 to \$550,000 per structure is to avoid future flood claims.

In theory, that will slash flood insurance premiums across the board. Physically lifting the buildings also will increase the value of the real estate, which will mean more property tax revenue for the town.

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Robert L. Kellogg
(Articles are in reverse chronological order)

It also will mean higher resale values for the owners (who will continue to pay the same flood-insurance rates).

We may go another 40 years without a hurricane, but to me it makes good economic sense for them to do it, Sewall's Point Town Manager **Robert Kellogg** said.

It's tough to argue with **Kellogg's** reasoning.

But it's also hard to shake the feeling that FEMA and the town are dancing around the elephant in the room: rising sea levels.

The rate of sea level increase is accelerating worldwide, and Florida is particularly vulnerable because of the porous limestone that lies under much of the state, according to a report released earlier this year by the independent research group Climate Central.

Making matters worse, development in Florida is more concentrated at lower elevations than in other coastal states.

I asked Thurlow-Lippisch how she, as the mayor of a coastal town, could begin to address that larger issue.

The only way to address it at this point, in the beginning stages, is through education, she said, because when you start talking about people's property rights, it is unbelievable.

As people start paying closer attention to sea level increases, they might not be as interested in buying or building homes on barrier islands.

As they learn that this is real, Thurlow-Lippisch said, they might start thinking twice.

Yes, 11 property owners on the peninsula of Sewall's Point will be sitting on higher ground thanks to the FEMA grant.

But many more homes remain vulnerable and it would be impossible for the federal government to elevate them all.

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Robert L. Kellogg
(Articles are in reverse chronological order)

St. Lucie News Tribune (Fort Pierce, FL)
August 9, 2012

11 homes set to be elevated to avoid future flooding

Author: Cathy Reeder

SEWALL'S POINT Eleven Sewall's Point homes are being elevated up to 13 feet to avoid future flooding from hurricanes and other storms.

The work is funded with a \$3.2 million grant from the Federal Emergency Management Agency, in an effort to avoid future claims to the National Flood Insurance Program.

FEMA's philosophy now is let's pay the money to elevate the building rather than keep paying after it gets flooded again, said Town Manager **Robert Kellogg**, as he watched contractor Jeremy Brownie work on Nadir Baksh and Laurie Murphy's split-level home on the St. Lucie River waterfront. The National Flood Insurance Program paid nearly \$3 million in claims in Sewalls Point after the 2004-05 hurricanes. Many of the properties had sustained flood damage before and made successful claims.

On Sept. 5, 2004, Hurricane Frances came ashore at Baksh and Murphy's dock, bringing a water surge 10 feet high. The worst part wasn't even the water, it was the stench of the river mud, Murphy said. It was in the walls, it was in the pool. They lost all furnishings and appliances on the first floor, which was completely submerged. They lost many items on the second level, and could not live in the house for six months, Baksh said.

FEMA proposed the grants to Sewall's Point, which had a town meeting for its homeowners. Twenty-four applied. To date, FEMA has funded 11, in amounts ranging from \$104,000 to \$550,000, **Kellogg** said.

In return, each homeowner must continue to pay the same level of flood insurance premiums, as will future owners of the house. At least now, when a hurricane is coming, I don't have to worry about water in my house, said Murphy, who pays \$6,900 for flood insurance annually. And I feel like my house is happy. It's saying, 'Thank you, I was supposed to be up here all along.'

Town Building Official John Adams said the building code in the early 1970s set the flood elevation about two inches lower than it should be.

So people built their homes to code, but they still get flooded, he said.

FEMA is gathering information to redraw the nation's flood zone maps, Adams and Murphy's contractor Jeremy Brownie said. Once that is done, it's likely that building codes will change and required floor elevations will be much higher, Adams said.

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Robert L. Kellogg
(Articles are in reverse chronological order)

Stuart News, The (FL)
October 5, 2011

Stuart keeps fire safety rating
Author: Jim Mayfield

STUART The results of a recent insurance industry review of key Stuart municipal services will help keep property insurance premiums steady for residents of Stuart and Sewall's Point.

Late last month, New Jersey-based Insurance Services Office Inc., gave the city's building, water and fire/rescue departments a 3 rating, which is provided to insurance companies to consider in underwriting and calculating insurance premiums.

According to ISO's website, the company has been providing statistical and claims data along with information about specific locations to the insurance industry since 1971. We were rated a 3 on a scale of one to 10, which is really outstanding, said Stuart Fire Chief Lori Sunderman. The lower the rating number, the better the result, Sunderman said.

The city's fire protection was evaluated on a variety of factors, including response times and the number of personnel available to respond, training regimen, equipment and apparatus, number of sprinkler-equipped buildings in the city, dispatch procedures, mutual aid agreements and water flow, Sunderman said. We have an excellent (city) water system, and (the results) had a lot to do with our water system, Sunderman said.

The department received its first 3 rating in 1995 before it annexed a significant amount of property and before providing fire/rescue services to Sewall's Point under an interlocal agreement that began Oct. 1, 2010. Sunderman said maintaining the low ISO rating despite increasing the department's service area without adding additional personnel was gratifying. We're just very happy to keep it, she said.

Stuart City Manager Paul Nicoletti said the rating will positively affect private property insurance premiums within the city but a specific, across-the-board projection could not be made because of the variety of properties and formulas for calculating insurance rates.

Sewall's Point residents stand to gain the most from the latest review since switching from county to city fire services last year, as Stuart's rating is better than Martin County for urban areas. Martin County is currently studying how to improve on its 5/9 ISO rating for urban and rural areas, respectively. We're very happy with the results. I haven't heard any complaints, said Sewall's Point Town Manager **Robert Kellogg**. We're glad (Stuart has) the quality department they have, and we look forward to them continuing to provide service to us, **Kellogg** said.

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Robert L. Kellogg
(Articles are in reverse chronological order)

Stuart News, The (FL)
September 13, 2011

Officials adopt higher property tax rate, tentative budget

Author: Donald Rodrigue

SEWALL'S POINT Town commissioners voted unanimously to tentatively approve a higher property tax rate Monday evening in hopes of keeping the proposed \$2 million budget for the next fiscal year in balance.

Town Manager **Robert Kellogg** proposed raising the community's property tax rate to the rollback rate of \$2.29 per \$1,000 of taxable value, up from last year's tax rate of \$2.18 on each \$1,000 of taxable value. Although the new rate will raise taxes on most property owners about 5 percent, **Kellogg** and other commissioners expressed dismay at it being called a tax increase.

We have done a very good job over the last few years of reducing the millage rate, **Kellogg** said, referring to the years when property values were soaring. We have not only rejected the rollback rate the last few years, but have actually dropped the rate.

The present economic reality is now much different, he added. The town's projected revenues for the 2011-12 fiscal year are at least \$100,000 less than last year's projections, and **Kellogg** blames the continuing decline in property values and the expiration of the county's half-cent sales tax in December for the shortfall.

The town's portion of the half-cent sales tax revenue during the last fiscal year accounted for \$155,000 of the budget, but this year he estimates the town will receive about \$37,000 from that revenue source.

If I had known the Martin County Commissioners were not going to extend the half-cent tax, then I never would have lowered the millage rate to the present rate, **Kellogg** said.

No one spoke out against the proposed property tax rate during the public hearing, but one resident, George Bergalis, did speak out in favor of it.

Drawing upon my 40-plus years of experience in financial administration, I don't think the city and the town manager would have presented us with a millage rate that wasn't necessary, he said. I support it and think it's necessary.

Sewall's Point expenditures have also been rising. Town records show that the cost of health care insurance premiums and fire protection services are costing the community about \$25,000 more than before. **Kellogg** also is proposing a 2 percent raise for all town employees except himself and two others.

Internet – Newspaper Archives Searches
Robert L. Kellogg
(Articles are in reverse chronological order)

One resident, Billy Askew, said the employees were already paid too much and thought the town's tentative budget was full of holes.

If you look at some of these salaries, people have exceeded the allowable amounts of money, he said.

Town commissioners also unanimously passed the tentative \$2 million 2011-12 budget. The public will get another chance to offer its input on both the tentative property tax increase and the tentative budget during a final public hearing Sept. 27.

Under the new property tax rate, the average Sewall's Point homeowner could expect a tax bill of \$906.13, which reflects \$43.50, or about 5 percent more than what's collected under the current rate for a median-priced home valued at \$445,690.

The rollback rate is calculated to provide same amount of tax revenue as the prior year, without figuring in new construction.

Internet – Newspaper Archives Searches
Robert L. Kellogg
(Articles are in reverse chronological order)

St. Lucie News Tribune (Fort Pierce, FL)
December 31, 2010

Few municipalities giving holiday bonuses

Author: Kelly Tyko

In this time of shrinking budgets and higher tax rates, raises and perks for public government employees have been pretty much nonexistent, according to Treasure Coast city and county officials.

But Fort Pierce, which has reduced its workforce by 25 percent over the last two years, gave each of its employees a \$100 holiday bonus this year, totaling \$34,800. And Sewall's Point in Martin County, which cut its tax rate by more than 2 percent, handed out a total of about \$5,000 in holiday bonuses. Our employees have been doing more and getting paid less, Fort Pierce Mayor Bob Benton said. We're the only government in St. Lucie County that did not raise taxes this year. I felt that during the holidays, it was the City Commission's way of showing our appreciation for them bearing with us during tough times. He said the city didn't budget for such an expenditure, so the City Commission asked every department to find the money in their budgets.

Our employees have really taken it on the chin. They've been real troopers and this is our way of showing our appreciation, Benton said. Budget cuts and the overall downturn in the economy have caused many local government entities to cut back on employee perks such as holiday bonuses. St. Lucie County spokesman Erick Gill said 2010 was the first year in recent years the county didn't give out \$50 bonuses to all employees. They used to call it a turkey check, Gill said. We used to get a longevity bonus around the holidays and it was based on how long you've been there. We're not getting longevity bonuses this year either.

Sewall's Point Mayor Mark Klingensmith said the town commission allocated about \$5,000 for Town Manager **Robert Kellogg** to provide end-of-year bonuses. The bonuses were to be given at **Kellogg's** discretion and Klingensmith said he did not know how the money was used.

Many officials said they don't recall a time when their city or county gave out bonuses.

Jason Brown, budget director for Indian River County, has been with the county for 13 years and said he doesn't recall a time when the county gave holiday bonuses. Taryn Kryzda has worked for Martin County for 23 years and said she didn't remember county employees getting a holiday bonus in that time. Kryzda, who is the county's administrator, said she was surprised anyone in public government was giving out bonuses. To taxpayers, the word bonus has a negative connotation, Kryzda said. I can't imagine suggesting holiday bonuses especially in this climate.

From the town of Jupiter Island in Martin County to the city of Sebastian in Indian River County, municipalities weren't giving bonuses either, officials confirmed.

Internet – Newspaper Archives Searches
Robert L. Kellogg
(Articles are in reverse chronological order)

Everybody in Stuart is happy they have a great job, Stuart Mayor Jeff Krauskopf said. Right now, paying bonuses is going the wrong way. We're trying to keep everybody employed.

This year we asked our employees... to pick up more of their health-care costs, Krauskopf said. We have three furlough days that we instituted that is really a reduction in pay.

While Stuart's furloughs or unpaid days off began with the 2011 fiscal year that started Oct. 1, this is Fort Pierce's second year of across-the-board furloughs.

Fort Pierce has 12 furlough days a year, and since November, closes City Hall on the fourth Friday of each month to meet an eight-hours-per-month furlough requirement.

In 2011, Benton said Fort Pierce employees must pay \$25 twice a month out of their paycheck for insurance.

Our employees are pulling in the slack. I think we're doing what we can do to show government can be more efficient and I'm very proud of what we've done, Benton said. (The bonus) is just a small way to say thank you and I wish we could have done more.

Staff writer Jim Turner contributed to this report.

Internet – Newspaper Archives Searches
Robert L. Kellogg
(Articles are in reverse chronological order)

Stuart News, The (FL)
February 10, 2010

Sidewalk stirs up controversy in Sewall's Point

Author: Donald Rodrigue

SEWALL'S POINT -- Town commissioners hoping to alleviate poor drainage along South Sewall's Point Drive by using a retention pond and a cutting-edge sidewalk have been forced back to the drawing board.

Several residents were opposed to the sidewalk after the town implemented a test section of permeable Flexi-Pave, a material made from recycled tires, rocks and epoxy binder.

Town Manager **Robert Kellogg** said the sidewalk, which allows storm water to flow through it back into the ground, was an added benefit of the \$500,000 drainage project, part of a larger, \$1.3 million project.

The first phase was completed with matching funds from the South Florida Water Management District, he said.

The district paid for land acquisition, design and construction of the water quality improvement components of the project such as the retention pond, district officials said.

Town commissioners voted Jan. 26 to pull the item from the commission's consent agenda. Commissioner Jacqui Thurlow-Lippisch said the residents deserved to have the sidewalk back in the public forum.

Sewall's Point resident Don Gleichman had already spearheaded an e-mail campaign to convince the town to nix the Flexi-Pave idea, claiming that chunks of material were already coming loose.

"This is the most damaging project to our property values ever to take place on the point," he said.

The short section of sidewalk runs approximately 500 feet north from the intersection of Ridgeway Drive down the west side of South Sewall's Point Road.

Sewall's Point has hired the Stuart architectural firm of Lacedo and Associates in an effort to find a more aesthetically appealing solution, **Kellogg** added.

Internet – Newspaper Archives Searches
Robert L. Kellogg
(Articles are in reverse chronological order)

Stuart News, The (FL)
August 26, 2009

Sewall's Point OKs fire rescue deal

Author: Jim Mayfield

SEWALL'S POINT -- The Sewall's Point Town Commission on Tuesday unanimously approved an agreement to accept fire rescue services from the city of Stuart beginning Oct. 1, 2010.

Stuart city commissioners authorized the offer Aug. 10. With the town's vote Tuesday, the contract will return to Stuart for final ratification on Sept. 14, said Stuart City Manager Dan Hudson.

Under the agreement, Stuart will provide the town with fire rescue, fire inspection, construction plan review and other fire services at an initial annual cost of \$324,864. The fee for the second year and beyond would be linked to the consumer price index, but in no event will Stuart receive less for the services than it received in the prior fiscal year.

The agreement contains a five-year no-cancellation provision with a clause allowing two years to wind down the pact upon termination by either party, effectively giving the two municipalities a seven-year, no-cut deal.

Currently, Martin County provides fire rescue to Sewall's Point. However, early this year, the town balked at a potential \$1 million increase for the county service that would have also increased fire service assessments on the town's property owners.

"We view this as a partnership between the city of Stuart and us," said Town Manager **Robert Kellogg**.

With the town's current agreement with the county set to expire in about 13 months and facing significant increases in fire rescue costs, **Kellogg** said the pact with Stuart "eliminates an uncertain future" for Sewall's Point residents.

Because fire rescue service will be funded from the town's general fund operating budget and not on the backs of property owners, "the new agreement provides stability for our residents for the next seven years," **Kellogg** said.

Sewall's Point Mayor Don Osteen said the town was "more than happy" to begin negotiating with Stuart as the town's current fire rescue agreement neared its conclusion.

"I truly believe the town will receive just as good if not better service than from the county," Osteen said.

Internet – Newspaper Archives Searches
Robert L. Kellogg
(Articles are in reverse chronological order)

St. Lucie News Tribune (Fort Pierce, FL)
March 22, 2009

Town's mural designed to conceal
Author: Alex Tiegen

The mural, created with a \$1,500 grant from the Women Supporting the Arts, was commissioned to conceal the green utility boxes Florida Power & Light Co. installed on the road years ago.

SEWALL'S POINT -- When the covering was taken off the new piece of art on Sewall's Point Road on Saturday, at the southeast corner of the intersection with Northeast Ocean Boulevard, the decoration was greeted with a brief moment of silence from the small crowd across the street.

But, much to the relief of the artist, the people gathered at Town Hall broke into applause in appreciation of the mural of a gate opening onto a painted rendition of the pond and fountain across the street.

"I feel like I gave birth to it, and I'm having some separation anxiety," said Brenda Leigh, the artist.

The mural, created with a \$1,500 grant from the Women Supporting the Arts, was commissioned to conceal the green utility boxes Florida Power & Light Co. installed on the road years ago.

"I think it adds a sense of purpose and integrity to the community," said **Robert Kellogg**, town manager of Sewall's Point.

The piece was a labor of love that took about a year to create. Residents of Sewall's Point had felt the green FPL boxes installed at a utility pole were an unfitting welcome to the residential community of Sewall's Point.

Leigh began creating the piece in November, working in the public as she painted. Leigh, who has completed several murals in Stuart, said she had to learn to deal with public criticism while creating the piece, which made it stressful. She also had children watching her as she created the piece, and she hopes to have children participate in future projects with her.

The mural incorporates a wooden gate topped by carvings of pineapples, both of which were commissioned by Sewall's Point resident Tom Crane.

"I'm just so thrilled that those green boxes are gone," he said.

Behind the bars of the gate, the mural -- 32 feet long by 6 feet high -- depicts sea grape trees arching over bushes of blue and purple flowers and the pond across the street from Town Hall. Portions of the gate can be lifted if FPL workers need access to the utility boxes.

Internet – Newspaper Archives Searches
Robert L. Kellogg
(Articles are in reverse chronological order)

Palm Beach Post, The (FL)
January 17, 2008

JI WATER UTILITY ENVIRONMENT ISSUE
TOWN GULPS AT LIMITS ON WATERING

Author: Jason Schultz

Jupiter Island, home to some of the lushest lawns and largest water users on the Treasure Coast, says its residents should be able to water their yards more frequently than those in the rest of South Florida.

Town officials question the need for such tight restrictions on their wealthy island.

"There are not drought conditions in South Martin's regional system," said Phillip Gildan, the attorney representing the town's South Martin Regional Utility.

The utility has applied for an exception to the one-day-per-week watering restrictions imposed by the South Florida Water Management District on Tuesday. Town officials want their customers in Jupiter Island and Hobe Sound to be allowed to water their lawns three days per week.

The district first imposed watering restrictions of three days per week in 2007 because of below-average rainfall since 2006 that has led to drought conditions.

The district's board voted late last year to tighten those restrictions to a one-day-per-week lawn watering limit across the district's 16 counties because of fears that the drought will get worse this year.

The town's application argues that southern Martin County is experiencing "higher than average rainfall" so there is no need for the restrictions. Gildan said the utility company measured 70 inches of rain last year in Hobe Sound, about 15 inches above the average over the past eight years.

The aquifers the utility company uses for drinking water have been recharged and are 4 feet higher than they were when the district first imposed the three-day-per-week limit last year, he said.

The district's board will consider Jupiter Island's request at its February meeting, water district spokesman Jesus Rodriguez said.

The district did not have measurements specifically for southern Martin County. But Rodriguez said the district's data for Martin and St. Lucie counties combined does not support the town's argument.

Internet – Newspaper Archives Searches
Robert L. Kellogg
(Articles are in reverse chronological order)

Rainfall was nearly 7inches below average last year and more than 21 inches below average in 2006, according to the district's data.

"They clearly have not received above average rainfall," he said.

The National Weather Service's measuring station in Stuart collected about 68inches last year, well above the average dating back to 1935 of about 57 inches. The weather service did not have a rain gauge in Hobe Sound.

The town also is arguing that enforcing the one-day-per-week restrictions would be a burden on its utility and would reduce the utility's revenues.

"If you don't get the same revenues, the fact that you are not pumping as much water really doesn't lower your expenses," Gildan said. "We will have to impose a surcharge to collect that lost revenue and that will negatively impact our customers."

A Palm Beach Post analysis last year showed that Jupiter Island's residents are thirstier for water than any other part of the Treasure Coast. Between April 2006 and March 2007, the top five largest users of water in Martin and St. Lucie counties lived on Jupiter Island, with several residents on average using more than 500,000 gallons per month.

Jupiter Island is the only public utility company on the Treasure Coast that has applied for an exception, Rodriguez said.

Sewall's Point Manager **Robert Kellogg** said his town may consider asking for an exception if it appears recent plantings at town hall and the town park need extra irrigation. The rules allow more watering for new plantings for the first 60 days.

Internet – Newspaper Archives Searches
Robert L. Kellogg
(Articles are in reverse chronological order)

Stuart News, The (FL)
September 13, 2007

Sewall's Point tax rate may go down
Author: Chris Young

SEWALL'S POINT -- Town commissioners tentatively passed a \$2.68 million budget for next year, plus a property tax rate of \$2.169 per \$1,000 of assessed value.

Commissioners asked Town Manager **Robert Kellogg** how much in building permit fees the town has collected, but the public budget hearing Tuesday night went without any resident comments.

Town taxes in 2007 versus 2008 on an average-value (\$791,000) home will go from \$1,838 to \$1,713, a \$125 savings.

The final budget hearing will be at 7 p.m. Sept. 25 at Town Hall.

SEWALL'S POINT

- Taxable value of real estate: \$673,662,556
- Proposed 2008 budget: \$2.68 million
- Adopted 2007 budget: \$2.82 million, decrease of \$143,000 or 5 percent
- Proposed 2008 property tax rate: \$2.169 per \$1,000 of assessed value
- Adopted 2007 property tax rate: \$2.40 per \$1,000 of assessed value
- Difference: 23 cents, or 10 percent decrease

Internet – Newspaper Archives Searches
Robert L. Kellogg
(Articles are in reverse chronological order)

Stuart News, The (FL)
August 29, 2007

Sewall's Point may receive tax break
Author: Chris Young

SEWALL'S POINT -- Town residents could see a slight tax break from commissioners in the wake of state property tax reform.

Commissioners agreed in July with Town Manager **Robert Kellogg's** proposed budget lowering taxes 23 cents per \$1,000 taxable value. A homesteaded property owner with a \$791,000 assessed house -- the average amount for a Sewall's Point home -- this year will save about \$125, or seven percent, in property taxes when tax bills go out this fall.

The budget includes \$418,000 budgeted for stormwater retention to solve flooding on South Sewall's Point Road and Ridgeview Road, \$125,000 of which is a South Florida Water Management grant. Officials added a \$50,000 emergency fund, which did not exist before.

Kellogg said the town made up a \$142,000 shortfall in property taxes from state reform by removing a police officer position from the current budget year. The city also removed a part-time administrative job.

"We didn't want to compromise safety of the people in the community, but we feel nine (police officers) is adequate," he said, adding the department has had nine positions since last January.

BUDGET FACTS

Taxable value of real estate: \$673,662,556

Proposed 2008 budget: \$2.68 million

Adopted 2007 budget: \$2.82 million, decrease of \$143,000 or 5 percent

Proposed 2008 property tax rate: \$2.169 per \$1,000 of assessed value

Adopted 2007 property tax rate: \$2.4 per \$1,000 of assessed value

Difference: 23 cents or 10 percent decrease

TAX BILL FOR A TYPICAL SINGLE-FAMILY HOUSE

Average assessed value: \$791,000

Homestead exemption: \$25,000

Taxable value: \$766,000

Town taxes in 2007 versus 2008 on above home: \$1,838 to \$1,713, a \$125 savings

Internet – Newspaper Archives Searches
Robert L. Kellogg
(Articles are in reverse chronological order)

Stuart News, The (FL)
July 12, 2007

Plans may bring new life to dead-end road
Author: George Andreassi

SEWALL'S POINT -- Arthur and Nancy Young were not happy to hear that plans to redevelop a heavily wooded lot behind their house include transforming their dead end street into a thoroughfare.

And they were surprised to learn that the Town Commission is holding a special meeting this afternoon featuring a presentation about the preliminary plans for the Arbela subdivision and the construction of the missing link in North River Road.

"I wasn't aware of that. I'll probably have to change some plans to go to listen to this thing," Arthur Young said. "I've been living here for 24 years and enjoyed the fact that it's a dead end."

The Youngs said they believe the construction of the missing link in North River Road will turn the quiet street into a shortcut for motorists who want to avoid traffic back ups at the busy intersection of East Ocean Boulevard and Sewall's Point Road. And, they said, speeding motorists would threaten the safety of pedestrians and bicyclists.

"It will be terrible," Nancy Young said. "Right now, it's a nice quiet neighborhood. If you start having a lot of traffic coming through here, you're going to change the whole quality of the neighborhood."

The Youngs suggested that Sewall's Point Road should be used to provide access to the seven homes planned in the Arbela subdivision so North River Road remains a dead end. But Duane Robert "Bob" Donaldson, who leads the company that bought the 8-acre Arbela property, said the North River Road connection is being required by town officials. "I wouldn't want to see it happen either, but that's a requirement from the town," said Donaldson, a part-time town resident who owns a house on North River Road near Arbela and the Youngs' house.

However, Town Manager **Robert Kellogg** said the construction of the missing link in North River Road is not absolutely mandated. "It's not necessarily a requirement, but it's one of the recommendations," **Kellogg** said. "It only make sense."

Arbela, which includes an 80-year-old cottage that is set to be relocated to Palm City, is the latest subdivision proposed by Donaldson and his company, CD2 LLC. Plans for six houses on the old Towl estate, 75 N. Sewall's Point Road, are also under review by town officials.

Internet – Newspaper Archives Searches

Robert L. Kellogg

(Articles are in reverse chronological order)

"What I'm looking to do is just to put up a small number of beautiful homes," Donaldson said.

"Of course, I'm a businessman and I'm hoping to make a return on it. But I'm a neighbor and I'm part of the community, so I want to work with the community."

Internet – Newspaper Archives Searches
Robert L. Kellogg
(Articles are in reverse chronological order)

Stuart News, The (FL)
November 5, 2006

Sewall's Point voters asked to amend charter

Author: Charlie Reed

SEWALL'S POINT -- Opponents of a proposed referendum to give the town manager authority to run day-to-day operations contend the measure dilutes the Town Commission's authority and is too expensive.

Voters essentially are being asked to amend the town's charter to reflect policy changes the Town Commission made earlier this year.

Signs urging residents to "Vote No" started going up earlier this week around the small affluent town of about 2,000.

"It's not a big job that we ask (the commissioners) to do," former mayor Robert Aune said. "If you are elected commissioner, you should be willing to put in a couple of hours on the job you were elected to do."

In September, the commission hired its first full-time manager, **Robert Kellogg**, who will earn \$104,000 annually.

The board also changed an ordinance to give **Kellogg** authority to run the municipality in anticipation of voter approval. Before **Kellogg** was hired, individual commissioners were responsible for different facets of town business, including finance, building, roads and utilities with the help of a part-time town manager -- who worked 20 hours a week for about \$50,000 annually.

"The town blows money like it's going out of style," said Billy Escue, another former mayor opposed to the charter amendment. "It's just not necessary. The town has run fine for 50 years without a (full-time) manager."

But commissioners have said a full-time town manager is needed to bring continuity to municipal business.

"We all do our best, but we would hope having someone there full time that does this five days a week would be better than what we were doing," Commissioner Tom Bausch said.

The commission has not determined what would happen if voters reject the charter amendment.

Internet – Newspaper Archives Searches
Robert L. Kellogg
(Articles are in reverse chronological order)

Stuart News, The (FL)
November 2, 2006

Voters to decide whether to give town manager more power
Author: Charlie Reed

SEWALL'S POINT -- On Nov. 7, voters here will decide whether to change the municipality's charter to give the town manager authority to run day-to-day operations. However, the Town Commission already has hired **Robert Kellogg** as the town's first full-time manager and changed an ordinance to make him top administrator.

In September, **Kellogg** came to Sewall's Point from Rittman, Ohio, where he managed the small town of 6,500 for nearly 20 years. Kellogg, 53, earns \$104,000 annually -- about double what the part-time manager took home.

Mayor Dan Morris said he expects residents in the affluent town of 2,000 to approve the referendum but could not speculate about what would happen if residents didn't.

"I think it certainly ought to pass," said Morris, who managed much of the town's business before **Kellogg** started in September.

If it doesn't, it would be "up to the commission to decide what to do next," he said.

Internet – Newspaper Archives Searches
Robert L. Kellogg
(Articles are in reverse chronological order)

Stuart News, The (FL)
September 13, 2006

Town charts city manager's duties
Author: Charlie Reed

SEWALL'S POINT -- They might be putting the cart before the horse, but town commissioners approved an ordinance Tuesday that gives the town manager authority to run day-to-day operations.

The commission currently oversees most town business, requiring commissioners to manage the budget process and functions of the building department.

However, residents must approve an amendment to the town charter before the strong town manager form of government can take effect. Voters will have their chance to decide in the Nov. 7 general election.

Mayor Dan Morris said he expects residents to support the shift.

"We expect it to go through," he said.

The commission, which is confident residents will approve the change, in July hired new Town Manager **Robert Kellogg**, who starts Sept. 18.

Internet – Newspaper Archives Searches
Robert L. Kellogg
(Articles are in reverse chronological order)

Stuart News, The (FL)
August 18, 2006

Sewall's Point police chief resigns in wake of lawsuit
Author: Charlie Reed

SEWALL'S POINT -- The affluent town's beleaguered police chief has resigned effective Oct. 1. Top cop Larry McCarty has been at the center of a sexual harassment lawsuit since last summer when a former police clerk accused him of showing her Internet pornography at work. The employee, Denise Hermann, received \$65,000 from the town in June when the case was settled out of court. After that, two factions formed. One proposed asking McCarty to step down and was solely backed by Commissioner Don Osteen; the other supported McCarty, contending the settlement did not prove he did anything wrong.

But McCarty said Thursday -- after new Town Manager **Robert Kellogg** announced the police chief's resignation to the media -- his departure was unrelated to the controversy. "It's time to get on to a new career and a new life," said the 67-year-old chief, who would add only that he is pursuing a second career in "high-end" product sales in the area. Still, while explaining the importance of continuing education courses for officers, McCarty said he has made mistakes during his 22-year tenure with the department but would not go into further detail. "Educated officers are better officers," said McCarty, who earns \$70,525 annually. "They don't make mistakes like I've made. People make mistakes and it's all part of life."

It was at **Kellogg's** first meeting with McCarty on Tuesday that the subject of resignation surfaced. "Because of all the allegations, I think (McCarty) felt for the department to move forward it was best him to retire now," **Kellogg** said. **Kellogg**, who starts Sept. 18 but was in town this week preparing for his new job, is now faced with hiring two major positions: the police chief and the town's building official.

Although a new building official likely will be hired by Sept. 1, **Kellogg** said he would take his time finding a new chief for the town, which is known for its riverfront mansions. "I'm going to be very deliberate and methodical. I'm excited about where we can take the community if we get the right caliber of people," **Kellogg** said. "I look at it as an opportunity. We're going to be able to build everything from the ground up."

In the meantime, Kellogg is looking for an interim chief, which he said could be filled possibly by someone within the department or by a retired law enforcement manager who is willing to take the job temporarily. **Kellogg**, 53, is coming to Sewall's Point from Rittman, Ohio, a town of 6,500 he has managed for nearly 20 years. **Kellogg** said his priorities would include solving the town's retention problems with the 10-officer police department and streamlining Sewall's Point's building process with a computer database that would be accessible to residents.

Internet – Newspaper Archives Searches
Robert L. Kellogg
(Articles are in reverse chronological order)

Stuart News, The (FL)
July 20, 2006

Ohioan hired as first full-time Sewall's Point town manager

Author: Ana X. Ceron

SEWALL'S POINT -- **Robert Kellogg** soon will be a pioneer of sorts.

It took the Sewall's Point Town Commission less than a minute Wednesday to appoint **Kellogg** as the town's new manager -- and the first to hold the position full-time. The 53-year-old Ohio native learned the news just as he walked into his home, fresh from the airport after his two-day interview here. "I hadn't even got my bags through the door when the phone rang," he said.

The commission voted 3 to 1 to appoint **Kellogg**. Commissioner Neil Subin was impressed by **Kellogg's** history in municipal government, including his eight years as a county commissioner. "He is a person that's committed his life to his job," Subin said. "I think that says a lot." Commissioner Tom Bausch was absent for Wednesday's meeting, while Commissioner Don Osteen cast his vote for Wayne O'Neal, one of the other three finalists. "It was a tossup between the two," Osteen said later, adding that **Kellogg** and O'Neal were his favorites. "I just liked O'Neal's demeanor."

The next step is for Mayor Dan Morris, the town's attorney, and consultant Colin Baenziger, who guided the manager search, to hammer out an employment contract. While Morris said no start date has been discussed, he hopes **Kellogg** will start in September. A salary has not been set either, but this month Subin reserved \$112,000 in his preliminary town budget proposal for the manager's salary. Vice Mayor Pam Busha said it didn't take long for **Kellogg** to make a good impression, saying she was struck by his 19 years as manager of Rittman, Ohio, a city of about 6,500 residents. "I liked him from the very beginning when I read his resume," Busha said. **Kellogg** is likely to have plenty to do as the town's first full-time manager.

Lately commissioners have been talking about switching from their current commission form of government, in which elected officials play an active role in the town's day-to-day operations. Instead they want **Kellogg** to take over daily responsibilities, leaving them to focus on policy. Morris said Wednesday that the change -- which likely would require a voter-approved charter amendment -- is long overdue.

In the past decade, the town's demographics have transformed from a haven for part-time residents and retirees into a community of young, well-off families. Today's residents need more police services and want more recreational programs and community events, Morris said. Also, as property values escalate, residents feel more compelled to renovate homes or tear them down to build bigger and more modern ones. So issues such as code enforcement and building codes are at the forefront. "The town's changed drastically in the last 10 years," Morris said.

Internet – Newspaper Archives Searches
Robert L. Kellogg
(Articles are in reverse chronological order)

Daily Record, The (OH)
July 25, 2006

Rittman Manager Considering Position in Florida

Author: Sarah Skylark Bruce

City manager Robert Kellogg might leave Rittman and take a job at a town in Florida. Nothing is certain yet, but Sewall's Point offered him the position of full-time Town Manager on Wednesday. "I've not been presented with the contract yet," Kellogg said Monday. He will make his decision only after seeing it, he said. Speaking with The Daily Record on Monday, Sewall's Point Mayor Dan Morris said he expects the contract to be ready for consideration within the next few days. Town officials will meet to discuss the proposed budget tonight, he said.

The proposed budget sets aside \$112,000 for the town manager's salary, which may include benefits. When asked about this, Morris said only, "That's a draft budget." According to Kellogg's resume, posted on the Treasure Coast Palm Web site, Kellogg earns \$79,000 as city manager in Rittman. Kellogg has been the city manager for 19 years. Sewall's Point, population 2,000, has only had part-time town managers. Town commission, akin to a village council, decided to change the position to full-time and give the manager authority over all town employees. The previous town manager left after a few months because of "a lot of differences" regarding the manager's political involvement in the town, according to Morris.

Sewall's Point hired consultant Colin Baenziger to conduct a search for qualified candidates for the full-time position. "I've had a relationship with that consultant for several years," Kellogg said. When asked whether he had sought out Baenziger or Baenziger had contacted him, Kellogg said he could not remember. Before coming to Rittman, **Kellogg** was a Carroll County commissioner for two terms and worked for the Ohio Department of Development. The town decided it wanted to hire **Kellogg** because of "his overall experience," Morris said. "We thought that was very impressive." Other qualities he cited were maturity and "steadiness under fire." **Kellogg** said he was "very happy" with the commission's offer, as quoted in a July 20 story in the Palm Beach Post. "It's a great community, and I was very, very impressed with all the commissioners and the mayor and their commitment to move the town forward," the Post quoted him as saying. "My wife and I are just trying to come down from cloud nine and decide what's got to be done next."

Kellogg said he will have a resolution regarding his employment status to present to Rittman City Council at its Aug. 14 meeting. "I got nothing to tell you other than the fact of what you read is I've been offered the position," he said. Morris hopes to have **Kellogg** in the position by the end of September. "That'll, of course, depend on his personal situation" and obligations to Rittman, he said. **Kellogg** said he had been to Florida "several times" but would not specify if his visits had centered around Sewall's Point. "We're looking forward to having Bob here," Morris said.

Internet – Newspaper Archives Searches
Robert L. Kellogg
(Articles are in reverse chronological order)

Akron Beacon Journal (OH)
September 14, 2005

**RITTMAN OFFICIALS RETAIN JOBS
COUNCIL VOTE DEFECTIVE -- CITY MANAGER, LAW CHIEF NOT DISCHARGED
AFTER ALL**

Author: Sallie Cook

A move by the City Council to fire the city manager and law director has failed.

The council voted 3-2 Monday to terminate City Manager **Robert Kellogg** and Law Director Kevin Bower.

But Councilman George Kelley, who initiated the move, said Tuesday the vote to remove **Kellogg** and Bower was a mistake.

"I take full blame," said Kelley. "It wasn't handled in a professional manner."

Bower said the council needed four votes to remove the city manager under a section of the city charter that addresses termination of city officials.

Kelley cited another section of the charter that does not discuss the removal of the city manager. It says, however, that a manager who is terminated must receive one month's salary.

Kelley said he had received many phone calls Tuesday, and most supported **Kellogg**. Kelley admitted that the council could not remove Bower, who is appointed yearly by **Kellogg** and confirmed by the council.

Kelley said the council never talked with **Kellogg** and Bower to discuss their unhappiness with their performance. Kelley said **Kellogg** has a sharp personality, which has irritated some residents.

Kelley said he talked with **Kellogg** on Tuesday and expected the council to hold meetings with **Kellogg** to discuss how he can improve his performance.

Kellogg did not attend Monday's council meeting because he was out of town. He said Tuesday that he would continue to serve as city manager until he is notified that he is terminated.

Kellogg, 52, has been city manager since 1987 and makes \$68,250 a year. His performance is reviewed annually by the City Council.

Bower, 53, has been law director since 1995. He makes \$21,000 a year and does not have a written contract with the city.

Internet – Newspaper Archives Searches
Robert L. Kellogg
(Articles are in reverse chronological order)

From:

http://64.215.20.184/article.php?pathToFile=/archive/02162005/news/&file=_news2.txt&article=1&tD=02162005

February 26, 2005

State of Rittman -- State [of Ohio] actions with [adverse] city results

Author: Bobby Warren

RITTMAN - Technically, it was a state of the city address, but Rittman's top administrator could not help touching on the state of the state when he addressed community leaders Tuesday. City Manager **Robert Kellogg** highlighted a number of achievements during 2004, like the work of the Chamber of Commerce, a parks cleanup effort led by Ron Woodward and more than \$8 million in industrial, commercial and residential development. But it was the state of Ohio's economy that had **Kellogg** concerned.

Gov. Bob Taft proposed cutting funding to cities from the local government fund by 20 percent. Rittman will lose \$75,000 per year. "I'm at a loss with what these guys in Columbus are doing," **Kellogg** said. He passed out copies of how to contact state legislators representing Wayne and Medina counties and urged the community leaders to tell them not to cut funding, saying if anything gets done it will be through their efforts. "They are tired of hearing from us," **Kellogg** said. "We'll have to tighten belts even tighter than we have," **Kellogg** said after the address. "We'll see how the rest of the economy shakes out." The federal government also plans to cut some programs, he said.

Kellogg was introduced by Dave Vuylsteke, facility manager of Morton Salt. Noting **Kellogg** has been at his post for 18 years, "That's three or four lifetimes for a city manager," Vuylsteke said. When **Kellogg** had the opportunity to visit the football locker room at Ohio State University, he walked the path to the field. Along the way he read a plaque with a quote from legendary coach Woody Hayes: You win with people. "The people here have made Rittman what it is," **Kellogg** said to members of the Rittman Area Chamber of Commerce, public officials and community leaders. "The Chamber has done an excellent job."

Woodward was recognized for spearheading the cleanup of Rittman's parks. He was able to organize about 200 volunteers to help. "He did it with a \$500 contribution from the city, and for the rest he begged, borrowed and stole," **Kellogg** said. "(Woodward) must be a glutton for punishment. He's doing it again this year."

The city introduced curbside recycling in March 2004, and residents recycled 500 tons of materials up from 5 tons for all of 2003. Before curbside recycling, residents had to travel to a central site and separate the materials in bins. Ben Imhoff, who is a branch manager for National City Bank in Rittman and a Milton Township trustee, said it was nice **Kellogg** has been in Rittman for 18 years. "He's not just interested in running the community, he's interested in the people," Imhoff said of **Kellogg**.

Internet – Newspaper Archives Searches
Robert L. Kellogg
(Articles are in reverse chronological order)

Rosie Blanton, who owns Wings and Wheels, said she was tickled pink to hear **Kellogg** highlight the Chamber. “Many people don’t know the Chamber supports the community,” Blanton said.

Internet – Newspaper Archives Searches
Robert L. Kellogg
(Articles are in reverse chronological order)

An excerpt from the Daily Record.

http://www.the-daily-record.com/article.php?pathToFile=/archive/07122004/news/&file=_news2.txt&article=1&tD=07122004

July 12, 2004

Newsmakers: Kellogg, Young and Carter make three

Author: Lydia Gehring

RITTMAN - Walking into the **Kellogg** household, one may see a number of situations - 7-year-old Carter may be playing with a friend, Rittman school board member Jackie Young might be cooking dinner or city manager **Robert Kellogg** could be on the phone with a telephone marketer.

As he picked up the phone and the person on the other end asked if **Robert Kellogg** was available, you could see a smile form across **Kellogg's** face. "This is the **Kellogg** chicken farm," he replied into the receiver. "Do you want a neck?" "I always say something," he said. **Kellogg** and Young have been married since 1995 - the city manager said he knew he was going to marry her from the minute he laid eyes on her in 1987. The two met at **Kellogg's** first council meeting as city manager. Young happened to be there because "I wanted to introduce myself to the new city manager." "I told myself I was going to marry her," **Kellogg** said. "He asked me out," Young said, "well, it was more of a business dinner. Anyway, Bob had this huge cold - he was sick as a dog. He was coughing and sneezing the entire night."

During their courtship, Young was living in Gettysburg, Pa., working for Columbia Gas. The couple would take turns commuting from Ohio to Pennsylvania just so they could see one another on the weekends. "I would go out there every other weekend," **Kellogg** said. "Then on the other weekends, Jackie would come here. Once in awhile we'd meet in between ... I have no desire to ever go back to Gettysburg." Since their marriage, **Kellogg** and Young have settled nicely into their family life, which includes being actively involved in their son Carter's many activities.

It was embedded in him at a young age, **Kellogg** said, that a person needs to share their gifts with others. That's why he chose the area of work he is involved in. "It was instilled in my by my parents that you have to give something back," **Kellogg** said. "I was also largely motivated by my idol, James Earl Carter Jr., better known as Jimmy Carter." His fondness for the 39th president is known by many close to him, including his son, who just so happens to be named after the former commander in chief.

Young got involved with public service for many of the same reasons as her husband - she wanted to see her community succeed. "I applied for the school board about the same time Carter started school," she said. "I wanted to get my feet wet ... hopefully with my managerial background I can add something. I'm also excited about the new school. This is a small

Internet – Newspaper Archives Searches
Robert L. Kellogg
(Articles are in reverse chronological order)

community where everyone knows everybody and is safe. Carter can ride his bike around the block and I feel OK about that.”

Kellogg enjoys Rittman because he said it’s very “homogenous.”

“We’re very set in our ways here - it’s close knit,” he said. “We’re also close to other activities and the amenities we enjoy.”

The couple believes they only need three things in their lives to be happy - family, friends and faith.

“When things get tough and difficult you can always rely on these three things,” **Kellogg** said. “With faith, ... there is someone up there that consoles you, guides you. With adversity comes strength.”

Young agrees but said she would have to put work in with friends.

“A lot of my friends are people I work with so that’s really important to me,” she said. “Those three things bring you the most happiness.”

Internet – Newspaper Archives Searches
Robert L. Kellogg
(Articles are in reverse chronological order)

Akron Beacon Journal (OH)
November 17, 2001

RITTMAN GOVERNMENT OFFICIALS SALARY PENSION BENEFITS
RITTMAN OFFICIAL SEEKS CITY'S HELP
CITY MANAGER WANTS TO RETIRE ON PAPER, COLLECT STATE PENSION
Author: Craig Webb

City Manager **Robert Kellogg** has added a provision to a proposed wage ordinance he has submitted to City Council that would allow him to retire on paper so he can begin collecting his pension.

Kellogg, 48, who has been the city manager for 14 years and was previously a Carroll County commissioner and a state employee, said he's entitled to begin collecting his Public Employees Retirement System pension, and should be allowed to, because it won't cost the city any additional money.

Besides, he said, passage of the measure by council will save the community money because he has offered to waive his health insurance coverage and any raise next year.

Kellogg said he still has to meet with state pension officials to determine what penalties he may face for retiring on paper while maintaining his full-time employment with Rittman. Typically, he said, the pension fund withholds a few months' payments as a penalty.

This is not the first time a Rittman city employee has briefly retired to begin collecting his pension. Last year, Police Chief Larry A. Boggs did so, with council's blessing.

Councilman Richard Lapehn said the council decided at its Monday meeting to delay a vote on the proposal, which also sets the wages for the community's nonunion employees, so they could further review whether the retirement would cost the city anything.

Since it appears there's no impact on the city by approving it, Lapehn said, he thinks **Kellogg** should be allowed to begin collecting the pension he's earned over the years.

"We will save money by passing this," he said. "The city saving money is a good thing." Despite having no say in the matter because **Kellogg** is employed by council, Mayor Bonnie Kindig said, many residents are still calling her to complain that a city employee might be allowed to collect a paycheck and pension at the same time.

"I personally don't believe this is being well received," she said.

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Robert L. Kellogg
(Articles are in reverse chronological order)

Akron Beacon Journal (OH)

March 24, 1999

NEW RITTMAN FIRE CHIEF'S RESUME UNVERIFIED LETTER SHOWS THAT TWO STATE CERTIFICATIONS CITED ACTUALLY WERE CLASSES.

Author: Kymberli Hagelberg

An anonymous letter distributed to city officials that challenged the hiring of the new fire chief has led to an admission that none of the qualifications listed by the four applicants on their resumes was verified in the selection process.

"I didn't think I needed to (check)," City Manager **Robert Kellogg** said yesterday. "Nobody that applied for the position (is) that diabolical. We work on a program of trust here. These are all men I know."

Kellogg selected Don Banfield, 34, to succeed Jeff Blough as chief of the Rittman Volunteer Fire Department after a three-month search. After the appointment, an unsigned letter was sent to **Kellogg** and City Council members that alleged that Banfield was absent for many training exercises in 1997 and did not hold a state certification for pump operation and confined-space rescue, as was asserted on his resume.

Banfield attended continuing education classes in pump operation, arson investigation, emergency vehicle operation, hazardous materials and confined-space rescue, the specialties listed on his resume, and included certificates of attendance from the classes with his resume to **Kellogg**.

"Since the classes were all given through the Ohio Fire Academy in Reynoldsburg, I assumed they were state certifications. A better choice of words would have been to say (the classes) were extra," Banfield said. "I never intended to mislead anyone."

Kellogg said he did not realize Banfield's attendance certificates were not the same as a state license until he tried to verify the certificates after he received the letter.

"I thought the certificates were issued by the Ohio Department of Public Safety. Now I know that is not true," **Kellogg** said. "I probably should have called Columbus, but I didn't think I needed to. No one of the four were trying to pull the wool over our eyes. I don't know if in the future I will check or not."

The Department of Public Safety tests and ranks firefighters from 1-A for a minimum of 36 hours of training to 1-C for 240 hours of training. Additional certifications as a state instructor or an arson investigator can be obtained with an additional 48 and 80 hours training, respectively.

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Robert L. Kellogg
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Banfield has held a 1-A certification since 1989. "Keep in mind there is no other requirement necessary to be chief or captain of a volunteer department," said Leo Skinner, the department's chief of public information.

Banfield has also completed HAZMAT courses offered by the Ohio Fire Marshal in 1991, 1992 and 1996, and a 36-hour Level-1 Arson Investigation class in 1992, said Ohio Department of Commerce spokesman Bill Teets.

"We don't give a test for those classes, but they do get certificates for attending," Teets said. "HAZMAT certifications are given out at the local level by the fire chief."

Kellogg said yesterday that Banfield did have one of the worst attendance records in 1997, but **Kellogg** said he is confident the new chief has refocused his commitment to the department.

Banfield cited increased work responsibilities as the cause of his absences and said he now has the full cooperation of his employer to respond to fires as needed during the day.

The new chief was named captain last year and has been a member of the Rittman Fire Department for 10 years. In the last year, he has been in charge of one fire scene.

While a successor was being sought, Erik Kinch stepped in as interim chief, and **Kellogg** hired a facilitator to help heal personal differences that came up among the department's 32 firefighters.

Kinch was a former firefighter and left the department in 1991. He did not apply for the permanent chief's position and declined to comment on Banfield's appointment. Kinch said he will stay on for a month or two to allow for a transition.

Banfield officially takes over the chief's duties tomorrow. His first officer's meeting is scheduled for Sunday.

"In the past, everyone was willing to talk to me, and I hope they'll still feel like they can," Banfield said. "If they don't like the response, they can see Mr. **Kellogg**. He is my boss."

Internet – Newspaper Archives Searches
Robert L. Kellogg
(Articles are in reverse chronological order)

Akron Beacon Journal (OH)

December 2, 1998

FIRE CHIEF FACING COMPLAINTS RITTMAN CITY MANAGER ASKS JEFF BLOUGH TO RESIGN AFTER FIREFIGHTERS RAISE ISSUES. BLOUGH 'FLABBERGASTED'

Author: Kymberli Hagelberg

Fire Chief Jeff Blough remains on the job today after three hours of grilling from critics in a closed-door City Council session and a private meeting with City Manager **Robert Kellogg**.

Firefighters complained that Blough, who became chief in July 1995, has become lax in enforcing safety procedures and has not provided sufficient training for younger members of the volunteer department.

"I'm still gainfully employed," Blough said yesterday. "The feeling I got from council members I spoke to was that these were problems that can be worked on."

Kellogg -- who by charter can fire Blough without council approval -- would not say the problems with the fire chief had been resolved.

"It is fair to say that we're working to resolve the issue," **Kellogg** said. "It was a very calm, very professional meeting on the part of the chief and the firemen. There was no screaming and yelling."

The dispute ended up at City Council Monday night after Blough refused **Kellogg's** request for his resignation at a meeting between the two on Saturday.

The city manager made the request after a meeting with more than half of the department's 30 members.

"I was called to a two-hour meeting with 19 of them. Eighteen wanted him out, so I asked him to resign. He said he wouldn't until he had talked to the firefighters individually," **Kellogg** said.

Before the council session, Blough said he first learned of the firefighters' complaints the day before his meeting with **Kellogg**. "The normal chain of command was not followed. I was flabbergasted. After 27 years with the department, I should have been offered the courtesy of being contacted (by the firefighters directly)."

Blough said he was shocked to learn of some department members' dissatisfaction. "My officers were (shocked), too. They were excluded from the meeting," he said.

Internet – Newspaper Archives Searches
Robert L. Kellogg
(Articles are in reverse chronological order)

"I've been chief for 3 1/2 years and my door is always open. They could have come talk to me."

Telephone requests to Blough's officers for comment were not returned yesterday, but firefighters waiting to attend the Monday council session said Blough has not kept pace with the department's demand for continued training. Firefighters also complained that safety procedures for checking equipment were sometimes not completed on a weekly basis as required.

"You couldn't ask for a better guy, but sometimes our training consists of watching a video once and going home," said firefighter Jeromy Straub, 22. "At first 12 of us said that if things didn't change by January 1 we would leave, then we talked to Mr. **Kellogg**." Straub said he and other firefighters were contacted to attend the council session and discuss the problems with Blough at **Kellogg's** request.

"We like the guy, personally, but there has been a constant deterioration in the department," said firefighter Chris Hartlaub, 20. "We did voice these concerns with the chief repeatedly. Right now it's just a smear campaign, but you can't function as a city department like this."

Kellogg would not comment on the possibility that firefighters could quit if Blough remains chief.

Blough said his department meets current training requirements from the state. Firefighters also meet weekly for training sessions, which are mandated by the council. Videos are sometimes viewed at those sessions, he said. "And sometimes we practice extrication (rescuing people) or go over HAZMAT procedures," Blough said. "It varies."

Blough said safety checks of equipment should be completed by an officer if the assigned shift runs out of time. "Normally I'd ask for a volunteer or stay after and do it myself."

Blough said no deadline was given by the council for making changes, if any, in the fire department. "It will be an ongoing process," he said.

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Robert L. Kellogg
(Articles are in reverse chronological order)

Akron Beacon Journal (OH)

May 23, 1998

RITTMAN IS BEGINNING TO BOOM DEVELOPERS LINING UP TO BUILD WHAT AMOUNTS TO SIX HOUSING SUBDIVISIONS IN NORTHEAST WAYNE COUNTY CITY.

Author: Laura Haferd

Housing is happening in Rittman.

After about 15 years during which housing starts totaled only about 20 each year, developers in the past few months have been lining up to build what now amounts to six housing subdivisions in the northeast Wayne County city of 6,500.

"It seems the real estate market here in Rittman has been going up after Wadsworth and Medina have been growing so fast," said developer and former City Councilman Todd Wilde. "This is a little farther for people to drive to their jobs, but a nice bedroom community."

Rittman is about 20 minutes from Wooster, 25 minutes from Akron, 15 minutes from Medina, 15 minutes from Barberton, 30 minutes from Canton, and about 40 minutes from Cleveland.

City Manager **Robert Kellogg** cites the role of city utilities and a growing economic base as additional reasons why home builders and home buyers are now attracted to Rittman.

"I think we are on the verge of some exciting developments," **Kellogg** said.

"The character of the community has changed over the past 10 years. We are not highly dependent on the industrial manufacturing of the past, and we have tried to expand our infrastructure to encourage residential growth by extending water and sewer lines to strategic locations . . . mostly to the north and west, which we felt was the most available ground for development."

Three factories have opened in Rittman in the past three years -- Luke Engineering, J&O Plastics, and earlier this month, Unilock Inc., which will build its factory on 11 acres on Sheets Road.

"For a long time, our average house sale was in the 50s and 60s (\$50,000--\$60,000)," said Fran Leatherman, co-owner of the Milton Corp., a local real-estate agency. "In 1996, it started a nice upward trend, and we are seeing 70s and 80s for typical three-bedroom, 1,200-square-foot existing homes.

"For years and years, an awful lot of our business was just internal -- people moving around from one house to another in Rittman," she said. "(Now) we are seeing an influx of people moving to Rittman, because Rittman is still very affordably priced."

Internet – Newspaper Archives Searches
Robert L. Kellogg
(Articles are in reverse chronological order)

PLANNING THE FUTURE

Grading of lots began last month for the 62-home Hills and Dales Estates development on the city's southwest side -- across Decourcey Street from the site of the national Veterans Administration cemetery that will break ground this summer.

Hills and Dales Estates homes, developed by Robert and Howard Leatherman of Pin Oak Partnerships of Wadsworth, are expected to sell in the \$160,000 to \$185,000 range, on lots averaging slightly less than one-third acre each.

Site preparation also is beginning for Rittman Acres, a 46-unit rental property to be marketed for residents 65 and older. Approved by the city Planning Commission in March, these six apartment buildings are being done on Villa Street on Rittman's north side by local developer Dan Verghese.

Developer Stan Scheetz of Medina, having abandoned his earlier plans of introducing moderate-income condominiums and apartments in nearby Seville, has Phase I of a three-stage project starting construction next month as Rittman Village Condominiums on an 11-acre site on North Main Street.

The first 18 units will be offered for sale in the \$83,000 to \$86,000 price range, Scheetz said, aimed at the retiree and young-married markets. Phase 2 will have 62 more ranch-style condominiums of similar design.

"Our demographics (study) shows that about 60 percent of Rittman's population is in excess of 55 years old, and they were losing most of their seniors (who were) selling older homes to go to condominiums in Wooster or Wadsworth," he said.

Scheetz sees Rittman's real-estate market as "generally on a very dramatic upswing." Part of the reason, he said, is the presence of the veterans cemetery.

The cemetery, built on the site of a farm once owned by Scheetz's late grandfather, will "put Rittman on the map" for many people who never saw the town before, he said.

COMMISSIONING PROGRESS

On Rittman's northwest side, in the portion of town that is within Medina County, final Planning Commission approval is expected next month for Malabar Estates -- a combination of 186 detached houses and condominiums to be built on 134 acres at Rufener Street and Eastern Road.

Internet – Newspaper Archives Searches
Robert L. Kellogg
(Articles are in reverse chronological order)

The Malabar developer is Ed Winkler of Rittman, who now owns a horse farm there. Phase I will have lots selling from \$30,000 to \$35,000 with houses in the \$150,000 range and higher built on them, he said.

Todd Wilde, who now lives in Westfield Center, joined with Orrville resident Maurice Tipton in a proposal brought to the Rittman Planning Commission in April to build Paradise Glen -- about 32 houses on an 11-acre site off Home Street on the city's north end. These houses are expected to cost \$89,000 to \$110,000.

On May 14, the Paradise Glen developers amended their proposal to invoke the city's "large-scale development" clause, and the Planning Commission referred the matter to City Council. **Kellogg** said the council is expected to approve the amendment after a hearing on June 8.

Wilde, through his Greystone Development Enterprises, also has another project.

This one would be a "cluster development," with 18 houses in the \$116,000 to \$123,000 range in a five-acre planned subdivision off Metzger Avenue and Sunset Drive in northwest Rittman.

The Greystone project, too, will have to wait for city approval until Rittman has some form of cluster-home provisions in its subdivision code, said **Kellogg**. Cluster developments place homes closer to each other while preserving a common area of green space within the allotment.

The Rittman City Council will hold a public hearing on proposed cluster-home subdivision regulations at 7 p.m. June 8 at City Hall.

Completed by:

Keith Knutson and Sadie Klein
Colin Baenziger & Associates



Section 7

Marla P. Marcinko

*St. Pete Beach City Manager
Candidate Report*

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Resume

MARLA P. MARCINKO

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EDUCATION

- 1988 *Masters in Public Administration*
San Diego State University
Emphasis in Human Resources and Public Financial Management
- 1983 *Bachelors of Science in Psychology*
Northern Arizona University
- 1979 *Kofa High School*
Yuma, Arizona

PROFESSIONAL HISTORY

Manager, Borough of Wilkinsburg, Wilkinsburg PA June 2007 - Present
www.wilkinsburgpa.gov
Annual Salary: \$88,267 Pop. 15,930

Diverse, urban community bordering the City of Pittsburgh. Financially distressed from 1988-1998. Experienced significant out-migration during this time which resulted in a dangerous erosion of the tax base – loss of revenue and increase in crime. Opportunities included stabilizing the financial position by increasing revenues and decreasing costs, stabilizing the tax base by returning abandoned properties to the tax rolls, planning for the future and developing strategies to attract public and private investment, building consensus within a factional Council, building internal capacity through improved systems and processes to carry out implementation.

❖ Cut Costs and Increase Revenues

Contract with the City of Pittsburgh for the collection of refuse resulting in annual cost savings of approximately \$300,000. Partnered with the City of Pittsburgh for cooperative purchasing of electricity for Borough facilities. Contract with the City of Pittsburgh to provide contracted fire protection and related services which included securing positions with the City for all Borough firefighters. Solicit and evaluate proposals for all municipal insurances resulting in an annual cost savings in excess of \$100,000. Upgrade financial management system to include updating the utility billing database

to increase collections. Control personnel costs through successful negotiation and arbitration of collective bargaining agreements. Close out long-outstanding grants to receive reimbursement for prior expenditures (in excess of \$130,000).

❖ BUILD the Tax Base

Partner with Allegheny County on a 12-lot residential development and renovation of a six-unit rowhouse. Partner with Pittsburgh History and Landmarks Foundation on renovation of 6 single family dwellings, 17 shell rehabilitation projects, a \$9,000,000 29-unit townhouse renovation project and redevelopment of a vacant, key anchor building in the Borough's business district. Secured funding to develop strategies for property-specific disposition of Borough-owned properties. Worked with community, Borough, school district and County representatives to develop an administrative process to reclaim vacant properties which included enacting legislation providing for tax exemption and tax compromise. Identify and evaluate properties which could be successfully sold at sheriff's sale.

❖ Plan for the Future

Update the Borough's comprehensive plan, prepare a business district revitalization plan and a five-year plan and financial management study to include a management audit of all Borough operations through a \$243,000 grant secured from the State. Secured funding to update the Zoning Ordinance and Zoning Map as well as monies to implement key recommendations contained in the financial management study. Prepare an inventory of abandoned structures in order to prioritize the allocation of resources for demolition. Prepare a pavement management system to prioritize the allocation of resources for roadway improvements.

❖ Market a Community Committed to Sustainability

Demonstrate progressive leadership through support of sustainable practices. Enhance the municipal recycling program through the purchase of new equipment, establish drop-off locations, install curbside recycling containers and increase public education efforts. Partner with Sustainable Pittsburgh on a study of vacant lot renewal strategies which included demolition, salvage, redevelopment and community reuse and secured funding to conduct a sustainability assessment which would include the development of sustainability principles, a sustainability audit of community facilities and a sustainability review of land use. Partner with Pittsburgh History and Landmarks Foundation on a study exploring the continued deterioration of the local tax base and strategies to reverse the trend. Replace all traffic signal bulbs with LED bulbs. Work with a local construction material recycling facility on a pilot building deconstruction project as an alternative to

traditional demolition. Partnered with a local wood recycling facility on reuse of tree material for furniture, millwork and firewood which significantly reduced tree removal costs. Redesign the Borough's website, the primary vehicle by which projects and initiatives are communicated to the public.

❖ Build Consensus

Organized strategic visioning sessions for the newly-seated Council in an effort to prioritize legislative objectives for all functional areas of the Borough operation. Facilitated the restructuring of the Council Committee system to increase effectiveness, cooperation and ownership.

❖ Build Capacity

Recruit and retain professional, qualified staff to lead key departments. Develop systems and processes to implement the recommendations provided in recent planning studies. Obtained State funding for implementation.

❖ Commitment of Resources to Public Safety

Led the restructuring effort of the Borough's Weed and Seed program to reinstate funding and develop a plan to ensure a viable and sustainable program to secure future funding for community policing and blight elimination initiatives. Secured grant monies for the development of a public security camera system to increase public safety.

Manager, Municipality of Penn Hills, Pittsburgh PA Aug. 2005 – Apr. 2007

Annual Salary: \$88,000 Pop. 44,614

The second largest municipality in Allegheny County and a community in transition with a high tax burden and utility rates. Facing significant and costly improvements to a deteriorated sanitary sewer system and regulatory pressures. An inefficient organizational structure and political climate exacerbated challenges.

- ❖ Hold the Line on Taxes and Utility Rates: Develop and implement a policy on the processing of payment plans and an amnesty program, whereby penalty and interest charges were waived, for delinquent sewage accounts in an effort to increase collections. Negotiate with State and County regulators to terminate a costly federal Consent Decree relating to inflow and infiltration of the sanitary sewer system which prohibited the Municipality from efficiently and cost-effectively managing this infrastructure. Initiated transition of collection services for sewer usage fees from a contracted third party agency to the two water companies serving the community.

- ❖ Strengthen the Organizational Structure and Accountability: Restructure the Emergency Medical Services Division to provide for a civilian supervisor with direct EMS experience in order to improve operations. Develop an annual performance appraisal system for all Department Heads. Develop and implement a policy for municipal vehicle usage to decrease liability to the Municipality and reduce costs of operation. Develop and implement a policy for the earning and usage of compensatory time for management employees to reduce liability and increase accountability. Develop and implement a transitional work and reasonable accommodation policy to establish guidelines and a process for returning employees to modified duty. Obtained funding to conduct a Five-Year Plan and Financial Management Study which included a Financial Condition Assessment, Financial Trend Analysis, Management Audit of all municipal operations and a plan for implementation of the recommendations. Initiated application for funding to conduct a strategic planning process which would provide for the development of a shared vision for the community to include the identification of short- and long-term goals and a plan for implementation.

Borough Manager, Borough of Zelienople, Zelienople PA Feb. 1994 - Aug. 2005
Annual Salary: \$58,000 Pop. 3812

Stable Main Street community in Butler County, PA with a population of 4,200 and 2.2 square miles in size. Challenged by outdated, inefficient systems and processes and a culture accepting of status quo. Significant regulatory issues relating to operation of the water treatment system. Need to gain a competitive advantage for a small municipal electric utility in a new "consumer choice" market. Incentivize a human resources management system for a productive and stable staff at reduced costs to the Borough.

- ❖ Improve Outdated and Inefficient Systems and Processes: Restructured the municipality's financial reporting process from a cash basis to modified accrual in order to achieve a more accurate representation of the Borough's financial position. Automated all aspects of the utility billing process to improve efficiency which included an automated meter reading system and integration of the utility billing program to the financial analysis program. Implemented a Geographic Information System to assist in more effective capital planning and data management.
- ❖ Address Regulatory Issues Relating to the Operation of the Water Treatment Facility: Completed \$5,000,000 in water system improvement projects. Partnered with Clean Water Action to obtain protective limits for

nitrate discharges from a specialty steel manufacturing plant upstream from the Borough's secondary public water source.

- ❖ Improve the Competitive Advantage of a Small Municipal Electric Utility: Completed a \$2,000,000 electric substation construction project. First community in the State to purchase power outside of its service territory.
- ❖ Improve Incentives for Human Resources: Recommended a schedule of compensation to the Borough Council for each appointed office and position in the Borough's service following an extensive salary and benefits survey of similar positions in comparable municipalities. Developed an annual performance appraisal system for all Borough positions. Prepared a comprehensive employee policy manual. Participated in the development of a Section 125 Cafeteria Plan for employees.

*Township Manager, **West Deer Township**, Russellton PA May 1989 – Dec. 1991*
Annual Salary: \$34,500 Pop. 11,563

Suburban community adjacent to the City of Pittsburgh with a stagnant tax base, lacking infrastructure and facing significant development.

- ❖ Careful Fiscal Management: Automated the financial reporting process.
- ❖ Address the Crumbling Infrastructure: Prioritize funding to appropriate and expend nearly \$700,000 to repair Township roadways. Secured grants and loans totalling nearly \$600,000 to extend public water service to area residents who lacked a potable water source as the result of contamination in private wells. Secure grants and a long-term, low-interest loan in order to construct a waterline to the largest commercial/industrial district in the Township.

*Administrative Assistant, **City of Oceanside**, Oceanside CA Sep. 1987 – Apr. 1989*

A large, stable community located in northern San Diego County challenged with controlling significant development. Provided administrative support to the Deputy City Manager as well as the Planning, Engineering, Building and Housing Departments. Represented the City on a technical advisory board assigned to develop and implement a regional traffic management program for North San Diego County.

PROFESSIONAL ATTRIBUTES

- Ethical
- Effective in managing multiple priorities.
- Bright, energetic, dependable and highly motivated.
- Impeccable organizational skills.
- Supportive communication style.
- Excellent written and verbal communication skills.

PROFESSIONAL AFFILIATIONS, APPOINTMENTS, CERTIFICATIONS

- International City and County Management Association
- The Association for Pennsylvania Municipal Management
 - Executive Committee – Past Vice President At-Large (West)
 - Co-Chair, Program Committee – 2008 Annual Conference
 - Member – Professional Development Program – 90 credits earned
- Municipal Employers Insurance Trust
 - Board of Trustees
- Basic Course in Economic Development
 - PA Department of Community and Economic Development
- Congress of Neighboring Communities (CONNECT) Representative
- Butler County Adopt-a-School Program
- Technical Advisory Committee for the Zelienople Area Traffic Study
- Administrative Task Force for the restructuring of the Councils of Governments of Beaver and Butler Counties
- Pennsylvania Municipal Electric Association
 - Former Director – Western Region

PROFESSIONAL REFERENCES AVAILABLE UPON REQUEST

Candidate Introduction

Marla P. Marcinko

EDUCATION

MPA, San Diego State University, San Diego, CA
BS, Psychology, Northern Arizona University, Flagstaff, AZ

EXPERIENCE

Borough Manager, Borough of Wilkinsburg, PA	2007 – Present
Manager, Municipality of Penn Hills, Pittsburgh, PA	2005 – 2007
Borough Manager, Borough of Zelienople, PA	1994 – 2005
Township Manager, West Deer Township, Russellton, PA	1989 – 1991
Administrative Assistant, City of Oceanside, CA	1987 – 1989

BACKGROUND

The Borough of Wilkinsburg is an inner-ring suburb, bordering the City of Pittsburgh, Pennsylvania. The geographic size of the community is approximately 2 square miles and it is densely-populated with nearly 16,000 residents. The Borough employs 80 full-time and 20 part-time employees. The organization is comprised of the following departments: Administration, Police, Public Library, Community Development (which includes code enforcement, planning and zoning), Finance and Public Works (which maintains the Borough's infrastructure including storm sewers and sanitary sewers). I have six direct reports. While the Chief of Police is not a direct report, we work together very closely. Under the Borough structure in Pennsylvania, the Mayor is assigned responsibility for the oversight of the operation of the Police Department. Given that he is an elected official and holds a full-time job outside of the local government, this does not occur from a practical standpoint. Therefore, I provide support to the Chief of Police and her department primarily with development of policies and procedures and human resource functions including hiring, through the civil service process, as well as disciplinary actions.

The General Fund budget is approximately \$11,000,000. Other funds including Library, Capital Improvement, Pension, Storefront Improvement, Liquid Fuels and Sewer Fund bring the total budget to nearly \$16,000,000.

Wilkinsburg experienced dramatic out-migration in the late 1980's and has faced significant challenges since that time. In 1988, the community was declared fiscally distressed by the Commonwealth of Pennsylvania. It was removed from said status in 1998 and is considered to be one of the only municipalities to achieve fiscal solvency in the years following.

Marla P. Marcinko

The primary issues facing the Borough of Wilkinsburg are:

- **Stabilizing management by rebuilding and restructuring organizational capacity:** From 1998 through 2007, significant turnover was experienced within the Borough's management team and management of the Borough's departments was poor to non-existent. I hold the longest tenure for the Manager's position in the past twenty years and have been successful in recruiting and retaining personnel for the top posts. We have increased capacity in key departments. While I have a bright and talented management staff, who possess the necessary skill sets to perform the specific duties of their positions, two are new to local government and have required significant mentoring. In 2008-2009, a thorough review of all operating departments was performed and a report prepared containing key recommendations to improve efficiency and effectiveness. I have focused heavily on providing leadership to department heads, to guide them in the effective management of their staff. Expectations are communicated to staff through performance plans, and staff is held accountable. With the exception of daily, standard direction of staff, I manage all human resource functions, from hiring to terminations. These functions consume a great amount of my time.
- **Business District Revitalization:** The Borough recognizes the need to attract and retain viable businesses to its main business district. 24,000 motorists per day travel through the Borough on a main artery through the business district. Streetscape improvements have assisted in the appearance of the business district and, through funding received from the State's Neighborhood Partnership Program, the Borough now has a Community Development Corporation whose focus is on rebuilding the Borough's business district. The Borough was successful in obtaining funding from the State's Department of Community and Economic Development to retain a consultant to develop a Business District Revitalization Plan, in conjunction with updating its Comprehensive Plan and Zoning Ordinance. We are currently working with Allegheny County, Pittsburgh History and Landmarks Foundation and national developers to redevelop three major sites. The borough has partnered with the CDC in developing strategies to attract private investment, marketing vacant property in order to return it to productive use, conducting a traffic circulation study and developing a sustainable strategy for a challenged school district.
- **Returning Buildings to Full Use:** Decades ago, out-migration resulted in drastic abandonment of property and loss of tax revenue. We have been innovative in utilizing a number of tools and programs to return properties to productive status. We have increased capacity in the Department of Code Enforcement, improved technology, and recruited a highly-qualified director for the Department. The Borough has also worked with Pittsburgh History and Landmarks Foundation, Carnegie Mellon University and the Local Government Academy to develop strategies to establish a site-specific plan for

Marla P. Marcinko

disposition of these properties. The Borough utilizes tax sales, estate administration and the County's Vacant Property Recovery Program to place properties in the hands of responsible owners. Additionally, we have an aggressive, proactive program for the collection of delinquent taxes.

MANAGEMENT STYLE & EXPERIENCE

I characterize my management style as engaging and hands-on. I provide daily administrative support to my department heads. I set clear expectations and allow employees to succeed and "own" their work. I am intimately aware of all major issues, projects and concerns occurring in each Borough department. I provide as much guidance and direction as is warranted and step in when needed. I am ultimately accountable to my elected officials and "the buck stops here". Human resources are one of the greatest assets of any organization and must be cultivated. I lead my team with open communication and participation.

My staff would describe me as extremely competent, a consummate and dedicated professional, knowledgeable, and a strong leader. They would say that, while I expect a lot, I am very easy to work with and that they enjoy having me as a boss.

Historically, there has been contention with the Council I have served, and it was marked with a 5-4 split, but that has changed with the last election in 2013. We have worked hard over the past year to identify those areas in which there is consensus and have used that as a basis upon which to develop goals and objectives for the next 18 months, and work together. Virtually all of my elected officials would speak highly of me and my work. While we may not agree on everything, my dedication and sincere commitment to the betterment of the community is most certainly recognized and appreciated.

I consider my greatest strength to be my organization skills; the primary reason for my success. This skill allows me to competently manage multiple priorities and meet deadlines. I am ethical, extremely dedicated, bright and energetic. I have always been a hard worker, both in my personal and professional life. I am careful, methodical, and attentive to detail.

An area in which I would like to improve is with delegation. I have experienced greater success in executing this skill in prior posts, as I was fortunate to have employees with significant local government experience, competent and willing to learn. Currently, this is a challenge with which I struggle. With confidence in staff, I trust in my ability to delegate. I set high expectations for myself, and sometimes assume others expect the same high levels from themselves. This assumption has all too often been wrong, and disappointing. In trying to reach these expectations, I have provided a greater benefit of the doubt than may have been warranted.

Marla P. Marcinko

I have been a municipal manager for 25 years and have many accomplishments of which I am proud.

Most recently, the Borough was successful in negotiating a contract with the City of Pittsburgh for fire protection services. The Borough built a relationship with the City in 2006 when it contracted with Pittsburgh for refuse collection. The contract for fire protection services came after an 18-month negotiation process and was extremely complicated, but well worth the effort. We were able to save the taxpayers \$600,000 annually and secured employment with the City for all of our firefighters, which included increased salaries and benefits and fewer hours worked. We worked with the City's Mayor's Office, Fire Chief, Public Safety Director and legal team and garnered the support of both labor unions representing City and Borough firefighters. We went to the State legislature to obtain required changes to the Second Class City Code relating to civil service and pension legislation. The increased public safety from this arrangement has been phenomenal. Prior to this arrangement, the maximum number of firefighters responding to a call was 8. The City is able to provide 24 responders to each fire call.

Another accomplishment of which I am proud is the protection of a secondary water source, Connoquenessing Creek, when I served Zelienople Borough. We relied on the creek when the primary source, Scholars Run, ceased flowing in dry weather. We were unable to use water from the creek due to high nitrate levels, caused by discharges generated from a steel manufacturing plant upstream from our intake. I spent several days researching data contained in the National Pollutant Discharge and Elimination System (NPDES) permit reports at the regional PA Department of Environmental Protection office. I sought and received the support of the federal Environmental Protection Agency to require modifications to the steel company's pickling process to reduce the nitrate discharges to acceptable levels. The company was required to implement changes to ensure the safety of the Borough's secondary water source.

I see the challenges facing the next City Manager of St. Pete Beach as being:

- Review and optimize the City's organizational structure and business processes (close gaps in accountability and ensure transparency):

This has been one of my primary goals, and accomplishments, in Wilkinsburg. We have conducted a comprehensive review of the operation of all departments, established specific recommendations for improvement, and implemented same. This process included a management audit of the Borough's operating departments, resulting in over 100 recommendations to more effectively and efficiently make use of the Borough's limited resources and improve operations. St. Pete Beach may benefit from a similar analysis. I am always looking for ways to increase efficiency. Expectations must be communicated to staff, and an opportunity provided to make improvements or take

Marla P. Marcinko

corrective action. I take my role as a public servant very seriously and have the same expectations of my staff. My elected officials expect and demand transparency, almost to a fault. The more information we can provide to the community, the better.

- Assist Council in developing tools needed to perform duties and facilitate consensus-building:

I have successfully facilitated strategic planning sessions for Borough Council to establish base-line consensus and develop long-term goals and objectives. This included an educational component on roles and responsibilities of elected officials and Borough staff. In July, we held a day-long session and established 6-month and 12-18 month legislative goals, as well as operational goals and objectives for each Borough department.

- Smart growth, consistent with the goals of the Comprehensive Plan and balancing with the interests of the community:

Wilkinsburg's comprehensive planning process included a great amount of outreach to the community. We were successful in bringing very disparate neighborhoods and population segments together through community engagement. 16 distinct neighborhoods were identified in the community and we consolidated these neighborhoods into 6 larger community groups and solicited the residents' vision for the community through a charette process and public meetings. It is important for people to be heard and believe that their opinion matters. There may not be 100% agreement on everything but there is always middle ground at which folks can meet. The Comprehensive Plan must be the basis upon which decisions are made, relative to land use.

- Capital needs assessment and plan for a sustainable, implementable approach:

It will be important to identify the existing capital needs, funding mechanisms and determine if additional funding mechanisms (such as grant monies, fees, and cost avoidance) can be secured/implemented. Current operating costs and future needs for all infrastructure must be evaluated and rate structures supporting those facilities analyzed to ensure same are appropriate and adequate.

If selected, in the first six months of employment, I would like to gain a clear understanding of Council's objectives and comprehensively evaluate the challenges the City has identified. Through meetings with key personnel, identify strengths and weaknesses of the operation. I also think it's important to meet with stakeholders in the community as to their positions and visions for the future of the City. Relative to staff, in order to build trust and ensure "buy in", goals and

Marla P. Marcinko

objectives must be clearly communicated, the need for which must be understood and consensus to achieve, garnered.

I am looking forward to new challenges in St. Pete Beach. Wilkinsburg has a long-standing history of a dysfunctional organizational culture, nearly impossible to penetrate, which often impacts my ability to make a difference. Needless to say, this is terribly frustrating, discouraging and wearing. Despite these frustrations, I have effectively managed one of the most difficult municipalities in Allegheny County, PA.

When I shared the brochure on this opportunity with a colleague, he read the description of your "ideal candidate", looked at me, and said "That's you!". I believe I am a fantastic fit for your community.

SIX ADJECTIVES I WOULD USE TO DESCRIBE MYSELF:

- Bright, Organized, Funny, Dedicated, Strong work ethic, and Compassionate.

CURRENT SALARY

Approximately \$88,000

CB&A Background Checks

**Background Check Summary for
MARLA P. MARCINKO**

Criminal Records Checks:

Nationwide Criminal Records Search No Records Found

County

Allegheny County, PA No Records Found

Butler County, PA No Records Found

State

Pennsylvania No Records Found

Civil Records Checks:

County

Allegheny County, PA No Records Found

Butler County, PA No Records Found

Federal

Pennsylvania December 2005 – Civil rights law suit filed
against the City of Penn Hills, including
Ms. Marcinko in her capacity as City
Manager
*Disposition = January 2007, Terminated
See next page for candidate explanation
of record found*

Motor Vehicle

Pennsylvania No Records Found

Credit

Very Good

Bankruptcy

No Records Found

Education

Confirmed

Employment

Confirmed

**Background Check Summary for
MARLA P. MARCINKO**

From: Marla Marcinko [mailto:mmarcinko52@comcast.net]
To: Kathryn Knutson
Subject: Background Check Records Found that Require an Explanation

Ms. Knutson – I was involved in the DeNinno case due to my official capacity as Municipal Manager for the Municipality of Penn Hills. This was a case of a resident of the municipality who took issue with certain decisions of the municipality's planning department and code enforcement in a matter which started as a civil issue between this individual and a neighbor. Mr. DeNinno would visit the municipal offices, with a handgun which he was permitted to carry, and intimidate staff and goad them into verbal altercations. The Director of Public Safety at the time ordered that Mr. DeNinno have an escort when visiting the municipal offices. Mr. DeNinno saw this as a violation to his civil rights and filed a federal lawsuit.

I hope this provides the clarification you were seeking. Please do not hesitate to contact me if you have any questions or require anything further. Thank you. Marla Marcinko.

**Background Check Summary for
MARLA P. MARCINKO
Personal Disclosure**

Name of Applicant: MARLA P. MARCINKO

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to seek compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

Please explain any yes answers on a separate sheet of paper.

1. Have you ever been charged or convicted of a felony?
Yes ☐ No ☒
2. Have you even been involved in a domestic abuse incident that resulted in you being arrested or that was covered by the media?
Yes ☐ No ☒
3. Have you ever declared bankruptcy?
Yes ☐ No ☒
4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?
Yes ☒ No ☐
5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?
Yes ☐ No ☒
6. Have you ever been convicted of driving while intoxicated?
Yes ☐ No ☒
7. Have you ever sued a current or former employer?
Yes ☐ No ☒
8. Do you have a personal My Space, Face Book or other type of Web Page?
Yes ☐ No ☒
9. Do you have a personal Twitter Account?
Yes ☐ No ☒
10. Is there anything else in your background that might cause a reasonable person concern if he/she became aware of it through the press or any other mechanism?
Yes ☐ No ☒

Attested to: 
Signature of Applicant

Please email this form via PDF DOCUMENT to kknutson@cb-asso.com or via fax to
(888) 539-6531 no later than 9:00 AM CST 09/08/2014.

(Note: Please be sure to sign the form with your actual signature if you are sending Fax or PDF Document)

Property of Colin Baenziger & Associates

CB&A Reference Notes

**Reference Notes
Marla P. Marcinko**

Jill Stedina – Assistant Manager, Borough of Zelienople, PA 724-452-6610 ext. 233

Ms. Stedina and Ms. Marcinko first met in 1994 when Ms. Marcinko was hired as the first Borough Manager. They worked together until Ms. Marcinko left in 2005. Over the course of the decade they worked together they had an excellent working relationship and became friends. They continue to have regular professional and personal contact.

Ms. Marcinko's job performance was fine. Ms. Stedina never experienced any difficulties working with her. She appreciated the way Ms. Marcinko rolled up her sleeves and got the job done. One of her greatest strengths was being a very hands on manager. She sees projects through from the beginning to end. She was also quite dedicated to her position and took much pride in her work. At one time during her tenure, when Zelienople experienced severe flooding, she remained at City Hall around the clock to help residents first hand.

Although the Borough tends to be very parochial in nature, Ms. Marcinko got along very well with her elected officials. The community is not extremely politically charged but is very small, and many people are very set in their ways. Even in this type of environment Ms. Marcinko was not afraid to voice her opinion on issues. She let her Council know what they needed to know, not just what they wanted to hear.

Ms. Marcinko consistently kept Ms. Stedina well informed; so Ms. Stedina never felt out of the loop. Ms. Marcinko was also good at dealing with the public. She responded well to residents who came to her office, and maintained her composure, even when speaking with irate citizens.

Ms. Marcinko solved problems well and made decisions easily. She made excellent recommendations to the Council and carried out the assignments she was given by her elected officials. She never labored over decisions. She made decisions quickly, but always armed with the proper information.

Ms. Marcinko excelled at meeting her deadlines. She was very detail oriented. Although the Borough did not experience much staff turnover while she was there, the few people she did have to hire were skilled and fit well into the organization.

Ms. Marcinko is a forward thinker. Any problems which arose in her relationship with the Council stemmed from this trait. The Council's nature is very conservative, and occasionally its members did not appreciate her innovative ideas.

Ms. Stedina is not aware of anything controversial or embarrassing involving Ms. Marcinko. If given the opportunity to hire Ms. Marcinko, Ms. Stedina would definitely do so.

Words or phrases used to describe Marla Marcinko:

- Very dedicated to her work,
- Assertive,
- Strong commitment to what she believes in, and

**Reference Notes
Marla P. Marcinko**

- Takes great pride in her work.

Strengths: Very hands on, and a dedicated worker.

Weaknesses: None identified.

Greg Primm – Township Manager, Allegheny Township, PA 412-603-0164

Mr. Primm first met Ms. Marcinko about 1992. They were both managers in neighboring jurisdictions. They have developed a wonderful professional relationship over the years. The nature of their contact at this time is mainly through professional development conferences and seminars, and the occasional phone conversation.

What Mr. Primm likes most about Ms. Marcinko is her leadership style. She fixes problems. She excels at resolving issues, not an easy task in her current municipality. She is well respected in the region and known for her strength of collaborating with others. She is a first rate communicator and is very detail oriented. She explores new ideas and every day learns from others how to improve her own organization. Furthermore, she tackles big challenges other managers would shy away from and does not avoid politically charged situations.

Ms. Marcinko is an excellent communicator and, when they work together on conference planning committees for the Association for Pennsylvania Municipal Management, she always keeps Mr. Primm well informed about every aspect. She has a superb skill for organizing conferences and keeping everyone up to speed. Besides demonstrating wonderful communications skills on these committees, she also applies the same skills when working with her staff. Mr. Primm has learned a great deal from her and knows her staff truly respects her.

Ms. Marcinko has experience with the public and her interactions with the community are quite good. She also handles members of the media very well, especially in her current Borough. She is consistently professional and never says or does anything that might embarrass the Borough. She keeps her elected officials informed; so they look good in front of the public and the media.

Ms. Marcinko is definitely customer service oriented. She understands that taxpayers are her customers. Mr. Primm approaches customer service the way he does based on the mentoring of people like Ms. Marcinko. She deals with residents confidently and does her best to accommodate them whenever she can.

Mr. Primm has never witnessed Ms. Marcinko make a bad decision. Whether or not her current elected officials would agree might be another story. Before moving forward with any decision she thoroughly researches all relevant issues. She makes quick, concise decisions unless the issues are new to her. In such cases she educates herself so she can make the appropriate choices.

**Reference Notes
Marla P. Marcinko**

Ms. Marcinko is innovative. She quickly identifies problems and finds creative solutions, especially when handling finances. Wilksburg was a community no one wanted to drive through at one point. Within the last six to seven years people's attitudes have changed dramatically, and Mr. Primm gives Ms. Marcinko an enormous amount of credit for that change.

The only controversial issue Mr. Primm could recall involving Ms. Marcinko occurred when she was in West Deer Township. Most municipalities in the State of Pennsylvania operate under different classifications and have an option to change their classification to a home rule charter. Under a home rule charter a municipality can draft and amend its own charter and exercise any power or perform any function which is not denied by the State Constitution. West Deer Township decided to change its classification to a home rule charter. Unfortunately for her, the Commission chose to go with an elected Township Manager and, at that point, she had to leave.

Mr. Primm is not aware of any issues or events that might be construed as embarrassing regarding Ms. Marcinko. She is truly professional and extremely straightforward. If given the chance, he would hire Ms. Marcinko in an instant.

Words or phrases used to describe Marla Marcinko:

- Ambitious,
- Smart,
- Collaborative,
- Caring,
- Prompt, and
- Sympathetic.

Strengths: Extremely professional and an excellent collaborator.

Weaknesses: Although one of Ms. Marcinko's strengths is her ability to enter into politically charged situations with no qualms, occasionally such an approach can be a weakness, because she just might be taking on more than she can handle.

**Bonnie Brimmeier – Prior Solicitor, Boroughs of Zelienople, Penn Hills, and West Deer,
PA 412-370-1649**

Ms. Brimmeier and Ms. Marcinko first met in 1989 when Ms. Marcinko was employed by the Township of West Deer. They have worked together on and off over the last 23 years and, during that period of time, have become very good friends. Although they do not currently work together, they continue to have contact on both a personal and professional basis.

Ms. Marcinko's job performance is excellent. Any organization that hires her will be extremely lucky. She is extremely hardworking, thorough, and knowledgeable about the responsibilities of

**Reference Notes
Marla P. Marcinko**

her job. She made Ms. Brimmeier's job easy because she had such exceptional knowledge of the many aspects of local government.

Ms. Brimmeier cannot say enough about Ms. Marcinko's strengths. She is diligent, professional, and very intelligent. She also respects the fact that Ms. Marcinko is not afraid to be the bearer of bad news. She will not compromise her ethics for anyone else's political agenda. Not only is she phenomenally dedicated to her job, she also enjoys it and displays a good sense of humor.

While working with Ms. Marcinko, Ms. Brimmeier remembers that she always got along well with her elected officials. Ms. Marcinko understood her role was to be the front person for the municipality; so she dealt with the personalities of her elected officials in a professional manner.

Ms. Marcinko was very customer service oriented in terms of how she worked with residents and the Council. When a very large flood hit the Borough of Zelienople, she was out in the middle of it all helping in any way she could, even helping with sandbagging to protect properties. She truly cares about the community she serves.

Ms. Marcinko has natural communications skills, and Ms. Brimmeier always felt well informed when they worked together. She is equally talented in how she deals with the public. She handles herself well and speaks to the others with the utmost professionalism. She is sensitive to the needs and interests of her elected officials and handles delicate situations quite well.

Ms. Marcinko does a fine job of solving problems. She is especially creative when dealing with finances and resourceful when using her community contacts to better the organization. She is also a first rate decision maker who does not labor over decisions, but is quick though thoughtful.

Ms. Brimmeier is unaware of anything in Ms. Marcinko's past that would be considered controversial or embarrassing. She would definitely hire Ms. Marcinko, if given the opportunity.

Words or phrases used to describe Marla Marcinko:

- Reliable,
- Trustworthy,
- Honest to a fault,
- Friend, and
- Good employee.

Strengths: Refreshingly ethical and hardworking.

Weaknesses: None identified.

Jason Cohn – Council President, Borough of Wilkinsburg, PA 412-241-4536

Mr. Cohn first met Ms. Marcinko when her name was given to him by the Center for Local Governance as someone who could fill the role of Interim Manager when the Borough's previous

**Reference Notes
Marla P. Marcinko**

manager left. He and the Council were so impressed, they offered her the job full time. She began working for Wilkinsburg in 2007, and they have worked together ever since.

Ms. Marcinko's job performance has been above and beyond Mr. Cohn's expectations. The workload in the Borough is far more than is reasonable, because she has to operate without the support in numbers, attitude, and experience that is needed. She has good, strong instincts and accomplishes her tasks. The Borough has been rebuilding the basic structure of its organization for the last few years, and he thanks her for her hard work. The Borough has made significant progress due to her efforts.

Basic functions such as record keeping and the organization of ordinances had not been taken care of for many years but are now under control due to Ms. Marcinko's leadership. Her innovative approach has shone through her work with the comprehensive, business oriented, and environmentally sustainable nature of her planning. She constantly explores new ways of approaching daily operations and addressing Council's issues. On the heels of the above mentioned items, the Borough merged its fire services with the City of Pittsburgh to save money and make services more efficient. In fact, the Borough is now being examined as a national model for conducting mergers. Ms. Marcinko definitely played the key role in that process.

From Mr. Cohn's standpoint, Ms. Marcinko gets along well with her elected officials. Historically the Borough has always had a five to four split Council. The four individuals who do not wield control have not generally worked well with any manager they had. Ms. Marcinko does not play politics, and the few people who would not have flattering comments to make about her are likely politically motivated. She has gone out of her way to be fair, even when the minority does not agree with her. She is the last person who would be involved in any unethical activity and, if she judges a decision as a bad idea, she is never afraid to voice her opinion. Mr. Cohn finds this quality in her admirable and appreciates her frankness and honesty.

Ms. Marcinko does not tolerate poorly performed tasks and, frankly, neither does the Council. She is a distinctive leader and by far the best manager the Borough has ever had since Mr. Cohn has been involved. Others were not even close to being as capable or accessible as she has been. To a certain extent she thrives in challenging situations and areas which create major workloads.

Ms. Marcinko has very good communications skills. Mr. Cohn is not interested in the day to day operations of the Borough. Ms. Marcinko handles such issues without hesitation. If he needs to know about any situation or problem, she advises him without delay.

Wilkinsburg is a unique community, diverse in every way possible. Someone is always upset or angry about some issue. Ms. Marcinko has an excellent ability to respond well to all personality types and addresses complaints or questions promptly.

Ms. Marcinko focuses on accomplishing tasks; so her approach to customer service is to identify what may not be working properly, attack the problem, and make sure the process works better or properly. She is less the politician and more an action oriented person but remains consistently professional with the community and displays a friendly demeanor.

**Reference Notes
Marla P. Marcinko**

Ms. Marcinko thoroughly enjoys solving problems. She employs considerable thought when handling each one. She is equally talented at decision making and very decisive about what actions need to be taken. Unfortunately a minority on the Council would prefer to be involved in every issue within the administration, and they tend to slow the process down. If allowed to work without their interference, Ms. Marcinko would be able to get much more accomplished.

The only individuals who might say anything to the contrary of what Mr. Cohn has stated would be those few Council members. They do not like Ms. Marcinko because he is the Council President, and they do not like him. They are upset because they are not in control. Even when considering such particular issues, the person who is the most obnoxious towards Ms. Marcinko still knows how valuable her contributions have been to the organization and the community. Mr. Cohn is not aware of anything controversial or embarrassing in Ms. Marcinko's background. The situation for every manager who comes to Wilkinsburg becomes polarized because of the nature of the Council and the diversity of the community. Ms. Marcinko has an incredibly impressive skill set and is highly motivated. The Council is very lucky to have her on board.

Words or phrases used to describe Marla Marcinko:

- Hardworking,
- Professional,
- Organized,
- Good sense of humor,
- Innovative, and
- Ethical.

Strengths: Gets things done, and is an excellent problem solver.

Weaknesses: She occasionally made her life more difficult than necessary and could benefit from recognizing politically charged matters and steering away from them. Also, she does not delegate as much as she should, but Mr. Cohn is unsure if this represents a lack of organizational depth or a skill she truly needs to work on.

**Vanessa McCarthy-Johnson – Council Vice-President, Borough of Wilkinsburg, PA
412 867-5882**

Ms. McCarthy-Johnson first met Ms. Marcinko when she came to Wilkinsburg in 2007. They have worked together since then.

Overall Ms. Marcinko has done a fine job. She is very professional and takes the actions which need to be taken, especially difficult considering the political nature of the five to four split on Council in Wilkinsburg. Some Council members are always out to challenge her, and she occasionally gets caught in the middle. However, she has risen above this situation and has done an excellent job for the Borough.

**Reference Notes
Marla P. Marcinko**

Ms. McCarthy-Johnson has a good relationship with Ms. Marcinko and trusts her to perform her job. As for the other Council members, Ms. Marcinko deals with the existing strained relationships in a very professional manner and treats each individual fairly and respectfully.

Ms. Marcinko has very good fiscal management skills. The Borough's books should be in the red at the moment, but they are not. She makes sure that Wilkinsburg comes out ahead at the end of the year. She is definitely creative at identifying sources of funding for various projects in the Borough in ways that do not require the organization to spend more of the taxpayers' money.

Ms. Marcinko keeps Ms. McCarthy-Johnson abreast of all events or issues occurring in the Borough by every means possible. She is especially efficient and responsive with her emails, making it easier for Ms. McCarthy-Johnson who has a very busy schedule.

Although Ms. Marcinko does have experience dealing with the community, she could improve her public relations. However, this concern exists only because she is so focused on taking care of the Borough's day to day business. She has not avoided the line of fire, particularly during the past few months when Council meetings have been very heated over discussions of a potential merger of police services. Even when such situations arise, she consistently conducts herself with the utmost respect for others and is very polite. She also practices good customer service with the Council and with citizens who come to the Council meetings. She always takes time to carefully answer people's questions and, if she does not have one, follows up in a timely fashion.

Ms. Marcinko performs very well when she is resolving issues and making decisions,. She can make good, quick decisions when necessary. She is equally talented when hiring personnel. She hired a Public Works Director who has been a perfect fit for the community which, in Wilkinsburg's case, is a very rare occurrence indeed.

The only controversy Ms. Marcinko has been involved in that Ms. McCarthy-Johnson can recall would be the current police merger issue. Unfortunately, as Manager, she is caught in the middle with between some Council members who wish to make a huge deal of the process. These Council members are the only people who might say anything contrary to the opinions Ms. McCarthy-Johnson has expressed.

Ms. McCarthy-Johnson is not aware of anything embarrassing in Ms. Marcinko's background. She would definitely hire Ms. Marcinko, if given the chance.

Words or phrases used to describe Marla Marcinko:

- Organized,
- Responsible,
- Authoritative,
- Knowledgeable,
- Out of the box thinker, and
- Gives attention to detail.

**Reference Notes
Marla P. Marcinko**

Strengths: Creative with finances, and extremely professional.

Weaknesses: Occasionally assumes Council members understand certain concepts; however, considering the people she is dealing with, she should take a different approach.

Larry Focareta – Administrative Assistant, Borough of Wilkinsburg, PA 412-298-9308

Mr. Focareta first met Ms. Marcinko in 2008 through a mutual friend. The Borough needed someone with experience in municipal government to fill his current position. He had spent eleven years in municipal government, and decided to take the job as an added benefit to his retirement. Mr. Focareta reports directly to Ms. Marcinko.

Ms. Marcinko is one of the most knowledgeable managers Mr. Focareta has known in all of his years in municipal government. He is very impressed with her abilities and her work, and has only praise for her job performance.

Wilkinsburg is a very unique, diverse community with an equally diverse and unique Council. Ms. Marcinko gets along well with all of her elected officials, even when situations become challenging.

Ms. Marcinko can deal with all types of people. She is fair and even handed whether dealing with union or management situations. She is extremely dedicated to her job and puts in all the hours necessary to accomplish her tasks in a timely manner.

Mr. Focareta is definitely well informed of events and issues in the Borough because Ms. Marcinko keeps him involved. She is good at communicating what actions must be taken but gives him the autonomy to complete his assignments on his own.

Ms. Marcinko has experience and is good at dealing with the public. The Borough is currently experiencing controversy because of a proposal for the merger of police services with the City of Pittsburgh. She has been most professional in her dealings with all of the media and the community at large during discussion on this matter.

Ms. Marcinko demands that excellent customer service be provided to everyone who walks into the building. She has rearranged the layout of the building to provide the most efficient possible customer service for all visitors. She firmly believes that everyone's concerns must be addressed professionally and with the highest degree of integrity.

When solving problems Ms. Marcinko comes up with solutions Mr. Focareta would never think of. She is equally as savvy when making decisions. She listens to all sides and solicits different ideas or proposals before moving forward with any decision or solution to a problem.

Innovativeness comes as second nature to Ms. Marcinko, particularly when she tackles environmental projects. She quickly understands and grasps the concepts because she understands how important such projects can be for the sustainability of an organization and a community. For

**Reference Notes
Marla P. Marcinko**

example, the Borough became involved with neighboring municipalities in the purchase of energy from Pittsburgh as a source of power for municipal lighting. The move was a smart one and has saved the organization and the community a considerable amount of money.

The only controversies he can recall Ms. Marcinko being involved in are the fire and police mergers with the City of Pittsburgh. When the fire services merger took place it quickly became a fairly contentious issue. People were quick to criticize, even before they had the proper facts. Once a dialogue opened, Ms. Marcinko explained the benefits, and the merger went through with no further incident. Unfortunately, controversy has returned over the issue of a police services merger and has proven much more volatile. Ms. Marcinko maintains her dignity, composure, and sense of humor while continuing to move the project forward in the face of such controversy.

Mr. Focareta is not aware of any other issues or events involving Ms. Marcinko that would be construed as embarrassing, if the press went digging. She is a great asset to the Borough, and he hates to think that she might leave. He would hire Ms. Marcinko in a flash, if given the chance.

Words or phrases used to describe Marla Marcinko:

- Dedicated,
- Honest,
- Intelligent,
- Innovative,
- Fair, and
- Firm.

Strengths: Exceptionally professional, and highly ethical.

Weaknesses: Has a tendency to work too much.

**Gail Mitchell Hall – Director, A for the People Training Institute, Pittsburgh, PA
412-523-5006**

Ms. Hall first met Ms. Marcinko in 2009 when she was selected as a consultant for the Borough's Weed and Seed Program. She was hired permanently shortly after beginning as a consultant and reported directly to Ms. Marcinko for about three and a half years. They continue to stay in occasional contact.

Ms. Hall would characterize Ms. Marcinko's job performance as superb. She is very knowledgeable and consistently professional. Ms. Marcinko took Ms. Hall by the hand and helped her become very successful at the Borough. Ms. Hall feels privileged to know her and to have worked with her.

Even though some elected officials disagreed with Ms. Marcinko on a few issues, the majority of council members truly enjoy working with her. Those who did have problems with her were generally politically motivated, and their opposition was never a reflection on her work.

**Reference Notes
Marla P. Marcinko**

Ms. Marcinko's many strengths include being caring and a good, considerate listener. She is very knowledgeable about municipal procedures. She understands the rules and regulations and abides by them to the letter. She is also a wonderful communicator and, while Ms. Hall was with the Borough, they interacted on a daily basis through several forms of communication.

Although Ms. Marcinko only dealt with the public in a Council setting or occasionally at Town Hall meetings, she is experienced and treats residents with respect. In turn, they respected her. However, she did go above and beyond her job responsibility to deliver customer service, when the opportunity arose. One family had been investigating the ancestry of their relatives who had lived in the area during 1920's. She personally helped them find the documentation they were seeking. That family was extremely appreciative, and Ms. Marcinko was very happy to help.

Ms. Marcinko is the go to person when problems need to be resolved, and she is just as skilled at decision making. She is creative and thoughtful. Her turnaround time for decision making or problem solving depends on the nature of the issues. She makes sure to cover all her bases and conducts the requisite research so she can reach well informed, appropriate conclusions.

Ms. Hall is not aware of anything in Ms. Marcinko's past history that would be construed as unfavorable or would be looked at as unflattering, if researched by the press. Ms. Hall would be happy to employ Ms. Marcinko, if given the chance. She cannot think of anyone who would hold a different opinion of Ms. Marcinko than what she has shared.

Words or phrases used to describe Marla Marcinko:

- Innovative,
- Articulate,
- Knowledgeable,
- Friendly, and
- Professional.

Strengths: Impressive knowledge of municipal government and an excellent mentor.

Weaknesses: None identified.

Tracey Evans – Council Member, Borough of Wilkinsburg, PA 412-727-7855

Ms. Evans and Ms. Marcinko first met when Ms. Marcinko was brought in as the Interim Manager in 2006. Given her superb qualifications and experience, the Council asked her to sign on permanently in 2007. The two women have been working together ever since.

Ms. Marcinko's job performance is excellent. She is very strong in the areas of finance and budgeting. From the very beginning of her tenure she helped get the Borough's disastrous finances in order. She is knowledgeable about new processes and procedures, and keeps up to date on new concepts being proposed for improved operations in local governments. Ms. Marcinko handles legal issues quite well, especially when dealing with unions and contract negotiations. Furthermore, she is a superb at collaborating with other municipalities in the area and knows that, if each helps the other, their efforts will benefit the broader community.

**Reference Notes
Marla P. Marcinko**

Ms. Marcinko has to deal with a unique situation on her Borough Council. The Council operates with a five to four split. Certain members definitely do not like Ms. Marcinko, but only because they wish to control her actions, but cannot. Even faced with such circumstances, she is extremely fair to all elected officials and is very thorough in her communications and responses.

Ms. Marcinko has experience with the public. She interacts with residents quite well, especially people who are upset or angry. Before Ms. Marcinko came to the Borough, Ms. Evans and her fellow Council members received several complaints every day. Once Ms. Marcinko took over Council members stopped receiving such complaints because she and her staff took care of the residents' issues. In this respect, she is definitely customer service oriented.

Ms. Marcinko can solve problems. She has a knack for examining an issue and figuring it out by working with others to identify solutions. At times, accomplishing any task in Wilkinsburg seems to be difficult, but Ms. Marcinko does her best with what she is given and understands she cannot force her elected officials to always do what is best. She provides the Council with excellent recommendations and her opinion about what actions should be taken then leaves the decision up to them.

Local governments are not necessarily innovative entities, but Ms. Marcinko definitely is an out of the box thinker. With Council's help and approval he has created and implemented shared service agreements which no one else had previously tried in the State. Wilkinsburg would definitely not be participating in such programs without Ms. Marcinko. The Borough shares its garbage services with Pittsburg, saving the residents enormous amounts of money. Also, fire services have been expanded, and Wilkinsburg has joined forces with Pittsburg in this area. She was the key to ensuring that this very difficult and laborious process was successfully completed.

Some Council members may have a different opinion of Ms. Marcinko than Ms. Evans. However, those opinions would have nothing to do with her job performance, only politics.

To the best of Ms. Evan's knowledge, Ms. Marcinko has not been involved in any type of controversy. She is not aware of anything in her background that would cause embarrassment to a future employer. If Ms. Marcinko does leave, she will be sorely missed.

Words or phrases used to describe Marla Marcinko:

- Loyal,
- Diligent,
- Committed,
- Intelligent,
- Strong, and
- Good sense of humor.

Strengths: Has a vast amount of knowledge in government, and is a top notch professional.

**Reference Notes
Marla P. Marcinko**

Weaknesses: Ms. Marcinko focuses on accomplishing her tasks and is not the type of person to be out and about in the community. She leaves that task to her elected officials.

Jerry Andree – Township Manager, Cranberry Township, PA 724-776-4806

Mr. Andree first met Ms. Marcinko when she came to Zelienople in 1994. He was a Manager in a neighboring municipality, and they got to know each other quite well through several joint ventures. They continue to maintain a collegial relationship.

Ms. Marcinko's job performance has been nothing short of outstanding. She has a good grasp on the bigger issues and deals with them effectively. Her leadership skills are exceptional, and she was the person who reached out to him and other managers for the purpose of collaboration.

Ms. Marcinko's had excellent relationships with her elected officials in Zelienople. Mr. Andree has helped out Wilkinsburg a few times and, although the Council can be challenging, she does a fine job working with them. The only time he ever saw her experience difficulties occurred during her tenure in Penn Hills, and the problems she had to face only arose because Penn Hills had a very bad political environment that would have been hard for anyone handle. Since he has known her, she has only demonstrated respect and support for her elected officials.

Other strengths Ms. Marcinko exudes include her technical communication skills. She is approachable and friendly. She is aware of the resources available in her community and uses them to ensure success for her municipality and the citizens as a whole.

Ms. Marcinko definitely has experience interacting with members of the public and is a seasoned professional when dealing with residents. Because Zelienople is a small town she was on the frontline, out and about in the community. She developed wonderful rapport with the residents. However, Wilkinsburg is another story altogether. It has a very diverse community in which race often plays a major part in every issue. Even with this diversity and occasionally strained community relationships, the residents trust her and respect her at the end of the day. She delivers nothing less than the best customer service and is driven by her ambition to serve others.

In Wilkinsburg, problems are and will continue to be significant. Ms. Marcinko keeps working steadily, even with a divided Council, and still manages to resolve issues. Problem solving is definitely her forte. In fact, she was recruited to Penn Hills primarily because of her amazing problem solving skills.

When making decisions, Ms. Marcinko is equally skilled. Mr. Andree has never witnessed her make a bad decision. She is very inclusive, methodical, and thoughtful in her decision making process. She also has a way of making sure that any beneficial decisions are credited to the Council members so that they are seen in a positive light.

To endure in Wilkinsburg one must be innovative. Without innovation the Borough would not survive, especially financially. Ms. Marcinko has successfully developed creative solutions to help the Borough save money and become more effective and efficient in its operations. One

Reference Notes
Marla P. Marcinko

example was how she helped consolidate several services with the City of Pittsburg, resulting in major financial savings for her community.

Mr. Andree is not aware of any events or issues involving Ms. Marcinko that would be construed as controversial or embarrassing. Any organization that hires her will not be disappointed. He would absolutely hire her, if given the opportunity.

Words or phrases used to describe Marla Marcinko:

- Quiet leader,
- Trustworthy,
- Loyal,
- Respectful, and
- Modest in her accomplishments.

Strengths: Exceptional collaborator and very innovative.

Weaknesses: Ms. Marcinko tends to have blind faith in others and believes that people come forward with a clean slate. Unfortunately, some may consider this quality a weakness and think that she is naïve.

Prepared by: Lynelle Klein and Heather Linares,
Colin Baenziger & Associates

CB&A Internet Research

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

Daily News, The (McKeesport, PA)

August 7, 2014

Public Utility Commission says suit unprecedented
Wilkesburg maintains Duquesne Light isn't owed \$62K for late fee

Author: *RICK WILLS*

A disputed late fee for an electric bill has mushroomed over 20 years into a \$62,000 headache for the struggling borough of Wilkesburg, resulting in a lawsuit the likes of which the state's Public Utility Commission says it's never encountered. Duquesne Light Co. filed a lawsuit on June 27 against Wilkesburg demanding that the borough pay \$62,000 for what it called "services provided." Michael Witherel, Wilkesburg's solicitor, compared the power company's charge to a bank adding years of late fees onto a single credit card charge a customer has disputed. "I'm sure the original penalty was under \$500," said Witherel, adding that no current borough employee was on the payroll at the time in question. "This started with a disputed penalty charge as long as 20 years ago, the 1990s. We don't believe we owe the many thing," he said. Witherel said he believes the bill came in too late to be included in that month's bills. "Council, here and everywhere, has to vote before bills are paid. This is not like just paying your own bill," he said. The borough paid the electric bill, but not the late fee, Witherel said.

The borough has been in negotiations with Duquesne Light, he said. Duquesne Light spokesman Brian Knavish said the company does not comment on pending litigation. "It is a pretty substantial bill," he said. Duquesne Light's lawyer, Shawn McClure, did not return phone calls. Wilkesburg's mayor, John Thompson, did not return calls. Borough Manager **Marla Marcinko** declined comment. The lawsuit claims that the borough unjustly enriched itself by failing to pay the bill.

Nothing in Pennsylvania law prohibits a utility from cutting off service to a municipality, but the lawsuit doesn't threaten to pull the plug on street lights or traffic signals. Cutting off municipal utilities such as electricity would be unprecedented, said Rick Schuettler, executive director of the Pennsylvania Municipal League in Harrisburg. "I have never heard of city hall going dark. I just can't see that," he said. Schuettler said he knows of no similar lawsuit elsewhere in Pennsylvania. "They are supposed to work out a payment plan," he said.

Negotiation is the typical approach if a municipal government falls behind on utility payments, said Robin Tilley, a spokeswoman for the state Public Utility Commission. "More often than not, they work something out," Tilley said. Yet Tilley said officials at the PUC cannot recall such a shutoff. "It's not what we would want. Usually, one of the parties involved will ask the PUC for help," said Tilley, who added that no request has been made in the Wilkesburg case. Knavish would not say whether Duquesne Light has lawsuits against other municipalities. The region's second-largest power company, West Penn Power, has no lawsuits against municipalities in Pennsylvania, said Todd Myers, a company spokesman. "We work with municipalities to help to catch them up if they are late," Myers said.

Internet – Newspaper Archives Searches

Marla Marcinko

(Articles are in reverse chronological order)

PPL Corp., which provides power to 29 counties in Eastern Pennsylvania, also has no lawsuits against a municipal government, said company spokesman Paul Wirth. “Things are tight, just like other municipalities,” Witherel said of the borough’s finances. “Wilkinsburg pays all of its bills. This lawsuit has nothing to do with payments for electric service.”

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

Pittsburgh Tribune-Review (PA)

April 2, 2014

Wilkesburg draws discrimination suit

Author: *BRIAN BOWLING*

A Wilkesburg woman who works in the borough's code enforcement office claims she is being treated unfairly because of her race and because she filed state and federal job discrimination complaints. Debora Jackson, who is black, alleges in a federal lawsuit filed Monday that former Code Enforcement Director Sean Gramz, who is white, began piling work on her shortly after he became director and then, along with borough Manager **Marla Marcinko**, who is white, placed her on a job improvement plan.

When the borough received notice of her state human rights complaint on Sept. 5, 2012, she was fired, the lawsuit says. An arbitrator ordered her to be reinstated with back pay, according to the lawsuit. Although the borough rehired her, it hasn't complied with the arbitrator's order and hasn't restored her to her former position, said her attorney, Edward Olds. "She's just up in the air right now," he said.

Marcinko couldn't be reached for comment. Borough Solicitor Mike Witherel declined to comment. Gramz, who no longer works for the borough, said the complaints are unfounded. "There was no racial discrimination or anything like that," he said. "The person who replaced her was of African-American race and was older than Ms. Jackson and was a woman." Gramz said he assigned her to a filing room when the arbitrator reinstated her and that handling files is within her job description.

The lawsuit says that Gramz forced Jackson to work in a supply closet without a desk and wouldn't allow her to perform any of her former duties. "It's our contention that they've treated her pretty poorly," Olds said.

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

Pittsburgh Post Gazette.com
July 11, 2012 10:14 pm

Wilksburg Council OKs county grants to cut blight
By Pamela E. Walck / Pittsburgh Post-Gazette

Wilksburg Borough Council unanimously approved Wednesday night grant applications, that if funded, would assist the community in its ongoing battle against blight and abandoned properties.

Part of an Allegheny County Community Development grants package seeking more than \$853,000, Wilksburg officials hope to reconstruct streets, make aesthetic improvements to a retaining wall along Ardmore Boulevard and demolish some 39 dilapidated buildings across the borough. "In the future, I wish we could focus on one street at a time," said Councilwoman Pamela Macklin, prior to voting. "If we are ever to stop the constant slide, we need to stop selecting houses so randomly."

But Council President Jason Cohn countered that despite appearances, there was a method to the selection process for the \$280,000 grant application -- namely, dilapidated properties that appeared to be most dangerous to residents. "Sadly, we can't even get all the ones that are currently endangering our residents," Mr. Cohn said, adding that the borough's code office was consulted in the process for selecting which abandoned homes to hopefully demolish. Wilksburg officials are also seeking \$133,000 to repair three borough streets, including South Avenue, from Trenton Avenue to Peebles Street; Hill Avenue from Coal Street to Swissvale Avenue; and Rebecca Avenue, from Wood to Mulberry streets.

Borough Manager **Marla Marcinko** said borough officials won't know whether their applications to the county were successful until early 2013.

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

Pittsburgh Tribune-Review (PA)
March 15, 2012

Turtle Creek Valley COG: Board will take up contractors' appeals

Author: *Tory N. Parrish*

Municipalities finding it difficult to fill seats on little-used construction code appeals boards are joining forces to create boards that several towns can use, officials say. Communities that opt to enforce the state's Uniform Construction Code must have boards to hear appeals of building plans denied by the towns under the UCC, said Roland Hall, a regional manager of government relations in the Washington, D.C. based International Code Council's Philadelphia office.

Board members must have experience related to the building industry, in such fields as architecture, engineering, real estate and construction, but sometimes municipalities have a hard time filling those positions, they said.

The Turtle Creek Valley Council of Governments, whose 20 members include Wilkins and Wilkesburg, is following the path of other COGs in Pennsylvania by forming a UCC appeals board that its members can use.

The Turtle Creek Valley COG's appeals board will have five seats and should be set up by June, said Amanda Settelmaier, executive director of the COG.

At a board of commissioners meeting Monday, Wilkins, which does not have its own appeals board, approved advertising an ordinance to agree to use the Turtle Creek COG appeals board.

Wilkesburg Council was to vote Wednesday to advertise an ordinance to participate because the borough doesn't have a board, Manager **Marla Marcinko** said.

The UCC, which sets rules for construction materials, structural requirements, fire protection and energy conservation, became effective in 2004. The intent was to encourage standard construction rules.

In 2004, the Quaker Valley Council of Governments formed a three-member appeals board in which 12 of its 14 member municipalities participate, Executive Director John Jakiela said. The board, however, has heard only three appeals, he said.

Since 2004, the North Hills Council of Governments' five-member UCC appeals board has heard an appeal in McCandless and one in Shaler, said Roller, who said 13 of 19 member municipalities have agreed to use the joint board.

In about 5 years, there has only been one appeal in Wilkesburg, **Marcinko** said, which was heard by Plum's board.

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

Targeted News Service (USA)
March 21, 2011

City and Wilksburg Reach Historic, Cost-Saving Agreement on Fire Merger
Dateline: PITTSBURGH

PITTSBURGH, March 21 -- The city of Pittsburgh issued the following news release: Mayor Luke Ravenstahl announced today that the City of Pittsburgh and the Borough of Wilksburg have reached an Intergovernmental Agreement (IGA) on the terms of the Pittsburgh-Wilksburg Fire Bureau merger. The agreement outlines all of the operational and financial details of the cost-cutting and response improving merger and will be introduced to Pittsburgh City Council tomorrow morning.

'I believe this merger will be looked at as the state-wide model for efficient and effective consolidation,' Ravenstahl said. 'At no cost to City taxpayers, this merger will save the residents of Wilksburg hundreds of thousands of dollars annually while improving their fire protection.'

In February of 2010, the City and Wilksburg embarked on the negotiation of such a merger, recognizing the cost-savings and service benefits to residents. A working group led by Public Safety Director Michael Huss was formed and met bi-monthly in order to tackle the legal, financial, and operational obstacles of such a merger.

'This merger will not only provide better fire protection to Wilksburg residents, but save borough taxpayers more than \$600,000 dollars on its annual \$2.2 million budget for fire service,' said Wilksburg Borough Manager **Marla Marcinko**.

The execution of the IGA agreement required cooperation between two municipalities, the state general assembly, the City's IGA and Act 47 teams, and two firefighter unions. Last fall, the Governor signed Senate Bill 918 which will allow the City to hire Wilksburg firefighters with appropriate service and pension benefits. The passage of the bill was a critical step in allowing the merger to move forward.

'In my 20-years of experience in public safety, I've looked at the benefits of many possible mergers and consolidations,' said Public Safety Director Michael Huss. 'Merging Wilksburg's fire department with the City's didn't just make financial sense, it made operational sense and all parties were committed to ironing out the details and getting this deal done.'

Under the IGA, 24 Wilksburg firefighters will become PBF firefighters pending Pittsburgh City Council approval of the IGA. Wilksburg City Council approved the IGA during their March 16th meeting. Wilksburg firefighters have already completed emergency medical technician certification, and PBF fire operations and procedure training. They will have 12-months from the start of employment to obtain City residency. In addition, they will carry over 54 percent of their time for purposes of pension vesting and benefits, and will enter the City's pension fund at a 100 percent funding level.

Internet – Newspaper Archives Searches
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(Articles are in reverse chronological order)

Wilkinsburg Councilman Jason Cohn, and member of the merger's working group commented, 'Wilkinsburg residents will be benefitting greatly in public safety and financially from this landmark agreement. The City of Pittsburgh is getting an outstanding group of employees that will serve their residents as they have ours, with professionalism and skill.'

The City's expenses will be covered through annual reimbursements, and the PBF will gain a fire station, increasing the City's public safety response capacity. The current Wilkinsburg fire station will become PBF Engine Company No. 16 and will be dispatched to calls in both Pittsburgh and Wilkinsburg. Currently eight on-duty firefighters respond to a structure fire in the Borough versus the 23 firefighters that respond to a City fire. The improved response under the merger will allow Wilkinsburg to meet the National Fire Protection Agency's standards for safe and efficient fire ground operations. In addition, the PBF will provide emergency management to the borough including: hazardous materials response; vehicle and technical rescue services; and fire prevention and education.

Due to the population density of the Wilkinsburg Borough and high amount of structure fires, the PBF often responds to calls for mutual aid.

'Residents deserve and demand quick public safety responses and professional fire protection,' Ravenstahl said. 'Operationally, our fire bureau was often called out to structure fires in Wilkinsburg. Now, the City will be getting paid for it, Wilkinsburg will save money, and residents will be safer. This is what we call a win-win.'

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

McClatchy-Tribune Regional News (USA)
May 27, 2010

Energy auction cuts \$1 million off electric bills

Author: *Adam Brandolph, The Pittsburgh Tribune-Review*

May 27 Government officials spent a few hours shopping online Wednesday in an eBay-style auction for energy.

Ten entities, including the city of Pittsburgh, saved a combined \$1.03 million over three years on electric bills. They pooled their annual need for 30 million kilowatt hours of electricity as three suppliers Duquesne Light Energy, First Energy and Direct Energy bid against each other.

Duquesne Light was the lowest bidder at 6.54 cents per kilowatt hour, more than a penny less than the 7.75 cents it charges each agency directly. The agreement, which takes effect in June, includes a guarantee that 10 percent of the power will come from renewable sources.

"Anytime we see savings, it's a good thing," said City Controller Michael Lamb.

Pittsburgh spends about \$5 million a year on electricity. The city will save about \$170,000 a year under the 35-month contract, which includes 131 midsized buildings such as fire and police stations and public works facilities.

"I am more than happy with our results," said Jim Sloss, city energy and utilities manager.
"We're seeing some nice savings, locking in some long-term rates."

Wexford-based Co-exprise Inc., which handled the transaction, will receive a fraction of a cent for each kilowatt hour the city uses, Sloss said.

Pittsburgh was joined by its Parking Authority, Water & Sewer Authority, East McKeesport, Edgewood, Edgeworth, Millvale, Wilkinsburg, Wilmerding and the Steel Valley Council of Governments.

Wilkinsburg Manager **Marla Marcinko** said the borough will save \$7,600 a year under the contract.

"I wish we could do this every day," **Marcinko** said. "Every little bit helps."

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

McClatchy-Tribune Regional News (USA)
March 25, 2010

Wilksburg enters flood insurance program

Author: *Deborah M. Todd, Pittsburgh Post-Gazette*

Mar. 25 Wilksburg residents who got little financial help following severe flooding in June may soon be eligible for relief from a future deluge.

Council approved the borough's application into the Federal Emergency Management Association's Flood Insurance Program at its legislative meeting March 17.

The borough, which is not in a flood plain, experienced heavy flooding during severe storms in June. Some residents experienced basement flooding from moderate rains.

"There were a number of council members who received phone calls from residents who attempted to purchase flood insurance and couldn't unless the borough enrolled in the program," said manager **Marla Marcinko**.

She said residents of Montier Street, West Street and parts of Lamar Avenue sustained the heaviest flood damage last year, mostly in basements. There also was about \$80,000 in damage to borough-owned facilities.

Council vice president Jason Cohn said the borough should receive a response regarding the application in a few months.

In other news, council established committees and their chairs on March 3.

Mr. Cohn was named chair of the finance committee and will serve with council members Pamela Macklin and Michael Lefebvre.

Ms. Macklin is chair of the capital planning committee, serving with Mr. Lefebvre and councilwoman Barbara Ervin.

Mr. Lefebvre was named public safety chair to serve with Mr. Cohn and councilwoman Vanessa McCarthy-Johnson.

And councilwoman Paige Trice will head the personnel committee, working with council members Carl Lewis and Tracey Evans.

The meetings are all advertised in advance and conducted before the general public and other members of council. Last year's committee meetings were closed to the public and to council members who weren't part of the committee. Council approved a motion opening the meetings and advertising them to the public in February.

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

McClatchy-Tribune Regional News (USA)
December 3, 2009

No tax rate increase in proposed 2010 budget in Wilkinsburg

Author: *Deborah M. Todd, Pittsburgh Post-Gazette*

Dec. 3 Wilkinsburg's proposed 2010 budget would spare residents a tax rate increase, but dramatically decrease a fund balance that stood at millions of dollars a few years ago. With \$11,134,122 in projected expenditures and a little more than \$10 million in revenues, the borough plans to use an estimated \$1,130,279 fund balance from this year to make up the difference. Councilwoman Denise Edwards said the balance was about \$2 million in 2007.

"Ideally, we want to have a balanced budget, but we want to prevent a tax increase," said Council Vice President Jason Cohn. Mr. Cohn, Ms. Edwards and council President Eugenia Moore discussed recent amendments made during a sparsely attended final budget meeting on Tuesday.

Manager **Marla Marcinko** presented a seven-page list of adjustments made to reduce expenditures and increase the bottom line, including wage freezes for nonunion employees, a reduction of anticipated health care increases, the elimination of a public works foreman post and a temporary halt on new hires.

The borough also will attempt to collect \$40,000 in delinquent taxes from 12 properties recommended for sheriff's sale. In another attempt to raise revenues, **Ms. Marcinko** presented a plan for the borough to reach out to nonprofit organizations in the area to request donations in lieu of taxes. The manager's office calculated an estimated \$59 million in tax-exempt property in the borough, which would bring the borough about \$826,000 if taxed.

Ms. Marcinko said that if the borough sends letters to all nonprofit entities in the area and collects even a small percentage of the projected tax burden, it could receive an estimated \$30,000. Mr. Cohn called the figure optimistic but encouraged **Ms. Marcinko** to include a synopsis of the borough's financial condition in the letters.

Ms. Edwards said she would not vote to pass the budget in its current condition because it depletes the fund balance. "We don't begin getting revenues from real estate taxes until the spring," she said. "We need the fund balance to cover that." Ms. Edwards questioned expenditures in the police department, particularly the hiring of seven detectives, and whether cuts made to the public works department would affect service.

She also said she believed that a new policy that closes committee meetings to the public prevented the budget process from being as transparent and successful as it ultimately could have been. "The finance committee meetings were closed to the public, and I've been unable to attend because they're 2 in the afternoon or 9:30 in the morning," she said. "It locks out the public, and it locks out members of council." Council will vote on the proposed budget at its Dec. 16 meeting.

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

Pittsburgh Post-Gazette (PA)
September 10, 2009

WILKINSBURG COUNCIL DIVIDED OVER VOTE TO FIRE MANAGER

Author: *Deborah M. Todd, Pittsburgh Post-Gazette*

After a vote last week to fire Wilkinsburg's municipal manager was rendered null and void, some council members are saying the vote was necessary while others are describing it as politically motivated.

Council voted 4-3 on Sept. 2 to fire Manager **Marla Marcinko**. Councilwomen Vanessa McCarthy-Johnson and Barbara Nicholas were not present for the vote. Borough Solicitor Pat McGrail, however, informed council members the next day that a full council vote is required to terminate a manager.

Councilman Carl Lewis said he introduced the motion because **Ms. Marcinko** does not have good working relationships with residents or members of council. "I've gotten calls from a number of residents who feel she's been nonresponsive or has treated them rudely when she responds," he said. "She picks and chooses which council members she wants to interact with."

Councilwoman Denise Edwards said **Ms. Marcinko** has shown a preference for certain neighborhoods in Wilkinsburg and works to divert the borough's resources to those areas.

She said **Ms. Marcinko** told Carnegie Mellon University that Hamnett Place and Regent Square, sections of the borough adjacent to Pittsburgh's Regent Square, were the best neighborhoods to spur development and released a demolition list heavily featuring properties in those areas. "To only focus on two neighborhoods and completely ignore an entire ward, that hurts the residents," Ms. Edwards said.

Ms. Marcinko said she hadn't heard any of the complaints leveled against her until now, and she would have worked to resolve the issue if council members had spoken to her before voting for her ouster.

"I think it's very unfortunate because it was extremely hasty," **Ms. Marcinko** said of the vote. "What should have been done -- if [the vote] was truly performance-related and the intention was to improve performance -- they could have come to talk it over."

Ms. Marcinko also denied steering services to specific neighborhoods. She said she made recommendations to Carnegie Mellon based on the Wilkinsburg Neighborhood Transformative Initiative, which was created before she became manager. She also said that the borough engineer is responsible for creating demolition lists, not her.

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

Council President Eugenia Moore, Vice President Jason Cohn and Tracey Evans voted against firing **Ms. Marcinko**. Mr. Cohn said borough operations have been running more smoothly than ever since **Ms. Marcinko** took the helm, and there is no legitimate reason to fire her. Mr. Cohn wrote in an e-mail: "**Ms. Marcinko** is the best manager we've had in over a decade, maybe longer, and Wilkinsburg is unlikely to find someone of her caliber again. It's taken the last three years to build a strong management team, which is what the residents have said they wanted for years. It would be terribly irresponsible to dismantle it with no thought or discussion."

Ms. McCarthy-Johnson, who left the meeting before the final vote to care for a sick child, said she believes the vote was an attempt by council members to exert greater control over the manager's office. "Several council people were so used to being able to micromanage the borough offices under previous managers, it's difficult for them. They have no control over [**Ms. Marcinko**]," Ms. McCarthy-Johnson said.

She also said she thought Mr. Lewis waited until she left to introduce the motion because he knew it would fail with her vote.

Mr. Lewis said he has no desire to control the manager's office, and he made the motion during new business because it was the appropriate time. He also said "only a stupid person would raise a vote if they don't know if they have the votes to win."

Mr. Lewis said the solicitor's interpretation of the borough code was incorrect and the firing should stand, but he is willing to put the motion up for vote again. "I will raise that motion at every single council meeting until it passes," he said.

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

Pittsburgh Tribune-Review (PA)
April 16, 2009

Managers parading through Penn Hills

Author: *Tony LaRussa*

John Brennan said he doesn't know any of the three people who followed him as Penn Hills manager after he was fired in March 2004. But he's not surprised they didn't last long.

"Penn Hills has always been politically volatile, and it's usually the manager that ultimately pays," said Brennan, 59.

Each of Brennan's successors said interference from council members made it impossible for them to effectively manage the day-to-day operations of Allegheny County's second-largest municipality.

"I felt there was no point in continuing to work in Penn Hills if they weren't going to let me do my job," said Peter Colangelo, 71, of Monroeville, who resigned in June 2005 after four months on the job. "I was really excited about that job. I found a number of areas I thought could be improved or where a significant amount of money could be saved."

Colangelo said his resignation was a "mutual decision" between him and council. His successor, **Marla Marcinko**, described her resignation as mutual, and for some of the same reasons that Colangelo cited. **Marcinko** declined to elaborate on her experiences working in Penn Hills.

Marcinko was followed by Terry Van Horne, who was fired after 18 months. He refused a request by the mayor and deputy mayor that he quit.

Van Horne said council members regularly ignored the municipality's home rule charter by dealing directly with department heads instead of going through the manager. "With so many people in and out of the manager's chair in such a short time, it's pretty clear (elected officials) aren't satisfied with setting policy and then letting people do their jobs," he said.

Deputy Mayor Sara Kuhn, who has accepted the resignations of two managers and voted to fire another since taking office in November 2005, said council has a responsibility to replace under-performing employees. "We answer to the voters," Kuhn said. "It might not be the popular thing to do, but if we have to go through 10 managers to find someone who can do the job right, then that's what we'll do." Kuhn said the previous managers failed to:

- Present council with accurate annual budgets.
- Develop employee policy and procedure manuals that provide clearly defined job descriptions, goals and evaluations.
- Follow through on projects and assignments.

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

- Respond to requests for help or information from residents.

Van Horne called the reasons behind his dismissal "excuses," noting that he received raises that increased his salary from \$88,000 to \$93,000 during his 18 months on the job. "It's been my experience that you don't usually get raises if you're doing a terrible job," said Van Horne, 62, who described the work environment as "radioactive."

Mayor Anthony DeLuca Jr. said he is in no particular hurry to find a permanent replacement for Van Horne. Mohammed F. Rayan, the municipality's public works director, has been serving as interim manager. Rayan, 47, has a degree in civil engineering and has worked for the municipality since 1999. "Mo lives here, so he's already invested in the community, and there won't be an issue with complying with the residency requirement, which has been a problem in the past," DeLuca said. "I'd like to give him a chance to see how he does."

DeLuca and Kuhn said Van Horne's failure to move to Penn Hills contributed to their decision to fire him.

Rick Schuettler, managing director of the Association for Pennsylvania Municipal Management, said the turnover rate could make it difficult to attract candidates if Penn Hills decides to hire someone other than Rayan. "I think some people will certainly stop and take a long hard look and question whether they are getting in the middle of a volatile situation," Schuettler said.

DeLuca said he believes what's most important is having someone committed to improving the municipality of more than 44,000 people. "We (council) want to change the direction this community is headed," DeLuca said. "To do that, we have to have a manager who can prioritize the things to make that happen. We just haven't found that person yet."

Exodus

Penn Hills Council has fired or accepted the resignations of four managers since March 2004. Here's a look at their backgrounds:

- John Brennan has a degree in urban management and policy studies from the University of Pittsburgh and spent 30 years with the municipality, working his way up from laborer to manager. He lasted eight years as manager, fired 2.5 months after Mayor Anthony DeLuca Jr. took office in 2004.
- Peter Colangelo has a degree in civil engineering and had 43 years of federal and state government experience, including running the state Fish and Boat Commission, when he became manager. He resigned after four months.
- **Marla Marcinko** has a master's degree in public administration from San Diego State University and more than 20 years of experience in municipal government. She resigned after 18 months.

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

- Terry Van Horne is a former Arnold councilman, 20-year veteran of the state House and an attorney specializing in municipal government. He was fired in January after 18 months, refusing a request from Kuhn and DeLuca that he quit.

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

Pittsburgh Post-Gazette (PA)
April 9, 2009

WILKINSBURG TAKES HOLISTIC APPROACH TO ITS FUTURE

Author: *Moriah Balingit, Pittsburgh Post-Gazette*

Wilkinsburg is in the process of formulating a plan that could shape the borough's development for the next decade.

The Wilkinsburg Plan is unprecedented in that it would incorporate a traditional comprehensive plan -- guidelines for future community facilities, development and transportation -- with recommendations for financial management and guidelines for the development of the business district along Penn Avenue and on Wood Street.

Borough Manager **Marla Marcinko** said the plan is more holistic than a traditional comprehensive plan and the financial management portion will help ensure that the borough will be in a position to implement other parts of the plan.

"We included the financial component with it to make sure that we would be able to implement each of the recommendations that come out of each of the components," she said.

But Vanessa McCarthy-Johnson, a borough council member, said the plan has the potential to reshape Wilkinsburg from the ground up, and not just economically.

She hopes the mere process of formulating the plan will bridge the divide between the "haves and the have-nots" in the community. It's something she's already observed in planning meetings.

"The community has become greatly divided," she said. "I think this is an opportunity to bring people together, to make it more cohesive."

At a meeting Tuesday night, she and other residents broke out into small groups and discussed everything from the community's bad rap to the impact of blight.

They developed suggestions for educating residents about the impact of blight and litter and to being in better touch with the media to advertise some of the community's development successes.

Ms. McCarthy-Johnson said she would like to see more green and sustainable development, such as buildings with green roofs and turning vacant lots into community gardens.

Green development could be the gateway to niche development and could serve as a way to attract people into the community, she said.

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

The borough is contracting with consultant Delta Development to facilitate the plan's creation. Consultant Dan Santoro said comprehensive plans help local governments develop more long-range visions of where their community is headed.

"The challenge of local government everywhere is we are so focused on providing the day-to-day needs of our community ... that we leave little time for what are we trying to achieve next year, five years out, 10 years out," he added.

Community members will have the opportunity to give their input at the following meetings:

- Next Thursday at 6:30 p.m. at Turner Elementary School, 1833 Laketon Road, Wilkinsburg.
- April 17 at 6:30 p.m. in the Mifflin Avenue United Methodist Church gym, 905 Mifflin Ave., Pittsburgh.
- April 22 at 6:30 p.m. at Blackridge Civic Center, 1020 Beulah Road, Churchill.

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

Pittsburgh Post-Gazette (PA)
January 17, 2008

COUNCIL COMMITTEE MEETINGS REVISED

Author: *Deborah M. Todd Pittsburgh Post-Gazette*

Wilksburg Council has restructured its committee meetings and will not advertise them in the future.

The decision was announced during a reorganization meeting Jan. 7. Three council members each were assigned to the finance, personnel, public safety, parks and recreation, economic development and infrastructure committees.

Council president Eugenia Moore said members at previous meetings "micromanaged" different departments. The changes were intended to make committee meetings run more smoothly. "I always wanted to make meetings more effective," she said. "I want meetings to look at long-term plans for the borough."

The meetings will allow committee members to discuss pressing issues without any votes being taken at the time. The meetings do not have to be advertised to the public because committees are prohibited from taking any actions, unless they are in a public meeting with a quorum of council members in attendance.

"The previous structure of the meetings was ineffective in the fact that with meetings being advertised, any number of council members could come and a quorum of council can take action," said **Marla Marcinko**, borough manager. "So there was the possibility for committees to take action outside of the full competence of council."

Ms. Moore and **Ms. Marcinko** say the new structure of the meetings will not keep residents from hearing what the committees have planned. Committees, with the exception of the personnel committee, must report their discussions during planning sessions before council. There are also two public meetings per month where residents are able to comment.

Ms. Marcinko said residents can call her directly about specific concerns and she would forward them to the correct department.

"The public is by no means being shut out of anything that's going on in the borough," Ms. Moore said.

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

Knight-Ridder/Tribune Business News
April 17, 2007

Penn Hills replaces municipal manager

Author: *Tony LaRussa, The Pittsburgh Tribune-Review*

Apr. 17 Penn Hills council hired its fourth municipal manager in four years on Monday.

Council chose Joe Catanese, 52, of West Deer, to fill the post after accepting the resignation of manager **Marla Marcinko**, who held the job since August 2005.

"Working as a municipal manager is something I've thought about for a number of years," Catanese said when reached by phone. "I'm very excited about going to work for Penn Hills and look forward to working with the people there."

Catanese, who has been Allegheny County Council's chief of staff since April 2000, will be paid \$88,000 a year. His salary with the county is \$74,200. He will be required to move to Penn Hills within a year.

Catanese is a member of the Deer Lakes School Board, a post he will have to resign to meet the municipality's prohibition against employees serving as elected officials. His term runs through the end of the year, and he is not seeking re-election.

Ed Schrecengost, the municipality's finance director, will serve as acting manager until Catanese begins work May 1.

The vote to hire Catanese was 4-0, with Councilwoman Yvonne Lamanna abstaining. The surprise action by council raised concerns among a number of residents attending the meeting. "I'm very concerned that this municipality loses a manager, and in a very short time you are prepared to announce a new manager," said Don Sanker. "When did you have the time to interview anybody? How long has this been going on? Something is radically wrong with that time frame."

Council did not interview any other candidates, said Mayor Anthony DeLuca Jr. Catanese was a runner-up when **Marcinko** was hired.

Marcinko declined comment on her resignation when reached by phone last night. Officials did not disclose the details of the severance package she will be receiving.

Marcinko replaced Peter Colangelo, who resigned in June 2005 for personal reasons after four months on the job.

Colangelo had replaced John Brennan, who was fired in January 2004 after eight years as manager. Penn Hills hired Brennan after firing longtime manager Harry McIndoe.

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

Knight-Ridder/Tribune Business News
March 8, 2007

Officials at odds over library 'accessory'

Author: *Tony LaRussa, The Pittsburgh Tribune-Review*

Mar. 8 Penn Hills officials are considering whether to nix the proposed amphitheater from the library being built along Aster Road to make up for costly overruns when the site was being prepared during the early stages of the project.

Councilwoman Sara Kuhn said she had "serious concerns" about paying for the library because an additional \$400,000 was needed to stabilize the ground for construction shortly after excavation work began in early April to clear the heavily wooded land at corner of Saltsburg and Stotler roads.

In jeopardy is an outdoor amphitheater with a covered stage and seating for 200 to 300 people. A walkway connecting the library to nearby Linton Middle School is planned, too. The amphitheater and walkway are estimated to cost about \$140,000. "The library building is what we are obligated to," Kuhn said. "I cannot, in good conscience, vote for an accessory, no matter what it might be."

Howard Davidson, the municipality's planning director, said the original budget for the library project contained sufficient contingency money to cover unanticipated problems costs. "We don't need to cut money out of the budget; we have enough to cover the contracts. It's already in the capital budget," said Davidson. Davidson advised against eliminating the amphitheater because it will be one of the few features with the potential to generate income through rentals.

Municipal manager **Marla Marcinko** said more than \$6.28 million was budgeted for the library project. But a combination of lower bids than were originally anticipated and cost containment has resulted in a total estimated cost for completion of the work at about \$6.13 million.

Marcinko said the actual cost for soil stabilization work during excavation was about \$257,000, not \$400,000.

Kuhn was incensed when she learned that even if council decided to axe the amphitheater project, the municipality would likely only get back a portion of the money because the contractor has been paid \$73,000. "How on earth did that happen when for months we've been discussing whether to take the amphitheater in or out?" Kuhn said.

Marcinko said while some work may have been done on the site, the bulk of the \$73,000 was spent on materials. "It is very, very common that as soon as contracts are awarded particularly on large projects where there are substantial lead times involved contractors will order materials as soon as possible," **Marcinko** said.

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

Knight-Ridder/Tribune Business News
December 28, 2006

Budget would increase sewerage rates

Author: *Tony LaRussa, The Pittsburgh Tribune-Review*

Dec. 28 Penn Hills residents will see their sewerage rates increase nearly 30 percent in 2007 under a spending plan to be voted on by council Friday. Real estate taxes will not change under the \$49 million budget as it now stands. If that budget is approved Friday, residential sewerage rates will go from \$6.50 per thousand gallons to \$8.38 per thousand next year, an increase of \$1.88, or 28.9 percent. Commercial sewerage rates will increase from \$7.25 per thousand gallons to \$9.13, for a 25.9 percent increase. The municipality's 4.6-mill real estate tax will remain unchanged. At the current rate, the owner of a property valued at \$100,000 pays \$460 a year in municipal real estate tax.

Municipal Manager **Marla Marcinko** said the increase in the sewerage rates reflects the cumulative increases the Allegheny County Sanitary Authority has imposed since 1998, the last time the rate was raised in Penn Hills.

"For all intents and purposes, the municipality has been using money from the general fund to subsidize the increases we've received from Alcosan," **Marcinko** said. "Last year I suggested we move away from subsidizing those increases, and our engineer this year supported that recommendation."

At the current rate for sewage treatment, the quarterly bill for typical residential customers using between 12,000 and 15,000 is between \$78 and \$98. Under the new rate, those customers' bills will increase to between \$100.56 and \$125.70 per quarter.

Marcinko called next year's budget "fiscally responsible" and one that maintains the current level of services. However, she cautioned that the municipality faces uncertain financial times because of its declining and aging population and stagnant business growth. "Like many other communities in Allegheny County, we're moving into a new era that will require us to do more with less," she said.

Marcinko said she still is considering a number of suggestions from council on how to reduce spending and will include some of them when the budget is presented for consideration tomorrow at 4 p.m. in council chambers.

Planned spending on major capital projects includes:

- \$4.19 million for the new library, currently under construction
- More than \$6.19 million for sewerage projects
- Nearly \$1.13 million for street improvements
- About \$884,550 for storm water management and improvements

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

- More than \$246,000 for parks

Trib Total Media
August 23, 2006

Manager meets requirement on residency; Marcinko purchases Crescent Hills home
by Vera Miller Staff Writer

The Penn Hills municipal manager has fulfilled the residency requirement for her position by purchasing a house in the Crescent Hills neighborhood.

Marla Marcinko closed on the house sale on Aug. 11, but she is still cleaning the previously vacant house so she can move in, she said.

Marcinko is not sure whether she will sell the house she owns in Beaver County or keep it. She looks forward to moving into her Penn Hills house.

The manager has completed her first year in the position, which she started on Aug. 15, 2005. Her deadline for residency was Aug. 15, 2006.

Most Penn Hills Council members are pleased with the work **Marcinko** has done in the past year.

Mayor Anthony DeLuca Jr. said **Marcinko** has proven to be an excellent choice.

"A lot of people didn't think she could do the job," he said. "She has proven to the naysayers she can. She has done a great job in the past year."

DeLuca Jr. is pleased with several changes **Marcinko** has made, such as the new policy restricting use of municipal vehicles.

She is working on an evaluation system for employees so they will know what is expected of them and how they are performing, he said.

Marcinko's efforts to collect more delinquent sewer fees also have been appreciated, DeLuca Jr. said.

He believes residents will see **Marcinko** become more involved in the community and attend more events.

Councilman J. LaVon Kinc-aid said he always was confident **Marcinko** would fulfill the residency requirement after he interviewed her for the job.

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

"I have been very im-pressed with **Marla's** ability to come in and take the reins to move Penn Hills forward," Kincaid said.

The fact that **Marcinko** now owns homes in Beaver County and Penn Hills doesn't concern Kincaid.

"It is not uncommon to have more than one home," he said. "As long as she abides by the home rule charter, I have no concerns."

Councilwoman Sara Kuhn is also pleased with the work **Marcinko** has done as municipal manager.

She said **Marcinko** could have rented an apartment or purchased a house to fulfill the residency requirement.

Councilwoman Yvonne Lamanna said she is happy **Marcinko** purchased a house.

"I am glad to see the manager is complying with the charter, which requires her to be a resident," she said. "I would hope Ms. **Marcinko** registers to vote here, pays her wage taxes here and does what constitutes a true resident of Penn Hills."

She believes **Marcinko** will perform well in her job as long she is autonomous and doesn't have outside interference.

Marcinko said she is pleased to have a good environment to serve as manager.

"I am blessed to have a very involved and concerned council and an experienced staff."

In her first year, her goal was to absorb information about Penn Hills like a sponge and provide consistency, guidance and structure as an administrator.

Now, she looks forward to increasing delinquent sewer fee collections and making the 2007 budget more understandable for residents. **Marcinko** hopes to give council a preliminary budget in October.

Councilwoman Debra Costa could not be reached for comment.

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

Pittsburgh Post-Gazette (PA)
August 10, 2006

NO HEADLINE

Officials are so pleased with the success of this summer's sewer bill amnesty program that they've decided to extend it through September.

Council voted Monday to extend the amnesty so customers who are behind can pay face value charges without penalties and interest.

Municipal Manager **Marla Marcinko** said many of the more than 300 people who have come forward to sign up for the amnesty program, which began July 1, are those who are about 30 days behind.

The customers with larger balances have yet to come forward, so it's those people, as well as anyone with smaller accounts in arrears, who are being encouraged to sign up under the extended amnesty. The period will run now through Sept. 21. It was set to expire Aug. 20.

Exact figures for receipts aren't available yet. **Ms. Marcinko** said those totals probably would be available this week.

Realistically, the municipality expects to collect about \$500,000 in delinquent sewer bills, about half of what is outstanding.

With the extended amnesty period, officials plan to contact delinquent customers in person or by letter to explain the program and encourage them to sign up.

After Sept. 21, all bets are off. Solicitor Bonnie Brimmeier said penalties and liens would return.

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

Pittsburgh Tribune-Review (PA)
December 22, 2005

Penn Hills reserves take a hit

Author: *Reid R. Frazier*

A large savings promised by Penn Hills council for 2005 will come up short because of pay raises and personnel decisions made by Manager Peter Colangelo before he left the job in June, municipal officials say. Council passed a budget in February cutting \$250,000 in costs by eliminating four jobs and freezing administrative salaries at 2004 levels.

But almost a year later, two of the four employees still are on the job, the finance director received a 9 percent raise after being offered another job and his staff received a 5 percent raise. All told, the municipality paid an extra \$125,600 this year to employees it was supposed to lay off or whose salaries were to be frozen.

Municipal officials blamed the extra costs on a revolving door in the manager's office. Five people have had the manager's position since January, including Colangelo, who was in the position from February to June. "We changed managers so many times," Councilman J-LaVon Kincaid said. "The discontinuity -- that's understandable from one person to another."

Colangelo decided to keep two people whose jobs were eliminated by the 2005 budget. Council had voted in March to eliminate the positions of Tom O'Grady, assistant water pollution control director, and Nancy Jones, administrative assistant to the manager. Administrative secretary Kitty Macioce and Jack McCrory, assistant police chief, were laid off in April. Colangelo could not be reached for comment.

Manager **Marla Marcinko** said the decision to keep Jones and O'Grady was based on "the need to maintain some semblance of order with qualified, experienced personnel."

O'Grady, whose annual salary is \$61,615, declined comment. He has been serving as acting director since May in place of director Jim Schaffer, who is on sick leave. Jones, whose salary is \$53,688, could not be reached for comment.

Colangelo approved a \$6,300 pay raise for finance director Ed Schrecengost in April after he was offered a similar position near State College. "I told them I had another job offer, and this is what they gave me to stay," Schrecengost said. Schrecengost said he asked Colangelo to give the raises to his staff of four because they had put in long hours while the office was short-staffed for a year. Those raises added another \$4,000 to the 2005 budget.

The manager is allowed to make personnel decisions without bringing them before council as long as there is enough money in the budget from other areas, **Marcinko** said. Colangelo discussed all the decisions in executive session with council, municipal clerk Diane Fitzhenry said.

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

Pittsburgh Post-Gazette (PA)
December 8, 2005

No tax increase next year

Author: *Judy Laurinatis, Pittsburgh Post-Gazette*

Penn Hills residents will have one more chance to comment on next year's proposed \$34.7 million budget, which carries no increase in the current 4.6-mill tax rate.

The first budget hearing was held last week, and a second one is scheduled for 7 p.m. Dec. 14, at which Mayor Anthony DeLuca and council may vote on Manager **Marla Marcinko's** spending plan.

While the budget contains no tax increase, residents did question some of the proposed wage increases for workers. Some raises, like those for union workers, range from 2 percent for water pollution control department employees to 3.5 percent for police. A 3.5 percent rate increase is being proposed for nearly all nonunion employees, management and nonmanagement, because of wage freezes last year.

However, raises above 3.5 percent were recommended for three positions. Those include director of public safety and human resources director, two positions created this year, and administrative assistant to the manager. The latter two positions would be filled through promotions, and all three salaries would be above \$50,000.

Several factors made the across-the-board raises and a no-tax-increase budget possible. While revenue this year is expected to be below estimates by \$693,000, estimated expenditures for the current fiscal year will likely be below budgeted estimates also, by about \$956,000. The net savings will be \$263,000.

Three jobs were eliminated from the overall municipal payroll late this year, even though several new positions were created. The biggest change was in the police communications unit, which was disbanded when emergency dispatching was turned over to Allegheny County 911. Seven jobs were eliminated there, though five workers were absorbed into other police duties.

Finally, **Ms. Marcinko's** budget proposes a lean \$60,452 general fund balance at the end of the next fiscal year. This year's fund balance is expected to be around \$1 million.

Nevertheless, resident and former school board member Heather Hoolahan told council, "Remember, the median income in Penn Hills is \$44,000."

But **Ms. Marcinko** is also recommending that future raises for nonunion employees be tied to a performance evaluation system to be implemented for the future. This will "tie salary increases to merit," she said in her budget message.

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

Pittsburgh Tribune-Review (PA)
December 8, 2005

Manager may suggest fee for garbage removal

Author: *Reid R. Frazier*

Free garbage removal in Penn Hills might soon be a thing of the past.

Municipal manager **Marla Marcinko** said she is considering ways to pass along costs of garbage pickup to customers. The municipality currently pays \$1.8 million per year to a hauler, which comes out of the municipal garbage fund.

"The municipality provides or contributes many many services ... it's very difficult to cover all of those without increasing costs," **Marcinko** said.

Garbage pick-up was singled out, along with the costs of street lighting and fire hydrants, as services the municipality "provides or substantially subsidizes" and which it might have to seek outside revenue for in **Marcinko's** budget message, released last week.

Marcinko's message recommends that council consider assessing a charge for trash removal, which Penn Hills currently contracts with Greenridge Waste Services of Scottsdale.

Marcinko said she hasn't discussed the plan with council and had no firm plan worked out. Mayor Anthony DeLuca Jr. said he was not in favor of assessing a fee.

"What happens if somebody doesn't pay, and it doesn't get picked up? It will just sit there and dogs will get into it," he said.

Municipalities that don't provide garbage collection either assess a quarterly or yearly fee or let residents contract with a hauler.

Pittsburgh and Monroeville provide garbage collection. Wilksburg charges residents \$140 per year, while Plum charges \$112 per year.

Paying extra for garbage didn't sit well with some residents.

"That's all we need," said Justine Masi, of Outlook Drive. "It would make me very unhappy, I'm an 83-year-old widow on a fixed income. I'm not a hardship case, but at the same time, I wouldn't like it."

The plan wasn't popular with Alyce Rote, 83, of Veronica Drive. "That's just another bill I have to worry about," said Alyce Rote, 83, of Veronica Drive. "I struggle to pay my bills as it is, so I would not be looking forward to adding another bill to that."

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

Trib Total Media
August 24, 2005

Budget priority for new manager
by Vera Miller Staff Writer

The new municipal manager of Penn Hills has moved into the position ready to get the 2006 budget process moving.

Marla Marcinko is meeting with department directors this Friday, Aug. 26, to check the status of their budgets. She believes adoption of the 2006 budget in December is a realistic goal.

Marcinko, who started on Aug. 15, brings 13 years of experience in local government management. She last served as the borough manager of Zelienople, where she worked for 11 years.

Her first position as a manager was in West Deer Township, which has 11,500 residents.

Marcinko was happy working for Zelienople, a community with 4,100 residents, but she was looking for a change.

"It was a very difficult to make the decision to leave Zelienople. I was in the community for 11 and a half years and I knew everyone and everyone knew me," she said. "Being the manager of Penn Hills is an opportunity to meet new challenges and just have different experiences."

Marcinko will soon tour the community with department directors to better know the community and learn the issues that need to be addressed.

She is impressed with the years of service of many municipal employees.

"The staff is very competent and dedicated," **Marcinko** says. "There is an impressive collective years of experience here. It is an incredible asset to the municipality."

Her position in Penn Hills is much different from her two previous positions. Besides managing those communities, she was responsible for capital planning, finance, and human resources management.

Her accomplishments in Zelienople include planning and implementing a \$5 million water system improvements project and a \$1 million municipal building renovation project and refinancing the borough's debt, which resulted in \$500,000 of savings.

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

In West Deer, she secured \$600,000 in grants and loans to extend public water service to residents with contaminated private wells and developed a solid waste/recycling plan that resulted in the average household's bill decreasing by 15 percent.

Marcinko has some ideas about how she would like to improve the operations of the municipality but she wants to wait before making any changes.

"There needs to be a comfort level in times of transition," she said. "It is very important at least for a short period of time. I need to be a sponge to see how the organization needs to operate."

She is required to move into Penn Hills within a year from her Beaver County home. **Marcinko** has started her search for a home in the community.

Council hired her as municipal manager after Peter Colangelo resigned for personal reasons after almost four months on the job. Ed Schrecengost, finance director, was the interim manager until **Marcinko** arrived.

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

Pittsburgh Post-Gazette (PA)
July 28, 2005

**MARCINKO LEAVING ZELIENOPLE
TO BE FOURTH MANAGER IN 2 YEARS**

Author: *Maureen Byko*

Marla Marcinko possesses what may be the ultimate combination of qualifications needed to succeed as a municipal manager: a keen understanding of the law, an affinity for new challenges and a degree in psychology.

Marcinko, manager of Zelienople for more than 10 years, has resigned effective Aug. 10 to become manager of Penn Hills, which has a population, budget and political climate that share little in common with Zelienople's.

Penn Hills has a budget of \$33 million; Zelienople, \$8 million. Penn Hills has 46,000 people; Zelienople, 4,000.

And Penn Hills has churned through three municipal managers in less than two years; Zelienople's administration has been stable.

Marcinko, 43, is not intimidated by the differences.

"I really think it's a great opportunity for professional growth and development," she said, though this is not the profession **Marcinko** had in mind when she studied psychology at Northern Arizona University.

"I thought I was going to eventually go to law school," she said.

But shortly after she earned her master's degree in public administration from the University of San Diego, her sister, who lived in Sewickley, called and told her a municipal manager's position was available in West Deer.

At 26, **Marcinko** became the youngest municipal manager in Allegheny County. When the Zelienople position opened, **Marcinko**, charmed by the community, applied and won the job.

"It's a lovely, quaint town. I had no idea the complexity of the community on first glance," she said.

In Zelienople, the manager is the head of just about every department.

"We don't have a [human resources] person here. We don't have an [information technology] person here. We don't have a public safety director here," she said.

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

Because the borough's main source of drinking water became polluted with industrial contaminants, she had to learn her way around federal pollution regulations, the dangers of nitrates and how to fight big business.

Because the borough supplies its own electricity, she had to learn to manage a utility and deal with endless regulations.

"There are so many issues surrounding the operation of utilities," **Marcinko** said.

What she hasn't had to deal with is political turmoil. There may have been personality clashes over the years, but the council has not seen the kind of factional in-fighting typical in many communities, **Marcinko** said.

"The political climate has been a joy," she said.

Penn Hills, on the other hand, is known for its political squabbles and has the dubious distinction of recently going nearly a whole year without a municipal budget.

Council members there voted 4-1 to hire **Marcinko**, but a Republican Party official questioned her qualifications in one newspaper report. **Marcinko** said she believes that by remaining apolitical and staying committed to community goals, she will gain support.

"I think when people get to know me and see the job I will be able to do, hopefully all that negativity will go away," she said.

Over the years, **Marcinko** has earned the respect of neighboring officials for her ability to cooperatively seek solutions to regional problems.

"Harmony Borough will miss **Marla's** departure from Zelienople," said Harmony council President Jeff Smith. "Harmony and Zelienople boroughs have developed a very close working relationship in recent years and **Marla** was a big part of that. She was a true professional and a strong proponent of inter-municipal cooperation."

Further south, in Cranberry, Manager Jerry Andree said **Marcinko's** professionalism and her ability to stay focused on solving problems was instrumental in helping an inter-municipal cooperative known as the Council of Governments of Beaver and Butler Counties when it faced some administrative difficulties.

"**Marla** can always be counted on for a steady and well-thought-out approach to any challenge presented to her," Andree said. "I am confident she will be an asset to Penn Hills."

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

Pittsburgh Post-Gazette (PA)
July 24, 2005

**ZELIENOPLE MANAGER POISED
TO MEET CHALLENGES OF NEW JOB**

Author: *Maureen Byko*

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Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

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In Penn Hills, council members voted 4-1 to hire her, but a Republican Party official questioned her qualifications in one newspaper report. **Marcinko** said she believes that by remaining apolitical and staying committed to community goals, she will gain support.

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Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

Pittsburgh Tribune-Review (PA)
July 14, 2005

Supporters, detractors abound for new manager

Author: *Reid R. Frazier*

The Penn Hills manager's job is not for the faint of heart. **Marla Marcinko**, hired last week to run Allegheny County's second largest municipality, hopes she is up to the task.

Marcinko, who resigned this week as borough manager for Zelienople, will take over the bigger job Aug. 1, inheriting a porous municipal budget, leaky sewer system and bickering council. She will be the sixth person to occupy the manager's office in the past 16 months.

Ed Schrecengost, the acting manager, started his second tour of duty in that position when Peter Colangelo resigned in June after only four months on the job. The previous full-time manager, John Brennan, was fired in March 2004 after new Mayor Anthony DeLuca Jr. took office.

Although **Marcinko** comes from Zelienople, a small borough in southern Butler County, those who know her say she's ready to make the move to a bigger municipality with bigger problems.

"They have some problems in Penn Hills, I know they have some problems, and God bless her in dealing with those," Cranberry manager Jerry Andree said. "But if anyone can do it, she can."

Marcinko, who declined to comment about Penn Hills, will get a pay raise, from \$63,000 a year in Zelienople to \$86,000 in Penn Hills. The Penn Hills job also comes with a municipal car, a perk Zelienople doesn't offer. She has a year to move to Penn Hills from her home in Fombell, Beaver County.

Zelienople Councilman Bill Dickinson said **Marcinko** was instrumental in reaching a consent agreement between the borough and the Pennsylvania Department of Environmental Protection to find another source of water for the borough.

The agreement came after Butler-based AK Steel agreed to stop dumping unhealthy levels of nitrates into the Connoquenessing Creek, a source of drinking water for Zelienople.

"It was a very arduous process. There were meetings upon meetings upon meetings. I think it took a lot of effort on **Marla's** part to get that (agreement) through," Dickinson said.

DEP Northwest regional director Kelly Burch, who sat across the table from **Marcinko** many times in discussions over the Connoquenessing, called her "one of the toughest negotiators I've ever come across."

"She really understands the balance between the economic and environmental side of things, and what it takes for communities to meet regulations," Burch said.

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

Myron Arnowitt, director of Clean Water Action, the environmental group that first raised concerns about nitrates in the Connoquenessing, said **Marcinko** didn't hesitate to confront the steel company about environmental regulators.

"She put the concerns of the residents first and didn't worry about who would get mad at her," he said.

Burch said **Marcinko** took a hands-on approach when the borough's water plant was closed after getting hit by the remnants of Hurricane Ivan in September.

"I thought that would be closed for weeks if not months. They got the water supply back on line in a matter of days," Burch said. "Talk about hands-on. I've seen pictures of her in wader boots out there. She just doesn't issue orders. She gets in there and helps."

Dickinson said Zelienople's municipal politics are for the most part civil, in contrast to the rambunctious meetings in Penn Hills.

Bob Sevcik, a Republican candidate for council in Democrat-dominated Penn Hills, said he thinks the Zelienople job is poor preparation for what awaits **Marcinko**.

"What's a manager of some podunk town going to do in Penn Hills? What's their public works (department), five guys with a pickup truck?" said Sevcik, the Penn Hills Republican Committee chairman and frequent critic of the Democrat-controlled council.

Zelienople Councilwoman Marietta Reeb said **Marcinko** is sharp, hardworking and adept at working within the many layers of government in Pennsylvania.

Zelienople, with about 4,000 residents, 21 full-time employees, and an \$8.4 million budget, is a fraction of Penn Hills, an inner-ring suburb with 46,000 residents, 175 full-time employees, and a \$33 million budget.

"She's been in the minor leagues. I'm afraid she's going to get hit with a 90-mile-an-hour fast ball," Sevcik said.

By the time **Marcinko** starts work, the municipal budgeting process will be in full swing, having lagged behind because of Colangelo's departure.

Penn Hills councilwoman Sara Kuhn hopes **Marcinko** can help council pass a budget sooner than 2004, when it was approved 11 months late, with an 80 percent tax increase. The council didn't meet at all for several months because a feud between members resulted in too few showing up. "I told her she'd better be ready to hit the ground with both feet running," Kuhn said.

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

Pittsburgh Post-Gazette (PA)
September 1, 2004

**WATER SYSTEM MERGER POSSIBLE COUNCIL WANTS RATE INCREASE LIMIT
IN ANY AGREEMENT WITH HARMONY**

Author: *MAUREEN BYKO*

Zelienople council is willing to consider a water system merger, but only if the average residential rate would rise by no more than \$3 per month, an increase of slightly more than 10 percent.

The borough has been talking for months with officials from neighboring Harmony about the potential merger. Council discussed the proposal's financial ramifications Monday without coming to conclusions.

Zelienople Manager **Marla Marcinko** said the merger would make financial sense only if the average residential rate could be held at \$30 per month. She said the average monthly bill now is \$27.

Officials from Zelienople and Harmony will turn to state Sen. Jane Clare Orie, R-McCandless, and state Rep. Richard R. Stevenson, R-Grove City, for financial help. In particular, the communities hope to tap into the state's Safe Water Fund, which **Marcinko** said holds \$14 million for distribution statewide.

The grant money is distributed at the discretion of individual legislators, she said.

No details on the amount of money necessary for the Zelienople/Harmony merger have been presented publicly. Both boroughs have held limited open discussions on the proposal, saying they are waiting for a final report from a consultant. The report will include projections of costs to customers under various funding scenarios.

Marcinko said she expects the final report by Friday, when it will be distributed to council members. The details will be discussed publicly at the Sept. 13 council meeting.

Marcinko hopes to schedule a meeting including the legislators and representatives from Harmony and Zelienople within the next few weeks to see what help is available from the state. Council should vote in early October on whether to proceed with the merger, **Marcinko** said.

The merger discussions were initiated by Harmony, which is facing a choice between making expensive water system repairs or selling its system to the private Pennsylvania-American Water Co.

Zelienople has a water system that, although in need of repair, is in better condition than Harmony's. However, Zelienople's water source, Scholars Run, has been known to dry up during

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

summer months, and its backup source, Connoquenessing Creek, has been tainted with industrial pollutants and rendered unsafe to drink in the past.

Harmony has a safe source of water in Little Connoquenessing Creek.

A consultant hired by the state Department of Environmental Protection to evaluate the merger's feasibility recommended that a new water supplier be created to take over the two serving the two boroughs, and that water be piped from Harmony's water source to Zelienople's treatment plant.

On Monday, Zelienople council members discussed a portion of the feasibility study that pertained to financing.

The study, which was described as incomplete and not ready for release to the public, was certain on at least one aspect: Public funding is needed to make the merger worthwhile.

"If the money's not available, the project doesn't get off the ground," said Councilman Drew Mathew, Zelienople's representative to a committee that has been working on the merger.

Among other costs, the new water supplier would have to pay Zelienople about \$7 million for its water system and Harmony, \$1.5 million.

Low-interest state loans would also be needed for the proposed financial plan, **Marcinko** said.

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

Pittsburgh Post-Gazette (PA)
April 23, 2003

BOROUGH QUESTIONS POWER LINE BILL

Author: *NIKI CAMPBELL*

The bill for installing a power line at Zelienople's new substation is \$85,000 higher than the original estimate, and the borough wants to know why.

Borough Manager **Marla Marcinko** told council April 14 that she repeatedly has asked FirstEnergy Corp. for a breakdown of the additional costs contained in the \$265,000 bill. The original estimate for the project was \$180,000.

"FirstEnergy is telling us there were additional costs associated with the construction at the substation," **Marcinko** said. "We just want to know what those costs are. I've requested a breakdown numerous times and have received no response."

Marcinko said she believes about \$50,000 of the amount is for a federal capital improvement tax that the borough must pay.

FirstEnergy spokeswoman Kristen Baird said later that an explanation of the charges is forthcoming.

"We are investigating the additional costs and hope to have something to the borough soon," she said.

Councilman James Zeigler suggested that the borough authorize a payment of \$180,000, the original estimate, but council tabled the matter until its workshop meeting on Monday.

Zelienople is one of the few communities in the state that runs its own electric company, supplying residents with electricity that the borough buys wholesale. The borough built the substation on Route 68 to handle increased demand for electricity. The total cost for the project, which was plagued by years of delays and schedule changes, is about \$2 million.

Marcinko said she expected the substation to be up and running this month. In response to questions from council members, she said the unpaid bill to FirstEnergy was not causing a delay in putting the substation into operation.

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

Pittsburgh Post-Gazette (PA)
July 10, 2002

**BOROUGH SWITCHES TO BACKUP WATER
FILTERS TO BE USED**

Author: *JUDY SALISBURY CLINE*

Zelienople began drawing drinking water from Connoquenessing Creek, its backup water source, on Monday after the water level in its reservoir dropped over the weekend. A filtration system is being set up and is expected to be in operation in about two weeks, borough Manager **Marla Marcinko** said.

AK Steel set up the filtration system, called reverse osmosis, last year as part of a consent agreement with the federal Environmental Protection Agency, after the steel-pickling process at the company's Butler Works was found to be the cause of excessive nitrates in the creek. The filtration system was dismantled after nitrate levels in the creek dropped to acceptable standards following changes AK Steel made in its pickling process.

Marcinko said drawing water from the creek before the filtration system is in operation does not pose any health concerns for residents because the nitrate levels in the creek are at an acceptable standard for drinking water.

She said residents may have complaints about taste or odor if the levels of sulfate or chloride rise. The company's new operating permit also sets limits on sulfate and chloride discharges. Currently, they are at acceptable levels, she said.

Marcinko said the water level in the borough's reservoir normally is 12 to 13 inches below the top but dropped to 34 inches below the rim over the weekend because of a lack of rain in recent weeks. By Monday, it had risen back to 28 inches below the top, she said.

She said it was difficult to tell whether a waterline break on Saturday along Route 288 near Marion Drive affected the water level in the reservoir. A crew was able to repair the break by working all night, she said at Monday's council meeting. The borough's primary water source is Scholar's Run.

Nitrates can cause illness in infants, but no illnesses or deaths have been linked to the discharges from AK Steel's plant in Butler Township. Zelienople is considering an agreement with Harmony Water Authority for sharing water during an emergency. Council decided to meet with the authority July 22 to discuss how the two boroughs can cooperate by opening a connection between their waterlines during an emergency. Harmony has proposed a written interconnect agreement, but Zelienople asked that a flow meter be installed so that Zelienople could charge Harmony for any water supplied through the lines. The two-way meter also would regulate water flow from Harmony to Zelienople in case of an emergency. Harmony's primary water source is Little Connoquenessing Creek.

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

Pittsburgh Post-Gazette (PA)
May 19, 2002

BOROUGH REVIEWS DESIGN, COSTS OF DAM

Author: *JUDY SALISBURY CLINE*

Correction: The following CORRECTION/CLARIFICATION appeared on May 26, 2002. If Zelienople goes ahead with work on the Scholar's Run dam, it will use funds from its Water Revenue Bond Series. The wrong bond series was reported in a story last Sunday.
Article Text:

Zelienople's borough manager, engineer, water superintendent and some council members plan to take a long, hard look at the Scholar's Run dam project before committing funds to it.

Begun as a \$60,000 project to improve the borough's water supply during the dry season, the project has ballooned in cost -- council learned last month that price tag was at an estimated \$250,000.

Dale Krysinski, engineer for Killam Associates of Pittsburgh, estimated that installing a second intake pipe could cost the borough as much as \$140,000. The dam already has one intake pipe that pulls water from Scholar's Run into the reservoir.

"We're trying to coordinate these things," said borough manager **Marla Marcinko**. "We question how much further to go on the parallel intake line. We may make some changes."

Councilman William Dickinson said the borough's previous engineering problems with storm sewers, water system and roads had been costly. He suggested hiring a second engineering firm to check the design of the dam upgrades.

"Burn me once; burn me twice; burn me three times. How many times are we going to get burnt?" Dickinson said.

Council passed Dickinson's motion for a second engineering firm to review Killam's design by a vote of 4-2.

Tom Thompson, an engineer for Gannett and Fleming Inc., who was at the meeting to speak about a different project, said such peer reviews are common for jobs backed by state loans.

However, Zelienople did not receive a state loan for the dam project. The \$60,000 comes from AK Steel as part of a consent decree issued by the federal Environmental Protection Agency. AK Steel was legally dumping nitrates in Connoquenessing Creek, which is Zelienople's backup water source when Scholar's Run has too little water, but the company agreed to cut back substantially as part of the consent decree.

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

Marcinko said additional funds would come from the borough's water revenue and a general purpose bond taken out several years ago to renovate the borough building.

The borough randomly samples the nitrate levels in the creek to make sure its drinking water is safe. As part of the consent agreement, AK Steel last year provided Zelienople with a reverse osmosis system for purifying water from Connoquenessing Creek.

However, since the steel company changed its pickling process, its nitrate levels have dropped dramatically.

Marcinko said even though nitrates may no longer be a problem, if sulfates and chlorides are found to be polluting the Connoquenessing, the company will have to continue the reverse osmosis system until the EPA consent order ends in January 2004. So far, the borough has not tested for sulfates and chlorides.

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

Pittsburgh Post-Gazette (PA)
November 21, 2001

ZELIENOPLE MAYOR RECONSIDERS NEED FOR PUBLIC WORKS DIRECTOR
Author: *JUDY SALISBURY CLINE*

Two years ago, Zelienople advertised for a public works director to help the borough manager but then decided against creating the position.

At the time, Mayor Tom Oliverio said there simply was not enough work to justify the two positions, but he believed Zelienople needed a manager, not just a borough secretary.

Borough Manager **Marla Marcinko**, who has worked for the borough for eight years, not only kept her job but received a raise that year.

Oliverio, however, reversed his stand after the Nov. 12 borough council meeting, saying Zelienople needs a public works director. He said he was frustrated over recent problems the borough has faced with contractors supervised by the borough manager.

"No one has inspected their work," he said. "Many residents are upset."

Oliverio referred to the uneven curbs on Main Street and to flooding on South Jefferson Street, which could have been avoided, he said, if the borough manager had heeded residents' complaints earlier.

"That's showing no respect at all to the residents," he said. "I've got nothing against [**Marcinko**], but let's get somebody in there who can do the job. This is a business decision."

The borough is in the process of awarding contracts to construct a new electrical substation, a process that has taken much longer than originally anticipated.

Oliverio suggested the borough hire a public works director knowledgeable about construction and keep a borough secretary for administrative tasks.

When contacted last week, **Marcinko** said she would welcome help with the day-to-day administrative details involved with overseeing public works.

"We are a community of basically 4,100 people and a couple of square miles, but administratively there is a lot of work to do," she said.

The position of public works director previously had been discussed as an augmentation to management. The position called for more direct supervision of the electric, water and streets departments, each headed by a superintendent.

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

The budgets for those departments are electric, \$2.5 million; water, \$1 million; and streets, \$400,000 to \$1 million.

Marcinko said after advertising two years ago for someone to fill the public works director position, council received three applicants and selected one, but that applicant wanted more money and a relocation package, so no one was hired.

Marcinko said the mayor is entitled to his opinion on her job performance, but she hadn't been aware of his concerns.

"None of the concerns that Mr. Oliverio has expressed has been raised with me, with members of the council or with any of my superintendents, as far as I'm aware," she said. "If the mayor wants to address anything in particular at this point, he should come talk to me."

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

Pittsburgh Post-Gazette (PA)
May 13, 2001

SOUNDING OFF: TOWN DIVIDED OVER REINSTALLING FIRE SIREN

Author: *JUDY SALISBURY CLINE*

Politics over the antiquated fire siren in Zelienople seem to have polarized the town.

Council is split on the issue, the mayor and the fire department favor the siren, and the borough manager is against it.

After receiving a petition from junior firefighter Brian Dambaugh last month with more the 400 signatures supporting the siren, council reluctantly decided to retain the three-horn system. Now, the questions are where it should be located and whether it should be replaced with a more modern system.

The main siren was taken down temporarily a few months ago so that roof of the borough hall could be repaired. Some residents, including Borough Manager **Marla Marcinko**, oppose putting that siren or another back in operation because a fire anywhere in the borough causes all the sirens to sound throughout the community.

"As far as the council is concerned, [putting it back up] is a done deal," said Councilman William Bessor, who said he is against the siren even though he is a former fire chief.

Bessor said he has recommended that council hire an acoustical engineer for advice on the best placement for the old siren because of the hills surrounding the town. He said the main siren had been on the top of the borough building for as long as he could remember and used to be the only one.

Now, there are smaller sirens in outlying areas.

"I don't think we need a siren, but maybe what we need is one new one for the whole town. The modern way is doing away with sirens. That's why we got pagers. Why we have to have three sirens, I don't know. There are people with little babies who say it makes them wake up and cry.

"[The siren] is not going to be put back until [the engineer] makes a [sound] survey and makes an intelligent decision as to where it will do the most good," said Bessor. "To me, it makes an awful lot of sense."

However, Bessor said he was not able to find an independent acoustical engineer and had to rely on an expert from the company that sold the town the siren 40 years ago. He said he had directed **Marcinko** to request a proposal for that survey, which should take a few weeks.

Internet – Newspaper Archives Searches
Marla Marcinko
(Articles are in reverse chronological order)

Then, council has to decide whether to spend the money on the survey. It's not clear how long a survey would take.

Meanwhile, the main horn is stashed behind the borough building, where it has been silent for the past several months.

Fire Chief Drew Mathew laughed when he heard about the council's plan for a sound survey from a representative of the siren company. "The only thing they're going to find out is that the siren's antiquated, and they're going to have to replace it," he said.

Bessor said he would not favor purchasing a new, expensive digitally controlled siren for the town.

"I have been unhappy with the fire department since we have been supporting them with taxpayer money," he said. "They think they have to have gold-plated equipment like when they supported themselves. When you're using taxpayers' money you need to get the most for your money."

Bessor said he expected the survey to cost about \$200. Mathew estimated that a new siren system could cost about \$18,000.

Meanwhile, **Marcinko** has been busy urging residents to come to the council meetings to sound off about their problems with the siren.

"She shouldn't be doing that," Bessor grumbled. "I've told her before she is not the eighth council member."

Research Compiled by: Keith Knutson and Lynelle Klein
Colin Baenziger & Associates



Section 8

Patrick “Pat” G. Salerno

*St. Pete Beach City Manager
Candidate Report*

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Resume

PATRICK G. SALERNO

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SUMMARY OF BACKGROUND

Experience in various positions with increasing management, planning, economic development, labor relations, financial problem solving and decision-making responsibilities: City Manager, City of Coral Gables, Florida, from 2009-2014. City Manager, City of Sunrise, Florida, from 1990-2008. County Manager, Cobb County, Marietta, Georgia, from 1987-1989. County Manager, Chatham County, Savannah, Georgia, from 1985-1987. Assistant County Manager, Volusia County, Daytona Beach, Florida, from 1980-1985. Progressively responsible management positions with the City of Oklahoma City, Oklahoma, from 1975-1980.

EXPERIENCE 4/09 - 4/14

CITY MANAGER, City of Coral Gables, Florida, (pop. 50,000) Served under a five-member city commission elected at large. The City Manager is the chief executive officer and accountable to the Mayor and Commissioners for the proper administration of the City's affairs. The City is a historic, pedestrian-friendly, coastal community with 40 miles of waterfront. Coral Gables, The City Beautiful, stands out as a rare pearl in South Florida. Early city planners and visionaries were influenced by the esthetics of the City Beautiful Movement that swept across America in the early 1900's. Inspired by the works of landscape architect Frederick Law Olmstead, who designed New York's Central Park, The City Beautiful Movement encouraged the use of wide tree-lined avenues, monumental buildings, winding roadways, green space, plazas, and fountains. All these elements of style have been and continue to be incorporated throughout the city. The downtown is vibrant and active, with an abundance of boutiques, retail shops and more than 110 restaurants – all within walking distance of the central business district. The city is considered one of the premium office markets in South Florida, with approximately 11 million square feet of office space. Coral Gables was designed to be an international city and is home to 21 consulates and foreign government offices and approximately 140 multi-national corporations. It is also home to a myriad of cultural venues, including galleries, theaters, cinemas, museums, and concert settings, which attract visitors from around the region and beyond. Coral Gables is a growing full-service city with approximately 800 full-time employees and an annual budget of approximately \$195 million. The assessed value of property in the city is \$14 billion. Listed below are a few of the major programs/projects that I have implemented or overseen:

- Through prudent fiscal policy and management, the budget for 2013-2014 reduced the property tax millage rate for the third consecutive year. It's the first time in more than 20 years a three-year rate reduction has taken place.
- The City has been able to establish healthy fund balances in its various funds. For example, the unreserved and undesignated general fund balance has grown from \$4.5 million during my first year to approximately \$29 million today.
- Developed an unprecedented course of action for the city called the Neighborhood Renaissance Program. This \$27.5 million, five-year program consists of 17 projects focusing on neighborhood recreation, community facilities, streetscapes and landscaping, street resurfacing, traffic calming and historic preservation. The City Commission approved the refinancing of the city's variable rate debt at favorable fixed rates and provided new funds to implement the program without increasing the city's annual debt service payments.

- The City has an organic and historic main street that is the heart of the community and experiencing competitive economic challenges from neighboring sub-markets in Miami. I developed a comprehensive financing plan for \$20 million in streetscape/beautification improvements that had eluded the city, as neither the residents nor merchants wanted to pay for it. A detailed plan to establish a special assessment for the business community to contribute toward the financing as well as the city has been presented and is proceeding.
- Successfully facilitated and encouraged an international developer to acquire and develop a new mixed-use project on an assembled seven-acre parcel in the downtown. The developer's plan includes a five-star hotel, class A+ office building, ultra-luxury retail, spa and restaurants, as well as magnificent condominium and townhouse residences. The total project value is anticipated to be \$500+ million. An economic impact study of the effect of this project on properties within a half-mile radius determined residential values would increase by approximately 10 percent. Form-based zoning is being introduced in order to bring this world-class development to the City, which will continue to add to the cache of the Gables.
- Negotiated a 20-year development agreement with the University of Miami that includes paying the city \$22 million over the term of the agreement, and provides for orderly development of the University, while enhancing the protection of adjacent neighborhoods. The agreement also provides free tickets for residents to football, basketball, and baseball games, concerts, lectures and other cultural events sponsored by the University. Such an agreement had eluded the City and University for approximately 15 years.

RECOGNITION

Recipient of a "Key to the City" presented by the Mayor in recognition of my dedicated service to the city, in April 2014.

Recipient of an award from the Gables Good Government Committee in honor of my service as city manager.

Recipient of the "Outstanding Community Service Award" from the Gables by the Sea Homeowner's Association "in recognition of my openness, responsiveness and sense of community that makes Coral Gables such a world-class city", in March 2013.

Honored to have the University of Miami name its onion ring appetizer at a popular, on-campus restaurant "SalemOrings" after me in January 2014.

12/90 – 1/08

CITY MANAGER, City of Sunrise, Florida, (pop. 90,000) Served under a five-member city commission elected at large for overlapping four-year terms. The City Manager is the chief administrative officer and accountable to the Mayor and Commissioners for the proper administration of the City's affairs. The City of Sunrise is a growing full-service city with approximately 1,300 employees (1,000 FT & 300 PT/Temp) and an annual budget of approximately \$380 million. During my tenure, the City became a major entertainment-corporate-retail destination in the State, while maintaining the heart and soul of a small town. Its major corporate park is the largest in South Florida and the sixth largest in the State of Florida. The City also hosts a large number of visitors, who visit the fourth largest shopping mecca in the country and attend events at the BB&T Center, the second largest arena in the country. The BB&T Center is consistently a top 15 worldwide venue in ticket sales. In addition, *Business Week* magazine ranked Sunrise among Florida's top three cities for families. Served as Acting City Manager for several months prior to permanent appointment.

Listed below are a few of the major programs/projects that I have implemented or overseen:

- Through prudent fiscal policy and management, the City has reduced the property tax rate for the last 13 consecutive years.
- Developed and proposed a comprehensive plan that demonstrated the financial feasibility of building a "world class" arena in Broward County and then successfully competed against several other cities that were intensely vying to be the site for the BB&T Center. This \$225-million multi-purpose venue was funded by the county and hosts 100+ events per year. The Center has 20,000+ seats, 74 private suites and three private clubs. Since opening in 1998, the Center has been the home of the National Hockey League's Florida Panthers and has hosted such performers as Celine Dion, Madonna, the Rolling Stones, Barbara Streisand, Luciano Pavarotti and Paul McCartney. Adjacent to the arena, a 250-room hotel is being planned and a 330,000 square foot entertainment/restaurant complex, known as *The Oasis*, has opened. The Center is projected to have an economic impact of \$4.4 billion over 25 years.
- During my tenure, the city has been able to establish healthy fund balances in its various funds. For example, the unreserved and undesignated fund balance in the general fund has been significant, averaging 40% of expenditures over the past 10 years. In my last two years, the percentage has increased to 50% or \$45 million.
- Conceived the idea for creation of an urban village on 27 acres near the BB&T Center. Convinced the landowner to abandon plans for a traditional strip center and to pursue an upscale mixed-use project. The approximately \$250-million project, known as "Metropica," is to include four high-quality office buildings of six and seven stories (totaling 500,000 sq. ft.) with upscale retail, five to seven restaurants and more than 360 luxury condominiums in two buildings of eight stories. Parking for the office buildings would primarily consist of structured parking (2,125 spaces) and on-street parking. The development also would include a central park and tree-lined promenade connecting smaller thematic plazas. Negotiated an agreement that committed the landowner to the project, which would generate an estimated total annual economic output of approximately \$365 million, in exchange for certain incentives.
- Developed an unprecedented course of action called the Community Enrichment Program (CEP) after nearly a year of research. This plan called for the revitalization of City facilities and services over five+ years. Improvements included the construction of a civic center, senior center, library, tennis center, four fire/rescue stations, two community centers, a new park and expansion of two parks, 23 miles of median improvements, as well as the renovation of a community center, two parks, and replacement of water lines and resurfacing of all public streets in the older portion of the City. These improvements, totaling \$75+ million have been completed. These enhancements have enriched the quality of life for every resident and were accomplished without an increase in taxes or fees. Based upon the success of the CEP, the City initiated a new, \$40+ million, three-year program called the Neighborhood Renaissance Program (NRP), which consists of 30 projects focusing on neighborhood recreation, streetscape improvements and redevelopment. In addition, the City has made other substantial capital investments, ranging from infrastructure improvements, to open space acquisition. When combined with the CEP and NRP, these improvements represent approximately \$325 million in investments completed or funded over the past 10+ years.

- In the course of the last 10 years, Sunrise has emerged as the destination of choice for corporate, high-tech manufacturing, and R&D businesses in Broward County. Over the past 5+ years, Sunrise set the pace among Broward County cities, including Fort Lauderdale, in terms of job growth.
- Working in partnership with a major national developer, directed the City's efforts to bring about a mixed-use project that integrates a 250,000 sq. ft. office building and a 10-story, 250-room Crowne Plaza Hotel with a 1,250 space parking structure. The complex was recognized by the *South Florida Business Journal* as the "Best Real Estate Deal of the Year" in the new development - suburban office category for 2000.
- Developed a comprehensive incentive package that successfully attracted NORTEL, a leading global manufacturer of telecommunications equipment to build a regional world headquarters in Sunrise. This highly sought after project brought 750 jobs to an 185,000 sq. ft. corporate office complex, from which they serve 47 countries in the Caribbean and Latin America. Other regional headquarters are located in London, Hong Kong, and Toronto. This project was selected as South Florida's "Best Real Estate Deal of the Year" in the new development - office building category by the *South Florida Business Journal* for 1994, in large part, due to the city's efforts in facilitating this project and creating an attractive environment to locate.

RECOGNITION

Recipient of a sculpted crystal award from the City in appreciation for my dedicated service to the community 1990-2008.

Named to a list of "The 50 Most Powerful People in Broward County" (pop. 1,650,000) published by *Gold Coast Magazine* (May/June 2002 edition). This survey considered an individual's "ability to influence political, social, charitable, educational and business decisions as they shape Broward County." I was honored to be the only city manager out of 26 in the County named to the list. This recognition is a reflection of the commitment by the Mayor and Commissioners to the ongoing success of the City.

Recipient of the Sunrise Chamber of Commerce's, first-ever, "Man of the Decade" award for achievements in improving the City's quality of life, in October 2000.

Recipient of an award in appreciation for my contributions and dedication to the City from a civic organization called, "ACTION" (Active Citizens Taking Issues on Now), in May 1998.

Recognized by the City Commission for making the BB&T Center a reality by naming a major roadway that connects an expressway to the arena, "Pat Salerno Drive," in April 1998.

Recipient of a Proclamation expressing the City Commission's appreciation for my hard work and leadership provided to the community over the past seven years, in November 1997.

Recipient of an award for "Visionary Leadership" from the Sunrise Chamber of Commerce, in November 1997.

5/90 - 11/90

ASSISTANT CITY MANAGER, City of Sunrise, Florida Assisted and advised the City Manager on all matters relating to his duties and responsibilities, especially those pertaining to operational and financial activities, productivity improvement, program development and analysis, economic development, and growth management. Served as Acting City Manager in the Manager's absence.

8/87 - 12/89

COUNTY MANAGER, Cobb County, Marietta, Georgia (pop. 450,000)

Served under a five-member Board of Commissioners; the Chairman is elected countywide and four commissioners are elected from districts. The County Manager is the chief executive officer and accountable to the Board for the proper administration of the County's affairs. Cobb County was the 10th fastest growing large County in the country and fortunate to be a thriving part of the metro-Atlanta region, located just north of the City of Atlanta. Within its borders, Cobb had six municipalities ranging in size from 4,000 to 40,000. Nearly 80% of the County's total population lived in unincorporated areas. The County offered a full range of municipal-type services with 4,000+ employees, an annual budget of \$475 million and a capital improvement program of \$2 billion through the year 2000. Listed below are a few of the major programs/projects that I have implemented or overseen:

- Implemented the first transit system in the County, which will include both commuter and local fixed route service. Service will be provided through a contract with a private corporation, and the system will be the first in the country to obtain buses and facilities on a leased basis under a federal privatization initiative.
- Developed an implementation plan for the development of a 950-acre lakefront golf course, amphitheater, and a recreation complex on property leased to the County from the Army Corps of Engineers.
- Developed several enterprising communication programs to help keep citizens informed about their government, build awareness of its programs and services and improve responsiveness. Based in part on the marketing theme "Take Stock in Cobb," these programs capitalize on the community as a center for corporate headquarters and remind citizens that just as stockholders invest in a business, they have an investment in county government.
- Implemented the first Community Improvement District in the State, which allows an additional property tax millage up to five mills, per year, to be levied exclusively on commercial property owners in the District for infrastructure improvements - generating \$2.5 million annually.

3/85 – 7/87

COUNTY MANAGER, Chatham County, Savannah, Georgia (pop. 220,000)

Served under a nine-member Board of Commissioners; the chairman is elected countywide and eight commissioners are elected from single-member districts. The County Manager is the chief administrative officer and accountable to the Board for the proper administration of the County's affairs. Chatham County was a growing urban-suburban coastal community with the 10th busiest seaport and the largest historic district in the country. The County provided a full range of services with an annual budget of approximately \$108,000 million and over 1,200 employees, in addition to a five-year capital improvement program of over \$200 million. Countywide services included: Police, Public Works, EMS, Libraries, Civil Defense, Animal Control, Corrections, Mosquito Control, Solid Waste Disposal, Parks and Recreation, Health, Courts, Elections, Property Tax Appraisal/Collection, Mass Transit and Harbor Construction/Maintenance. Listed below are a few of the major programs/projects that I have implemented or overseen:

- Implemented a new administrative structure. Raised employee morale and developed an effective management team through forceful and diplomatic leadership, constant counseling, and a clear interest in the employees' needs and opinions.

- Directed staff efforts in support of an additional one-percent (1%) sales tax referendum that resulted in an affirmative vote (70%) and \$20 million annually for right-of-way acquisition and road/bridge construction.
- Development of a new structure for providing mass transit that combines the efficiencies of a private enterprise with a dedicated source of local funding and a policy board directly responsible to the voters.
- Development of a model cost sharing agreement with the Army Corps of Engineers to widen Savannah Harbor at a cost of \$15 million in order to expand an economically important industry.
- Development of an innovative County indigent health care program. The primary purpose of this program is to shift the cost of care to the State Medicaid program. Without sacrificing the level and quality of medical care, this program resulted in savings to the County of \$4 million annually.

8/80 - 2/85

ASSISTANT COUNTY MANAGER, Volusia County, Daytona Beach, Florida (pop. 330,000) Assisted and advised the County Manager on all matters relating to his duties and responsibilities, especially those pertaining to operational and financial activities, productivity improvement, program development and analysis, and growth management. Volusia County is home to the Daytona Beach International Speedway and NASCAR's most prestigious race, the Daytona 500. County government is structured according to the Council-Manager Plan established by Charter. Direct responsibility for supervising the operations of the following line and staff departments: Public Works, Sheriff, Corrections, Finance, Personnel, Data Processing, Medical Examiner, Civil Defense and Port/Marina. Volusia County was a full service county comprised of 2,000 employees and an operating budget of approximately \$90 million, in addition to the capital improvement program of \$249 million. Served as Acting County Manager in the Manager's absence. Listed below are several of the major programs/projects that I have implemented or overseen:

- Development of a Civic/Convention Center with a seating capacity of 10,000, at a cost of approximately \$40 million; a \$22 million, 600-bed pretrial detention facility (jail); and a \$17 million County Government Administrative Center.
- Co-sponsored the County's Quality Circles program, called "Quest for Quality" (Q2). Q2 offers unlimited possibilities to identify problems, study their causes and work to solve them in a team environment.
- Development of non-profit corporation approaches to providing countywide economic development activities and emergency medical transportation services.
- Coordinated staff efforts in support of an additional one-cent per gallon gasoline tax referendum that resulted in an affirmative vote and an additional \$1.5 million annually in road construction/maintenance revenue.

9/75 - 7/80

VARIOUS MANAGEMENT POSITIONS, City of Oklahoma City, Oklahoma, (pop. 420,000) Began as a Management Intern and progressed to hold various senior management positions for the City's operations related to budget (approx. 3 years), police (approx. 1 year) and public works (approx. 1 year).

Section 8

EDUCATION UNIVERSITY OF OKLAHOMA, Norman, Oklahoma. Master's Degree in Public Administration, 1976.

UNIVERSITY OF MIAMI, Coral Gables, Florida. B.G.S. Degree, 1973, major in Politics and Public Affairs.

PERSONAL Marital Status: Married
 Children: One daughter & son

Candidate Introduction

PATRICK G. SALERNO

EDUCATION

MPA, University of Oklahoma, OK

BGS, Politics & Public Affairs, University of Miami, FL

EXPERIENCE

City Manager, City of Coral Gables, FL (2009-2014)

City Manager, City of Sunrise, FL (1990-2008)

Assistant City Manager, City of Sunrise, FL (1990-1990)

County Manager, Cobb County, Marietta, GA (1987-1989)

County Manager, Chatham County, Savannah, GA (1985-1987)

Assistant County Manager, Volusia County, Daytona Beach, FL (1980-1985)

Various Management Positions, City of Oklahoma City, OK (1975-1980)

BACKGROUND

Coral Gables is a dynamic, historic, pedestrian-friendly, coastal community with 40 miles of waterfront. It is widely regarded as the premier city in South Florida and recognized for providing a superb lifestyle to its residents. One of the most beautiful cities in the United States, Coral Gables has many significant historic districts and was originally developed as part of the city beautiful movement. Because of its history, natural beauty, distinctive neighborhoods, and abundance of architecturally significant buildings, set under majestic palm trees and giant live oaks, the City attracts tourists from around the country and from around the world.

The City is a cultural-corporate-retail destination in the State, while maintaining the heart and soul of a *small town*. It competes on a regional, national and global stage for corporate headquarters. International companies find Coral Gables to be a strategic location with a talented workforce. The community's high-tech environment, and its international opportunities are particularly appealing, resulting in a large number of creative class workers from outside the area working there. During my tenure, the community developed a reputation for progressive management, financial stewardship, and strategic planning that has become a model in the South Florida region, as more fully outlined in my resume. This includes planning for the community's interdependent needs in a sustainable way such that future generations benefit from the actions taken now. Coral Gables has 50,000 residents with 800 full-time employees, (15 of which, I directly supervised), a total annual budget of approximately \$195 million with a general fund budget of approximately \$140 million. The assessed value of property in the City is \$14 billion.

Coral Gables has been recognized as one of America's "**Top 10 Cities to Live Well**" by *Forbes* magazine, "**Six Most Beautiful Cities**" (population 150,000 or less) by Rand McNally/USA Today, and one of the "**Most Successful Walkable Suburbs**" by the *Wall Street Journal*. HGTV also named it one of America's "**Top 10 Dreamiest Places to Live**," and as one of America's "**Top 10 Romantic Cities**" by Livability.com.

PATRICK G. SALERNO

In a competition held in China in December 2013, the City was named one of the "**Top Five Most Livable Communities in the World**", in its population category (20,000 - 75,000) by the United Nations-backed International Awards for Livable Communities. In addition, the University of Miami (UM), one of the nation's leading research universities, is located in the City. UM is ranked 47th by *U.S. News & World Report* among the top-tier institutions in the U.S. and the highest ranked in Florida.

The three most important issues facing Coral Gables are:

- **Continuing to improve financial condition.** Shortly after arriving as the manager, Coral Gables was facing a financial crisis in addition to the downturn in the economy that had not been identified. I was able to shore up the finances by focusing on prudent management decisions, long term financial planning and spending controls to put the City on sound financial footing that involved, among other things, re-negotiating union contracts, instituting pension reform, and growing the reserves from \$4.5 million to approximately \$29 million. Although the heavy lifting has now been done, the challenge will be for the City to stay the course.
- **Reinventing Miracle Mile (Main Street).** The City has an organic and historic main street district that is considered by the residents and visitors to be the heart of the community. However, the City had not made capital investments in this public realm for decades, and as a result was experiencing competitive economic challenges from neighboring markets. Developing a comprehensive financing plan for \$20 million in streetscape improvements had eluded the City, as neither the residents nor the merchants wanted to pay for it. I presented a detailed financing plan to establish a special assessment for the business community to contribute 50% of the financing, and the City to finance the other 50%. This plan has been approved, and the challenge will be for the community to proceed with a successful implementation from the standpoint of all stakeholders.
- **Growing while keeping it going.** Coral Gables has beautiful and historic residential neighborhoods that contribute to the high quality of life. Economic development is vital to the health of a community, but growth cannot be at the expense of livability. The challenge is marshaling appropriate growth without negatively affecting the quality of life that first attracted the development. The community will need to continuously fine-tune the balance between preservation and the needs of the future.

GENERAL, MANAGEMENT STYLE AND EXPERIENCE

The City of St. Pete Beach is known for being a special place to live and its strong sense of community and values. However, it still has challenges, but is poised today to make real progress - reflecting the need for capable management. This position offers me the fresh challenge of making a meaningful contribution to a community that continues to have potential. St. Pete Beach is a community that needs an experienced and strategic thinker. My years of accomplishment as a proactive manager for some noteworthy communities speak for themselves.

PATRICK G. SALERNO

The recruitment profile indicates a community that has a keen awareness of the issues/challenges that need to be addressed and where it wants to go. My understanding of how a manager can complement this awareness along with my comprehensive and detailed practical knowledge of local government operations gives me the confidence that I could make a significant contribution. According to the profile, the City is not looking for a caretaker manager, and I am not interested in being one. The idea of city government being run in as businesslike a manner as possible has always been attractive to me. I see the challenges facing St. Pete Beach as opportunities to use my skills and experience to marshal the community's assets to achieve its full potential. I also see St. Pete Beach as a community with high expectations from its citizens, and I am looking for such an environment.

A key to my success has been my ability to bring a results-oriented and entrepreneurial spirit to public sector operations. I wish to bring the same spirit of service to this position. My background and breadth of experience prove that I can rise to whatever challenges and pressures are thrust upon me. I would look forward to discussing the potential for an association that would be long and rewarding for us both.

My management style is directed at making things happen and achieving the best results possible for the betterment of the community. As a self-motivated person, I am willing to assume those calculated risks that go along with the chances for success. I try to combine vision with "old-fashioned" common sense and hard work to get things done, and done well. I am a communicative leader with a collaborative management style. I have been successful because I recruit, retain, and empower high-performing employees with the right tools, resources, training, and responsibility to do their jobs. My departments are professionally managed within a culture of continuous self-assessment and improvement. I foster a mission-driven organization where staff shares a sense of pride, passion, and commitment to the community.

In general, my preferred style is to manage staff, as you would have them manage you. This means allowing and encouraging them to exercise initiative, delegating authority to allow them to assume responsibility for the freedom of using their own judgment, and obtaining their participation in the decision process. However, I also expect to hold staff accountable for their actions. It is important that everyone in the organization knows who is accountable *before* something goes wrong. That allows each staff member to focus on prevention rather than finger pointing. Accountability is the recognition and acceptance that one is answerable for whatever happens within an area of activity, *regardless of cause*. This, in turn, requires me to be willing to clearly explain what I expect and want to be done; to tell staff when those things change, and to provide an objective means for reviewing and evaluating their performance. I do not mind being questioned or criticized by staff before a decision is made. I expect it because in doing so, they may either make me aware of something I had not considered or point out the need for explanation so that they can better understand and commit themselves to a course of action. I also have high expectations of staff, which encourages strong performance.

In the case of major changes, I prefer that those affected have ownership and agreement as to the nature of what the changes should be, but I am not reluctant to impose that decision if consensus cannot be reached or time does not allow such participation. Management is, in a sense, manipulation of people, but I do not manipulate people without their knowledge through Machiavellian games. I operate openly

PATRICK G. SALERNO

though persuasion and logic. Above all, employees must be made to feel they are important and useful to the organization. Every single employee contributes to the mission - whatever your title, whatever your role. Overall, I am committed to developing the full potential of all employees and to help them achieve a high degree of professionalism and self-satisfaction in their work.

As Thomas Jefferson said, "I am a great believer in luck, and I find the harder I work, the more I have of it." My staff would describe me as a manager with a strong vision for the community, who works as hard as they do to enhance the community. They find that I listen to new ideas, and allow them to have creativity in launching programs and actions that will be well received by residents, businesses and visitors.

I have worked with numerous elected officials, who would describe me as a dedicated public servant who is accessible and responsive to residents, who develops highly successful partnerships with stakeholders such as chambers of commerce, the business community, as well as neighborhood groups. They have seen that I have a passion for financial planning, economic development, improving infrastructure, pursuing smart growth, and creating places that are embraced by the community. I have a reputation for solving highly complex problems, especially with regard to financial matters. They also know I am not a 9 to 5 manager; I have been continually described as someone who always acts with the best interest of the community in mind. I get to know the community intimately so that I can anticipate and take care of matters before they become community issues, and as such, try to interact with the community as much as possible to understand the needs.

Rather than repeat my resume for examples of my strengths and weaknesses, I will simply give you my Boy Scout creed (trustworthy, brave, loyal, helpful, friendly, etc.). These values may sound like platitudes, but I believe they are important nonetheless. I am able to be objective with people, and I do not agree or disagree with people based on personality. This, and knowledge of organizational behavior, enables me to deal constructively with most situations and to work with almost anyone to get the job done. Dealing with people on the basis of mutual professional respect, I can communicate well and persuasively, (verbally and in writing) in a frank and open manner, with people from widely varying backgrounds. I am also good at and place an emphasis on listening.

Working with citizens and community groups in the interest of reaching agreement on community priorities, policies and improvements to service has become one of the most essential ingredients of my past successes. I personally enjoy responding to citizen requests and attending community events. This all creates a conduit through which messages from the community pass onto management.

I tend to be an analytical, systematic, logical, and objective problem solver with a great deal of patience weighing pros, cons, and alternatives before making a decision. I plan and organize work and resources on this basis and on the basis of my general familiarity with most of the functions, processes, methods, and workings of the organization. I am able to work well under pressure and to use financial and other management data from widely different sources to manage the organization.

PATRICK G. SALERNO

On the other hand, some of my strengths are also my weaknesses. I tend to be detail oriented, and like to work out my thoughts before presenting them publicly. In philosophical discussions, I tend to lecture and, at times, become verbose. Normally patient, once my mind is made up about a situation or person, I tend to become impatient with lack of action, negligence, or incompetency. In balancing my strengths and weaknesses, I believe I am aware of and making the effort to compensate for my weaknesses, that my weaknesses are not major, and that my strengths far outweigh my weaknesses.

I have experience employing performance measures to help manage communities and staff. I use efficiency measures to consider the amount of service output compared to input such as cost; effectiveness measures to determine the extent to which goals and objectives are met; and lastly I use straightforward workload measures. I have used these various measures to help determine whether processes can be improved, and to achieve sustainable results. Managing the performance measurement program involves the periodic review of results, and the establishment of performance measures is linked to how I have approached the budgeting process.

It is difficult to single out one accomplishment from the communities I have served. In every post I have been successful at making a real, positive and lasting effect on the quality of life of the community. In some ways, choosing one is like trying to pick which of my children I am most proud. However, I would have to select my role as City Manager in developing a comprehensive plan that demonstrated the financial feasibility of building a “world class” entertainment and sports venue in the City of Sunrise, as that project impacted the lives of so many South Florida residents, and created a projected economic impact of \$4.4 billion over 25 years. At the time, the Florida Panthers of the National Hockey League were threatening to leave South Florida because of a need for a facility where they had an opportunity to maximize revenues. Also, residents in Sunrise, and for that matter, all of Broward and Palm Beach counties had to travel to Miami in order to view first class entertainment and sporting events. This \$225 million public/private partnership was the largest single publicly funded capital improvement ever made in Broward County (not including the airport). In the process, I developed a working relationship with Wayne Huizenga, the owner at the time of the Florida Panthers. Mr. Huizenga founded three Fortune 500 companies (Waste Management, Blockbuster Entertainment, and AutoNation) and was named by Ernst & Young as World Entrepreneur of the Year in 2005. He has been kind enough to refer to me as the best city manager he has worked with.

Probably the biggest mistake of my career was a missed opportunity in not competing for DHL’s U.S. headquarters. At the time, Sunrise had become the destination of choice for job growth and corporate headquarters in Broward County, when I learned about the DHL opportunity. They planned to start small (under 200 jobs) and hoped to grow. We determined it was not worth competing, especially when we had a lot of other irons in the fire, and they went to a neighboring community, where they did expand. Although this missed opportunity was not publicly known, I knew. At a later point, we did compete when DHL wanted to construct a headquarter complex, and our community was selected. Unfortunately, their business model failed, and they never built the complex. As a result of this, I learned not to rest on my laurels, and redoubled my philosophy that even when a community achieved its job growth goals and is the leader in the area, it must keep moving forward.

PATRICK G. SALERNO

I have unfortunately had situations over my career when I have had to terminate certain staff members. My first response is to try to coach or mentor the employee to see if we can address performance issues. If an employee does not seem to be trying hard enough, I try to find the reasons why and work to overcome their barriers to performance. However, sometimes the employee just does not have the skill set to handle the job, and I have had to let them go. I do try to find another position that might suit the individual within the organization if possible. Of course, I terminate an employee who has misused privileges or broken the law more easily.

The challenges I see facing the new City Manager for St. Pete Beach are all issues I have previously faced:

- **Creating your own future and how to pay for it.** The City needs to continue to plan for its future financial needs based upon post-recession economic trends in order to address capital improvement needs for aging infrastructure (streets, wastewater system, etc.), reducing traffic congestion, as well as delivering quality services. Redevelopment and preservation of areas such as Corey Avenue and Pass-a-Grille needs to proceed at the same time the City is challenged with financial constraints. The revitalization of neighborhoods also presents a challenge. The City needs to continue to focus on prudent management decisions, long term financial planning and spending controls to enhance the City's financial position. This would not be my first experience dealing with financial challenges. I have a long and proven track record for finding solutions to seemingly insoluble financial problems and for significantly improving the financial condition of each of the communities I have served.
- **Growing - finding the balance.** There needs to be a balance between creating sustainable land use and other policies for the built environment to grow and diversify the tax base, with the small town character of the community, while also preserving the natural environment. Economic development is vital to the health of the community. The challenge is marshaling appropriate growth without negatively affecting the community's quality of life or values.
- **Building consensus and teamwork.** As with all communities, there appears to be many points of view and concerns. There are neighborhood groups and many other stakeholders that need to have a voice in the community. The new City Manager needs to deliver on the goals and objectives established by the City Commission, while still inviting citizen engagement by including all stakeholder concerns and voices in the discussions. Looking for opportunities to improve the City's organizational and service effectiveness will also be a priority.

During the first six months, I would do much listening. I would need to get out and meet people as well as create a rapport with the Mayor and Commissioners, staff, and other community leaders along with the press. One-on-one meetings to develop professional relationships and understand the collective agenda are key. I need to take the time to fully understand the City's financial position, desires of stakeholders, and staff capabilities. In addition, I need to absorb the nature and character of the community for which I am entrusted. I need to understand and empathize with the people and *love* the community that *they love*. Integrating into the community as a private person with my family is also important.

PATRICK G. SALERNO

I maintain an open door policy for the news media, as I understand they have a difficult job, and need to meet deadlines. I am responsive to media requests, and feel that the public is entitled to understand the actions of their elected and appointed officials. There is nothing in my background that would be embarrassing to the community.

In my leisure time, I like to travel, attend college and professional sporting events, see live theater, go out to dinner, and spend time with family and friends.

SIX ADJECTIVES OR PHRASES I WOULD USE TO DESCRIBE MYSELF

Creative, Strategic & Proactive, Friendly, Sense of humor, Customer-focused, Problem solver.

REASON FOR LEAVING MOST RECENT JOB

I didn't realize it at the time, but I took over as City Manager just a few days before the discovery of a crippling financial/budget crisis that was caused, in part, by a near-nationwide economic collapse. It was a tremendous challenge to preserve the economic integrity of the City, get it back on sound footing, and then lay the foundation for a sustainable future and begin the implementation of a City-wide renaissance plan comprising significant beautification and infrastructure improvements. These accomplishments required many 7-day weeks of commitment over the course of 5 years. Although there were several factors that influenced my decision, I felt it was time to move on. I did agree to remain available to advise and assist on matters during the transition. And I was honored to receive a "Key to the City" from the Mayor shortly after I resigned.

CURRENT/MOST RECENT SALARY

My salary at Coral Gables was \$190,000. My desired salary would be within the posted salary range.

CB&A Background Checks

**Background Check Summary for
PATRICK G. SALERNO**

Criminal Records Checks:

Nationwide Criminal Records Search No Records Found

County
 Miami-Dade County, FL No Records Found
 Broward County, FL No Records Found

State
 Florida No Records Found

Civil Records Checks:

County
 Miami-Dade County, FL No Records Found
 Broward County, FL **Records Found**
 May 1999 Temporary / Permanent
 Injunction against the City of Sunrise
 including Mr. Salerno
 Disposition = May 2002 Dismissed

with

Prejudice

Record Found
June 1999 – Civil Suit against the
City of Sunrise including Mr.
Salerno accused of stealing
development concept.
Disposition = August 1999
Dismissed with Prejudice

Federal
 Florida No Records Found

Motor Vehicle
 Florida No Records Found

Credit Excellent

Bankruptcy No Records Found

Education Confirmed

Employment Confirmed

**Background Check Summary for
PATRICK G. SALERNO
Personal Disclosure**

Personal Disclosure Questionnaire

Name of Applicant: PATRICK SALERNO

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to seek compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

Please explain any yes answers on a separate sheet of paper.

1. Have you ever been charged or convicted of a felony?
Yes No ☒ x
2. Have you even been involved in a domestic abuse incident that resulted in you being arrested or that was covered by the media?
Yes No ☒ x
3. Have you ever declared bankruptcy?
Yes No ☒ x
4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?
Yes No ☒ x
5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?
Yes No ☒ x
6. Have you ever been convicted of driving while intoxicated?
Yes No ☒ x
7. Have you ever sued a current or former employer?
Yes No ☒ x
8. Do you have a personal My Space, Face Book or other type of Web Page?
Yes No ☒ x
9. Do you have a personal Twitter Account?
Yes No ☒ x
10. Is there anything else in your background that might cause a reasonable person concern if he/she became aware of it through the press or any other mechanism?
Yes No ☒ x

Attested to: _____

Patrick Salerno
Signature of Applicant

Please email this form via PDF DOCUMENT to kknutson@cb-asso.com or via fax to
(888) 539-6531 no later than 9:00 AM CST 09/08/2014.

(Note: Please be sure to sign the form with your actual signature if you are sending Fax or PDF Document)

CB&A Reference Notes

Reference Notes

Patrick G. Salerno

Jim Cason – Mayor, City of Coral Gables, FL 305-409-4061

Mr. Salerno was the City Manager when Mr. Cason became the Mayor in April of 2011. They met in 2010. Mr. Cason was an Ambassador and Foreign Service officer and has had experience with many types of governments. Mr. Salerno is the kind of manager you want to hire during a crisis, especially a financial one. He was asked to turn the city around financially and address personnel issues, which he did extremely well.

The former manager started as an assistant lifeguard and worked his way up to become the manager. He resigned rather than being fired for sexual harassment and falsifying travel vouchers. Mr. Salerno was brought in to restore order. The city was almost bankrupt and was the worst run organization he had ever seen. Everyone had given themselves pay increases and instead of having a surplus, the city was six million dollars short in the budget with a reserve of \$157,000. He brought order to the chaos, got the team working together, and put money into infrastructure instead of salaries.

In 2001 the pension was funded at 105% and \$5 million dollars of the budget was spent on pension obligations. In 2010 the number had dropped to 47% and pension obligations increased to \$26 million. Coral Gables was the most indebted per capita in the state of Florida. Mr. Salerno increased the reserves to \$30 million. He hired extremely competent management across the top and managed pension reform. He refinanced the city debt to 3.4% fixed for 20 years, using the savings to fund a renaissance program so they could avoid raising taxes. The millage rate was lowered three years in a row. He reduced staff by 100 in the first year, then started infrastructure projects, built up the reserves and has moved onto other major projects. He is very likeable and quite focused on his work.

Mr. Salerno knows when to finance and where to find funding opportunities. He has created many public / private partnerships and put together very complex bonds and taxing districts. He has impeccable ethics. If you meet him for a coffee he pays for his order, rather than allowing others to buy it for him. Coral Gables competed for the most likeable small town in the world and won second place. Mr. Salerno insisted that everyone fly economy to China to accept the award as the tickets were purchased with public funds.

Mr. Salerno presents all angles of an agenda item, which makes it easy for the elected officials to vote. He worked weekends interviewing candidates; he keeps a position vacant until he finds the right person. He beautified the city by adding parks and fountains. He led a project to place 250,000 previously extinct orchids in the trees. He passed a tree succession plan to replace 30,000 dead trees. He purchased new trees at a price several times lower than the rate he would have paid to the Department of Transportation.

When Mr. Salerno was hired the Biltmore Hotel owed the city \$5 million dollars. He worked out a strategy to prove that the bill was accurate and convinced the hotel to pay it. Mr. Salerno started the process of a streetscape project and created a mechanism to fund it. His core strength is financial acumen and he is very innovative in financing.

Reference Notes

Patrick G. Salerno

Prior to Mr. Salerno's arrival the organization was very informal; employees came in when they wanted and worked when they felt like it. He changed the culture of the organization and demanded high performance. He worked 80 hours per week. When he worked Saturday, the staff worked Saturday.

Mr. Salerno attended chamber events and spoke at chamber meetings and rotary clubs. He was more of an in-house leader, the politicians interfaced with residents. He hired an assistant to oversee operations so he could focus on strategic planning. Even so, everyone knew him and no one had a major complaint except union members who were unhappy with the outcome of the negotiations and employees who had been demoted.

As the Mayor, Mr. Cason is the only elected official to come into the office every day. Mr. Salerno frequently checked in to discuss projects and concerns. He communicated mostly in person, but also through email and the telephone. He held weekly pre-agenda meetings. If an item was not ready for the public meeting, he removed it.

Mr. Salerno frequently drove around the city. He saw a really nice area in the southern region for a park. He worked with a design firm to create an excellent design. He worked with advisory boards, the designer and staff. He noticed a drainage problem and delayed the opening until it was fixed. He included exercise equipment which was well received by the residents. The park is open and has received rave reviews from residents.

The former city manager and individuals at the University of Miami had a personality conflict which led to a very poor relationship between the two entities. Mr. Salerno developed a good relationship with the University and they even named onion rings after him.

Unions did not like him because he squeezed the last drop out during negotiations. Those who have not worked in government sometimes complained that Mr. Salerno was slow in completing assignments. Municipal governance has more steps by nature. The elected officials in Coral Gables believe in total transparency so every step needs to be done correctly while listening to constituents. While projects did not always move fast, they were all done extremely well and residents were happy. He produces a quality product.

Mr. Salerno is superbly ethical and a solid individual. Nothing in his personal or professional life would embarrass an employer. Mr. Cason would hire Mr. Salerno especially in difficult situations. His talents are best utilized in a city in crisis. He is a consummate manager.

Words or phrases used to describe Patrick Salerno:

- Extremely ethical,
- Financially astute,
- Problem solver,
- Analytical,

Reference Notes Patrick G. Salerno

- Hard working, and
- Good judge of talent.

every issue, extremely hard working, problem solving, interested in the quality of life, superb negotiator, very loyal, very likeable.

Weaknesses: He demoted a few employees rather than terminating their employment. They then badmouthed Mr. Salerno to others, which affected morale. Also, if he does not trust employees, he does their work.

Howard Cohen – Reporter, Miami Herald, FL 305-376-3619

Mr. Cohen has known Mr. Salerno since 2009. For a number of years Mr. Cohen covered Coral Gables. Managers can affect significant change in businesses in the city. They did not always agree on what Mr. Cohen wrote, but Mr. Salerno made sure the facts were right.

When Mr. Salerno came to Coral Gables they were on the brink of financial disaster. They had very little in reserves, which was hidden by the previous administration and only discovered after Mr. Salerno was hired. Through some tough measures and hard changes he grew the reserves to \$21 million at the time that Mr. Cohen was reassigned. While it takes more than one person to turn a city around, Mr. Salerno put the wheels in motion and the right people in place to make it happen. He is very well respected as a financial wizard and accomplished much in spite of the economic downturn.

When making decisions Mr. Salerno takes the time to weigh the options. He pays attention to details and does not make rash decisions. He has a very strict operating style and is very demanding of employees. He hired the best applicants because they generate better results.

Coral Gables has a very popular downtown district that is in desperate need of new parking garages. Mr. Salerno conducted studies to review different design ideas. He weighed the options heavily before making a presentation to the Commission. His idea for the parking garages was very innovative and while every Commissioner did not vote yes, he received enough votes to move forward.

Coral Gables is one of the wealthiest and finest communities in the state. Mr. Salerno stepped into an entrenched community with old rules and extremely tough zoning codes. He had to work with elected officials and residents to change the culture. He left the city in a better position than he found it. He successfully managed Sunrise for 18 years. He led many quality development projects in both communities that were well received and will last for years to come.

Complex formulas are used to determine the millage rate and property tax. Mr. Salerno is very approachable and good at explaining complex ideas. He broke the budget down until everyone

Reference Notes
Patrick G. Salerno

had the facts right. He never became exasperated even if he had to explain an item multiple times. He or the staff provided everything needed whether it was public information or a file request.

Actors' Playhouse at the Miracle is a historic theater. Mr. Salerno attended a number of shows to support them. The Merrick House has seven public events a year, which Mr. Salerno attended. He does not want to be on stage cutting the ribbon as he is not a politician, but he attends events in the community to show support and monitor how it is working.

Mr. Salerno is very personable and enjoyable to work with. He made sure that Mr. Cohen knew about every important meeting and provided other information as needed.

To address the budget crisis, Mr. Salerno dismissed employees who were not performing, tightened departments and hired new department heads. Some employees collected paychecks for years without doing their work. His legacy in Coral Gables is turning the organization around after it had been mishandled.

Every city manager is involved in controversy. One commissioner did not like Mr. Salerno and always found a way to argue even when they agreed on the issue. Commissioners did not always approve of his style and felt morale was low. When you have to make tough decisions, reduce staff and change the cultural not everyone will like you. He had support of three commissioners and the Mayor, and weathered controversy just fine.

Mr. Cohen is not aware of any embarrassing incidents in Mr. Salerno's past and would be surprised if anything were discovered. Everything in his professional life is public record. Mr. Cohen was surprised when Mr. Salerno resigned and does not know the reason why.

Mr. Cohen would hire Mr. Salerno. He always returned calls and worked extremely hard. He has a proven track record. He is a very successful manager who achieves results. Sunrise and Coral Gables are thriving communities.

Words or phrases used to describe Patrick Salerno:

- Professional,
- Tenacious,
- Thorough,
- Experienced,
- Tough, and
- Tireless.

Strengths: Brilliant in financial management, leadership, very conscientious.

Weaknesses: He is the first to admit that he is not warm and fuzzy. However, he is cordial and very much a manager. Some complained that he was tough.

Reference Notes

Patrick G. Salerno

Carol Brock – Senior Advisory Board, City of Coral Gables, FL 305-441-8100

Ms. Brock has known Mr. Salerno since 2009. She worked closely with him. He is an excellent manager. His ability to take a city almost bankrupt and increase reserves to \$29 million was impressive.

A quarter of the population is over 50 years of age but the community has no adult activity center. Ms. Brock met with government leaders over the years to discuss the construction of a center but was unsuccessful. Mr. Salerno came to Coral Gables and was receptive to the idea. He was very creative in financing the project. He funded \$3 million dollars through a neighborhood renaissance program and another \$2 million dollars through bond offerings. The senior center is ready for construction; the contract was well negotiated before Mr. Salerno left.

Mr. Salerno knows what it takes to accomplish a goal. He can be demanding in his efforts to move the community in the right direction and achieve the goals of the Commission. He beautified the city, paved streets, and lowered taxes every year of his tenure. He attracted industry; a number of large corporations moved their headquarters to Coral Gables. He was very good at hiring talented individuals.

Most of the citizens in Coral Gables were upset to hear of Mr. Salerno's resignation. The pension plans created by the former manager were unreasonable; employees could retire early at 100% of their salary. Everyone wanted to be employed by the city. Mr. Salerno dismissed several employees to stop the outgo of unnecessary funds. He restructured pension plans for police and fire departments. His actions did not make him popular with all of the employees but he is very capable of making hard decisions to better the organization and community.

Mr. Salerno is very responsive and quickly returns calls. They talked on the phone on numerous occasions. They met in person two to three times per month. He was innovative in the financial structuring for the senior center. He is a change agent and he also maintains operations at a very high performance level. When he discovered that items were charged incorrectly, he immediately fixed it.

Mr. Salerno was very visible in the community and worked more hours than any other manager employed by Coral Gables. He was responsive to the residents. When they requested that their street be paved, he made sure it happened. Coral Gables was voted the second best and most livable city of its size through the leadership of Mr. Salerno.

Managers always face controversy. An issue arose with the police department but in working through the process Mr. Salerno significantly improved the department. The employees he dismissed for not performing, or those with a reduced pension, might have negative feelings about Mr. Salerno but he made decisions that were best for the city.

Ms. Brock has not looked into Mr. Salerno's background but is unaware of anything that might embarrass an employer.

Reference Notes

Patrick G. Salerno

Ms. Brock would hire Mr. Salerno. The city is beautiful and taxes are lower. He is a great financial manager and overseer.

Words or phrases used to describe Patrick Salerno:

- Hard working,
- Industrious,
- Innovative,
- Good problem solver, and
- Very good manager.

Strengths: Visionary, significantly improved the city, excellent at attracting and keeping top notch employees.

Weaknesses: Some managers meet with staff to achieve buy in before moving forward, which can impede the process. He is too strong from the top down but he needed to manage this way in order to accomplish his goals. The city was in a dire financial position and only survived through Mr. Salerno's leadership.

**Lori St. John – Chief Compliance Officer (Internal Auditor), City of Coral Gables, FL
303-906-8656**

Ms. St. John has known Mr. Salerno since 2009 and reported directly to him until 2014. She has worked as a Certified Public Accountant and an Attorney for over 35 years. Mr. Salerno is one of the best supervisors she has ever had. She lived in Coral Gables before his arrival and saw the tremendous progress that occurred through his excellent leadership. The mayor gave him a key to the city when he left. He is extremely ethical and was an amazing asset. She holds him in very high regard and was sorry to see him leave.

They had frequent interactions. Ms. St. John reviews all operations, measures efficiency and audits the Biltmore Hotel and park services. She saw Mr. Salerno's work firsthand and understands how much he improved the organization.

The Human Resource Director has the final hiring decision but Mr. Salerno plays a very active role in the hiring process. He is very good at attracting talent, interviewing applicants and fettering out those who would be weak employees.

In general, Mr. Salerno's decisions are very good. He is definitely a visionary. He likes efficiency and avoids wasting staff time and financial resources. He accomplished much in the community through innovation.

Reference Notes

Patrick G. Salerno

Many residents have commented that Mr. Salerno was very visible in the community. Residents saw his efforts to improve the city. He is very ethical and does not play political games. He focuses on doing what is right for the community.

When Mr. Salerno came to the city he interviewed many of the employees, most new managers only interview directors. He wanted to hear from everyone, which was brilliant. In order to change the culture he had to get to the bones of the structure which is not always accomplished by talking to the directors.

As the compliance officer Ms. Brock has to remain independent. Mr. Salerno kept her informed to an appropriate level. He was careful not to provide information that she should not know but made sure she had the information she needed.

Mr. Salerno is a visionary and a leader. He leads by example and others follow him. He is a strong leader, which is what Coral Gables needed.

The Biltmore Hotel had not paid rent to the city for several years. They made a ludicrous argument that a federal statute absolved them from this debt. Mr. Salerno expertly negotiated with the Hotel and proved that the statute did not apply to them, and they paid the rent due. Strong arming the hotel would have blocked all communications. Mr. Salerno was very strong, communicated well and moved forward. He walked a delicate balance to resolve a very complex and political problem.

Mr. Salerno will serve the community if it is in the best interest of the organization, he is always ethical. He weighs the request, seeks input from others and works with residents to achieve their goals. He truly wants the best for the community.

Ms. St. John is unaware of any personal or professional controversies involving Mr. Salerno. He resigned because he felt it was time to move on. Any manager is liked by some and not by others, but she is unaware of anyone who would disagree with the comments in this reference. With change comes resistance, but Mr. Salerno worked through the resistance for the betterment of the organization.

Ms. St. John would hire Mr. Salerno and wishes he was still managing Coral Gables. She hopes the next manager is at least half the person Mr. Salerno is. He is a strong leader and a great asset. His resignation was a loss to Coral Gables.

Words or phrases used to describe Patrick Salerno:

- Tremendous visionary,
- Builds a strong management team,
- Highly principled,
- Collaborative, and
- Strong negotiator.

Reference Notes
Patrick G. Salerno

Strengths: Incredible vision, finds solutions to difficult problems, strong financial management skills, enhances the quality of life, can-do attitude, very analytical, very ethical.

Weaknesses: None identified.

Cindy Birdsill – Economic Sustainability Director, City of Coral Gables, FL 305-903-9112

Ms. Birdsill was hired by Mr. Salerno in 2009. She has learned much from him and is impressed by the way he led the organization. He has a strong sense of best practices for an organization.

Interactions are always very professional. Mr. Salerno is respectful of an employee's knowledge base. He has a good sense of the strengths and weaknesses of staff. He involved directors in projects and helped them understand the direction of the organization. Employees felt valued and part of the team.

One of Mr. Salerno's strengths is hiring personnel. The directors he brought into Coral Gables are extremely well educated. He hires those who have the right intentions; public servants who care about their job and want to do the right thing.

The residents were overwhelmingly happy with Mr. Salerno's performance, he turned the city around. They were in a poor financial position. Watching departments become more efficient and effective was incredible, especially the developmental services department. He is a consummate professional and completes work in a timely fashion.

While Mr. Salerno is a change agent and he maintains an organization at a high performance level, his strongest trait is innovation. He researches other cities to find best practices that could benefit the community. He led some wonderful economic development projects and is well known in Sunrise and Coral Gables for his strong economic development vision.

Not only did Mr. Salerno attend public events, he asked employees to create events like the Fourth of July celebration. Residents are the top priority. His philosophy is that employees must always be respectful, responsive and assist residents to the extent that they can. He is always available to meet with residents and employees. He has a good sense of what the community values and desire. Everything the staff did was for the betterment of the community.

Coral Gables is known for its architecture and is called the city beautiful. Mr. Salerno noticed an underutilized park in a very populated area. He listened to what the residents wanted. He worked with an outside design team, public works and the communications staff to renovate the park. He added drinking fountains with chilled water that includes a spout for dogs. The project had many stake holders but he was very successful in creating something beautiful that also functioned well.

Reference Notes

Patrick G. Salerno

The controversies in Coral Gables are typical for the public sector. Nothing in his background would embarrass an employer. While some might disagree with some of the statements in this reference, everyone would agree that every decision Mr. Salerno made was in the best interest of the community. He resigned from Coral Gables and is ready for his next adventure.

Ms. Birdsill would hire Mr. Salerno and highly recommends him. She came from the private sector and learned much from him. He taught her about giving back to the community. She truly enjoyed working with him.

Words or phrases used to describe Patrick Salerno:

- Very intelligent,
- Good strategic thinker,
- Very sound financial decisions,
- Moves the city forward in a positive way,
- Extremely principled, and
- Honest.

Strengths: Exceedingly ethical, very smart, strategic planner and thinker, very strong financially, works on a detailed level but has extremely good vision.

Weaknesses: None identified.

Mark Trowbridge – President and CEO, Coral Gables Chamber of Commerce, FL
305-725-5571 305-446-1657

Mr. Trowbridge has known Mr. Salerno since 2009. A chamber's relationship with the manager is critical. Of the three managers Mr. Trowbridge has interacted with, Mr. Salerno was the easiest to work with and the most responsive. He enjoyed their working relationship very much.

Mr. Salerno's job performance is excellent. Hiring quality personnel is one of his strengths, he chooses individuals who are highly educated and very responsive. They are all top notch professionals. The building director has one of the most difficult jobs in the city, he is doing extremely well.

Mr. Salerno showed innovation in reorganizing current staff to create a more business friendly environment. He was very open to ideas from the chamber and involved staff to achieve goals and objectives.

Mr. Salerno attends the chamber breakfast, some of the events and the ribbon cuttings. He is fairly visible in the community and ensures that employees are visible as well. He did a great job balancing public interactions with elected officials who want to be in the limelight. He worked

Reference Notes

Patrick G. Salerno

very well with the public, taking time to meet with property owners who had questions. He is always receptive and responsive to constituents.

Mr. Trowbridge and Mr. Salerno were working on a significant project and had daily conversations. Sometimes they brainstormed on big picture items and discussed how the chamber could participate.

Mr. Salerno led the Miracle Mile streetscape project. Progress continued without pause even after his departure, which is a testament of his leadership. He managed projects related to parking, innovations and new technology. He allowed employees to bring ideas to the forefront.

Controversy is typical when hiring or reducing personnel. At times Mr. Salerno had to push the city in a certain direction. Nothing in his personal background would concern an employer. He resigned because he felt it was time to step away. While some of the activists in the community might disagree with the statements in this reference, it should be noted that they do not work in government or completely understand the environment.

Mr. Trowbridge would hire Mr. Salerno. Managers often put the business community second to residents but Mr. Salerno always made Mr. Trowbridge feel important and valued the Chamber's contribution. He is a great manager.

Words or phrases used to describe Patrick Salerno:

- Subject matter expert,
- Financial wizard,
- Excellent procurer of talent,
- Responsive,
- Open to new ideas, and
- Very comfortable with the role of the chamber.

Strengths: Great problem solver, sees the big pictures, resolves issues, financial wizard.

Weaknesses: Sometimes he is hyper focused on an issue and may need a reminder to keep everyone in the loop.

Bill Kerdyk – Vice Mayor, City of Coral Gables, FL 305-801-5931

Mr. Kerdyk has known Mr. Salerno since 2009. Overall Mr. Salerno's job performance is good. He is responsive to the elected officials and attentive to their needs. He works very hard to hire excellent upper level staff. His decisions in general have benefitted the community.

**Reference Notes
Patrick G. Salerno**

Mr. Salerno was frequently at community events. He kept everyone very well informed and was effective when working with the public. He helps the elected officials create a vision and then rallies the employees around it.

In 2008 the economy was in bad shape and reserves dropped to an all-time low. Mr. Salerno increased reserves to \$28 million during his tenure. He was given a very difficult situation and greatly improved it through difficult but necessary measures.

Mr. Salerno is customer service oriented. He is timely in completing tasks but has much on his plate and cannot always address items as quickly as desired. However, delays are normal in a bureaucracy. Overall he did a fairly good job of accomplishing tasks in a timely manner.

Mr. Salerno has been involved in controversy due to the nature of his job, but he has never been implicated in any personal controversies. He resigned because he wanted to move on. Some in the organization felt that he micro managed too much and might disagree with this reference. However, Mr. Salerno had a number of challenges to overcome.

Mr. Kerdyk would hire Mr. Salerno and considers him to be a great manager. He came in at a very difficult time and turned the organization around.

Words or phrases used to describe Patrick Salerno:

- Extremely hard worker,
- Innovative,
- Problem solver,
- Honest,
- Fixer, and
- Excellent financial.

Strengths: Tireless worker, extremely good financially, selects quality staff.

Weaknesses: He sometimes micromanaged when he lacked confidence in the upper level managers.

**Anna Louise Fulks – Vice Chair, Landscape Advisory Board, City of Coral Gables, FL
305-446-7420**

Ms. Fulks has known Mr. Salerno since 2009. She is very involved on the landscape advisory board and on environment related issues. Her focus is protecting the boundary lines as developers want to build on every patch of green in the community.

Reference Notes

Patrick G. Salerno

Ms. Fulks has lived in her current home for 45 years and in the Miami area for 75 years. After Mr. Salerno was hired, the streets were repaved and potholes fixed. He resolved many issues and did a tremendous job of returning the city to its beautiful state.

Coral Gables was in dire straits, operating in the red with significant debt and the organization was dysfunctional. Mr. Salerno turned operations around and left them with a cushion, which was a herculean feat.

Mr. Salerno hired top individuals from around the world. His decisions are good. He is innovative and he maintains the organization at a high level of performance. He encouraged staff to fulfill the organization's vision. He is very customer services oriented. He is the best financial manager. Even though Mr. Salerno is very busy, he always returns calls. He worked overtime and was always available. He attends community meetings. He handled one-on-one interactions beautifully. When speaking to the public as a group, he relayed his point and helped residents see the benefits of a decision. He did a tremendous job.

Segovia Street had difficulties with traffic, violations and accidents. Mr. Salerno created a streetscape plan to address the issues. He repaved the road and placed large oaks down the center. His improvements will be visible for years to come. He also replaced palm trees in front of the University of Miami that had been removed. He did a superb job.

Trying to negotiate finances with the police union became controversial. Nothing in Mr. Salerno's background would embarrass an employer. Ms. Fulks is sorry that he decided to leave and wishes he was still managing Coral Gables.

Ms. Fulks would hire Mr. Salerno without question. He left the city with a \$28 million dollar reserve and did much to improve the community.

Words or phrases used to describe Patrick Salerno:

- Hard worker,
- Honest,
- Go-getter
- Trustworthy,
- Responsible, and
- Friend.

Strengths: Excellent captain ensuring everything runs smoothly.

Weaknesses: None identified.

**Reference Notes
Patrick G. Salerno**

**Chip Withers – Former Commissioner, City of Coral Gables, FL
305-216-7972 305-702-7427**

Mr. Withers was on the hiring panel that selected Mr. Salerno. He is an excellent manager. He interacts with the commissioners in person, through the telephone and during commission meetings.

Mr. Salerno makes good decisions both when hiring personnel and in general. He is innovative, a change agent and he maintains an organization at a high performance level.

While Mr. Salerno interacts with the public very well, he does not often attend community events. He keeps the elected officials very well informed and manages processes within the organization.

Coral Gables was in a difficult financial position; Mr. Salerno negotiated union contracts that resulted in immediate savings. He dealt with big picture customer service concerns. For example, he ensured that residents had police protection. He did not personally retrieve a cat from a resident's tree.

Mr. Salerno is a problem solver. His strength is in financial management. His work is completed in a timely fashion.

A traffic situation related to a median was controversial. Mr. Salerno handled it very well by being transparent and providing information to those concerned. His background is clear of any incident that might embarrass a potential employer.

Mr. Salerno left Coral Gables after a new commission was elected. He felt it was time to move on. Some in the community would disagree with this reference but Mr. Withers declined to comment on what they would say about Mr. Salerno.

Mr. Withers would hire Mr. Salerno. He is an excellent manager.

Words or phrases used to describe Patrick Salerno:

- Strong financial skills,
- Believer in sustainability,
- Appreciative of cultural assets,
- Bottom line,
- Demands of employees what he demands of himself, and
- Builds strong senior management.

Strengths: Vision and financial controls.

Weaknesses: He sometimes expects too much from others.

Reference Notes

Patrick G. Salerno

Steven Feren – Mayor, City of Sunrise, FL 954-562-6767

Mayor Feren served as a City Commissioner from 1987-1996. He was then was elected Mayor in 1996 and held that position until 2008. Mayor Feren ranks Mr. Salerno as the best City Manager in the state of Florida.

Mr. Salerno maintained open lines of communication with the Commissioners and kept them well informed. He was careful and took his time making decisions so he could get it right the first time. The staff in Sunrise, many of which he hired, is well qualified and has been stable during his tenure. Mr. Salerno was a leader and accomplished his tasks in a timely manner.

In 2007 the residents were surveyed about the city government. Seventy-three percent (73%) were pleased with the way the City was being run. Mr. Salerno still has very positive name recognition in the community. He was customer service oriented and never wanted a resident to feel ignored. After Commission meetings, he assigned a staff member to get the name and phone number of individuals who made complaints or asked questions at the meeting so the City could follow up.

Hurricane Wilma devastated Sunrise, destroyed City Hall and left about 1,500 people without homes, many of them elderly. Mr. Salerno discovered the contractor rebuilding these homes was not working quickly and the quality of work was substandard. Further, the residents were spending thousands of dollars for temporary living arrangements. Mr. Salerno created the Hurricane Wilma Relief Program and devoted \$6 million of the City's reserves to help pay living expenses. No other city or county in the state implemented this kind of program.

In another case, Mr. Salerno had a study done on the undeveloped land in Sunrise. It determined the best use of the land to ensure growth and a high quality life for the residents and businesses. The largest mall in the Southeast was constructed on this land, along with a corporate center that houses many Fortune 500 companies and the NHL Florida Panthers hockey arena.

Mr. Salerno improved the quality of life in the City by upgrading codes (so that developers have to meet higher standards), redeveloping older areas and accomplishing projects that were perceived as unattainable. He convinced developers to build the first upscale high-rise condominiums inland, instead of on the beach, and these have proven successful.

Mayor Feren recommends Mr. Salerno for any City/County Manager position.

Words or phrases used to describe Patrick Salerno:

- Modest,
- Gives Commission all the credit,
- Hardworking,
- Intelligent,
- Supportive of employees,

Reference Notes Patrick G. Salerno

- Loyal to employees, and
- Innovative.

Strengths: His ability to market the City to corporate entities. He is good at finance, understands budgetary issues, and is able to run the day-to-day operations while moving major projects forward.

Weaknesses: He could have been more patient with people who presented false information or do not know what they are talking about.

Fran Klauber – Former City Commissioner, City of Sunrise, FL 954-749-0297 954-290-6693

Ms. Klauber was on the City Commission from 1989-2001 and works for the Office of Government Relations for the school district. Mr. Salerno is an excellent City Manager.

Mr. Salerno educated the Commission, worked well with them, and promoted consensus. Even if one or two did not agree with the majority, he worked with them to help them understand the project and at least go along with it. He kept the Commissioners well informed because he knew that to make the best decisions, they need to know all of the facts. He also worked at a pace that pleased the Commission.

The residents appreciated Mr. Salerno and even voted to have one of the streets adjacent to the Florida Panther Arena named after him. He was approachable and talked to everyone who came to his office. He made sure complaints were resolved, even if it took six months to do so. He respected his staff, had high expectations for them and led by example. He asked employees for their input and held them accountable. He made certain that the second in command was well trained and able to do their department head's job. Thus, when a department head retired, a replacement was ready to step in without further training, which kept projects moving forward.

Ms. Klauber feels that Sunrise used to be just an ordinary community, but because of Mr. Salerno's hard work, it has now become one of the top areas in Florida. He made the city financially strong while lowering property taxes. The biggest change to the City's status occurred with the construction of the Florida Panthers Arena. Wayne Huizenga, owner of the Miami Dolphins and the Florida Panthers, worked with Mr. Salerno to put together a deal for the arena. There was competition from larger cities, but Mr. Huizenga stated that Mr. Salerno was the deciding factor in relocating to Sunrise.

Mr. Salerno also helped create a corporate center and redeveloped the east side of Sunrise. The city even paid for some of the storefront reconstruction where owners could not afford the costs. These things have spurred a new pride in the city, and residents have followed this example by taking the initiative to clean up their own yards and neighborhoods.

**Reference Notes
Patrick G. Salerno**

Ms. Klauber highly recommends Mr. Salerno for any City/County Manager position.

Words or phrases used to describe Patrick Salerno:

- Visionary,
- Self-Motivated,
- Hardworking,
- Passionate,
- Energetic, and
- Creative.

Strengths: He understands the Commission's goals and makes them a reality. His management and financial skills are outstanding.

Weaknesses: He does not like to speak outside of city meetings, and prefers that the City Commissioners perform that function.

**Jeff Olson – Former City Attorney, City of Sunrise, FL
954-255-1107 954-788-7898 954-868-9011**

Mr. Olson worked with Mr. Salerno from 1989-2003 as the Assistant City Attorney and the City Attorney. Mr. Salerno is a first rate City Manager.

In order to last seventeen years as the City Manager, you must be able to get things done and to be able to work well with the Commission, staff and the public. In fact, all held him in high regard. He gave all the credit to the Commissioners and little to himself. He was given awards from different community organizations, including the Chamber of Commerce. He made himself available to the residents and the Commissioners to ensure that everyone was well informed. The city's staff was stable with very little turnover. Mr. Salerno developed a pension plan that improved the retention of employees.

Mr. Salerno was not the most dynamic public speaker, but he is capable and comfortable in that setting. He responds well to questions from Commissioners and residents. Mr. Salerno was constantly dealing with controversial issues but he presented issues well and was able to sell it to the community so effectively that when the decision was made, very few were opposed to it.

When Mr. Salerno started, the city was in financial trouble. He instituted fiscal restraints, was frugal with resources, planned for both the present and the future, found innovative ways to fund general operations, and negotiated lease/purchase agreements to save money. The result was the City became financially sound and quite prosperous after a few years. Due to his efforts, the City was been able to meet the need for capital improvements without incurring debt.

Reference Notes

Patrick G. Salerno

When Mr. Salerno arrived, Sunrise was not particularly well known for anything. Due to his hard work and vision, it is now an entertainment, retail and corporate focal point for South Florida. One major project was the acquisition of the Florida Panthers Civic Arena. Mr. Salerno went to the County and the team and convinced them to locate the center in Sunrise. He also helped get the largest shopping mall in the Southeast built in the City. To bring in corporate headquarters, he implemented controls in parts of the City to prevent the building of warehouses and to encourage corporate offices. This effort and his marketing acumen have drawn many Fortune 500 companies to the area.

Mr. Olson is the Deputy General Counsel for South Florida Regional Transportation which operates the rail system in Miami-Dade County. Coral Gables is a prominent community in the County and as such Mr. Olson has followed Mr. Salerno's career. The strengths that he exhibited in Sunrise were demonstrated again during his tenure in Coral Gables.

Mr. Olson feels that the knowledge that Mr. Salerno has, particularly in finance, will be an asset to any community and especially in Florida with the property tax limits.

Words or phrases used to describe Patrick Salerno:

- Modest,
- Financially Creative,
- Thoughtful Decision Maker,
- Dedicated,
- Astute, and
- Innovative.

Strengths: His knowledge of government finance and economic development. Also, he helped the Commission establish a vision, and then put a plan in place to meet that vision.

Weaknesses: None identified.

Prepared by: Lynelle Klein
Colin Baenziger & Associates

CB&A Internet Research

Internet – Newspaper Archives Searches
PATRICK G. SALERNO
(Articles are in reverse chronological order)

Miami Herald, The (FL)

April 22, 2014

Commissioners miffed over last-minute raises

Author: *Joey Flechas, jflechas@MiamiHerald.com*

Coral Gables commissioners were unhappy to learn Tuesday that former City Manager **Pat Salerno** gave last-minute raises to half a dozen city employees before his resignation took effect last week. Before his resignation became effective at 5 p.m. April 18, **Salerno** conducted evaluations for seven people who work in the manager's office, many with evaluations that should have been done last summer and fall. They received merit raises of 2.5 percent and in some cases, 4 percent for exceptional performance.

According to the city's personnel regulations, employees are entitled to annual evaluations that can come with raises, depending on their evaluation score. The employee can receive raises up to the point that they reach the maximum salary in their pay range.

The eleventh-hour move left city commissioners miffed, and the issue was raised at Tuesday's meeting.

"I hate the way it was carried out," said Commissioner Frank Quesada. Vice Mayor Bill Kerdyk Jr. echoed Quesada and the other commissioners, saying the raises didn't bother him so much as the timing. "It pains us all how this was handled," he said, adding that although the move may irk the commission, individual employee salaries are not an area directly governed by commissioners. Elsa Jaramillo-Perez, the city's human resources director, told the commission **Salerno** had followed all city regulations while conducting evaluations for employees who worked in his office and had not already reached their maximum salary.

Salerno told the Miami Herald on Tuesday he had been informed by human resources in his last few days that he owed evaluations to four employees eligible for raises and one who was could not get a raise due to having recently been hired. Two other employees directly asked him for evaluations. He said it would have been unfair to the employees to not evaluate them because he was their outgoing supervisor and only he could give them what was they were owed. "If I did not do it, I would have left them in limbo," he said.

Commissioners wondered about other city employees who were in the same position who did not get evaluated, but **Salerno** noted that he handled the employees in his office that he was notified about, and each department director signs off on his or her own employees' evaluations. "They don't come to me," he said. "HR is the one who stays on top of [directors] to make sure that they're doing their evaluations."

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(Articles are in reverse chronological order)

Miami Herald, The (FL)
April 9, 2014

Departure of Coral Gables Manager Pat Salerno reveals deeper tensions with some commissioners

Author: *Joey Flechas, jflechas@MiamiHerald.com*

The sudden resignation of Coral Gables City Manager **Pat Salerno** has given residents a view of rising tensions between the manager, known for his hard-charging style, and some of the city's top elected leaders. **Salerno's** five years as manager were, by all accounts, marked by good financial stewardship of the city. So some were left shocked by his decision to resign, which he announced at Tuesday's City Commission meeting.

Even though the move was abrupt, not all commissioners were surprised. The two newest commissioners - Vince Lago and Patricia Keon, both elected last April - have expressed frustration with **Salerno** at recent commission meetings. And a recent meeting revealed fissures between **Salerno** and City Attorney Craig Leen. Keon said Wednesday she had heard speculation about **Salerno's** resignation for a few weeks. She added that even though she never had issues with his work, city staff members had approached her with complaints about his management style.

In 2012, **Salerno** barely survived a move to oust him by former Commissioner Maria Anderson, who said at the time that she had heard similar complaints from city employees. He kept his job by a 3-2 vote. "I think it would have served him well to be more open to suggestion, more open to criticism," Keon said, adding that his style, which has been described as brusque, was better-suited for City Hall in 2009, when the city faced a budget crisis. **Salerno** had previously served as the city manager of Sunrise for 18 years.

Salerno's relationship with Lago has grown even more strained. In recent months, Lago grew increasingly frustrated with the manager's office while seeking information about traffic accidents on Ponce de Leon Boulevard. Lago had requested accident statistics and received incomplete reports from the manager's office.

Acting City Manager Carmen Olazabal, who had worked under **Salerno**, said Tuesday that the reports - which came from the police department - were inaccurate. Lago had planned to get clarification from **Salerno** on his requests for data at Tuesday's meeting before **Salerno** resigned.

"I was surprised, and I was looking for answers," Lago said Wednesday. During a March commission meeting, a tense discussion on the dais saw **Salerno** disagreeing with Leen on an interpretation of the city charter. Leen reports to the commission, as does **Salerno**.

Commissioners were considering a vote to have the commission aide position - someone to assist commissioners with clerical duties - report to the commission instead of to the manager. **Salerno**

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disagreed with Leen's opinion that the commission had the authority to create such a job. In the end, the commission voted to move the position to the city clerk's office. "There was absolutely tension at that meeting," said Commissioner Frank Quesada. Quesada said he had not expected **Salerno** to resign, noting that he had never had problems with the manager.

With **Salerno's** last day set for April 18, Olazabal, an assistant city manager, will be acting manager until the commission's next meeting, scheduled for 9 a.m. April 22 at City Hall, 405 Biltmore Way. At that meeting, the commission will name an interim manager and discuss the search process for a new, permanent administrator.

The city says it wants to conduct a national search for a new top administrator. Whoever gets the job will oversee a \$195 million budget to run the city of 48,000 people.

Meanwhile, **Salerno** said he continued to get a steady stream of phone calls and emails Wednesday from people offering support and asking him to reconsider. He said he has not changed his mind, adding that he is spending his final days tying up loose ends. "I'm tidying up, closing up things, talking to staff and making them aware of various initiatives and projects there are," he said.

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PATRICK G. SALERNO
(Articles are in reverse chronological order)

Miami Herald, The (FL)
April 8, 2014

Coral Gables City Manager Pat Salerno quits unexpectedly
Author: *Joey Flechas, jflechas@MiamiHerald.com*

Days after his five-year anniversary as city manager in Coral Gables, **Pat Salerno** unexpectedly resigned during a City Commission meeting Tuesday morning. A longtime municipal administrator with many fans and critics both on and off the dais, **Salerno** left many in City Hall shocked with his decision, which is effective April 18. Rumbblings of his resignation filled City Hall after **Salerno** was absent during the first part of the meeting.

After an unusual break from the meeting, **Salerno** took his seat at the dais to make his announcement. The manager known for his no-nonsense demeanor showed emotion as he spoke softly. "It's been an honor to serve this commission and the people of Coral Gables," he told the commission before handing over his seat to assistant manager Carmen Olazabal. He later told the Miami Herald that no single event led to his decision, saying it's time to move on, although others pointed to the rising tension between him and some of the commissioners.

The Commission voted Tuesday 4-1 to accept **Salerno's** resignation, with Mayor Jim Cason dissenting. Afterward, they lauded **Salerno** for his attention to the city's bottom line in the lean years after the Great Recession. Vice Mayor Bill Kerdyk Jr. noted the city's reserves had dwindled to around \$1 million when **Salerno** arrived in April 2009. After years of cost-cutting - and lower property taxes - the city has \$28.7 million in reserves. "This is a tough day for the residents," he said. "The city's a better place today than when he came in here five years ago."

Commissioner Patricia Keon echoed Kerdyk Jr. "I don't ever doubt for one second that you always acted in what you believed to be the best interest for the city," she said. Cason said he's worked with many managers over the years working with different organizations, and he had no problems with **Salerno**.

"We've had all kinds of managers and everybody has their strengths and weaknesses," Cason said. "But I'm very, very pleased and proud to have worked with **Pat Salerno**." Although he is widely praised for his financial stewardship of the City Beautiful, **Salerno's** five years at the helm were marked by occasional problems that some say stemmed from his brusque management style.

In 2012, **Salerno** narrowly avoided getting fired after then-commissioner Maria Anderson moved to oust him amid concerns about the negative employee morale at City Hall. **Salerno** prevailed in a 3-2 vote.

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A recent string of email correspondence obtained by the Herald shows what was likely a breaking point for Commissioner Vince Lago, who has butted heads with the manager before. Lago was elected to the commission last April.

In November, Lago had requested data on traffic accidents from 2011 to 2013 for a stretch of Ponce de Leon Boulevard near Salamanca Avenue after residents complained of several accidents in the area. In March, Lago received a report from **Salerno's** office, through Olazabal, that showed an increase in accidents along the boulevard but did not include the complete memo the police department had written to the manager's office.

After another request in March for accident statistics from Antilla Avenue south to Miracle Mile along with the dates of construction of a tree-lined median, Lago again received only certain pages from what police delivered to the manager's office. Lago told the Herald he was concerned about the missing information Tuesday. "I just want to make sure we are as transparent as possible and we are relying on the most up-to-date information as possible," he said.

Olazabal said she had discussed the numbers presented in the second police memo with **Salerno**, and they determined they did not accurately represent the issue because the statistics covered a wider area than the median construction and included inaccurate construction dates. "If I would have forwarded this to the commission, it would have been wrong," she said Tuesday afternoon.

Lago saw it as a safety issue that required more urgency. "If the city manager disagreed with the numbers provided by the police, then his duty as an employee of the commission is to provide me those numbers immediately so that action can be taken or whatever precautionary measures are required are implemented," he said. Lago had placed an item on Tuesday's agenda to remove **Salerno's** power to prepare meeting agendas and give it to the city clerk, as well as three discussion items about the commission's working relationship with city staff - all items presumably aimed at **Salerno**.

For his part, **Salerno** said he's worked diligently for all five commissioners throughout his tenure, even if his position is to serve five politicians. "My job is apolitical," he said. "But I have to be sensitive to the issues I work around." As he returned to work Tuesday, he noted the city's accomplishments under his watch, including stabilized finances, lower property taxes, increased development, and initiating projects that had long been stalled, like the Miracle Mile streetscaping and redeveloping two city parking garages behind the Mile. "We turned this organization around," he said. "We changed the culture, the work ethic and the professionalism of the staff."

Salerno arrived in Coral Gables after 18 years as manager in Sunrise, where a road near the BB&T Center is named after him. Several framed photographs of street signs bearing his name hang in his office in City Hall. He looked at it before sitting down to explain to a reporter that he never saw his role as manager as just a job. "I think it's more of a calling," he said.

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Miami Herald, The (FL)
March 4, 2014

Coral Gables proposes splitting costs of Miracle Mile makeover with business owners

Author: *Joey Flechas, jflech@MiamiHerald.com*

As the long-awaited and much-discussed beautification of Miracle Mile and Giralda Avenue approaches, Coral Gables officials have proposed to split the costs down the middle with local business owners.

Through a special-assessment tax, half of the estimated \$17 million cost would be paid by businesses that are determined to benefit from the project, which aims to widen sidewalks, plant trees and generally make the two streets more pedestrian-friendly.

The improvements would be made along Miracle Mile and Giralda Avenue, which is known as the city's "restaurant row." With the project, which has not been designed and is still in the planning stages, businesses hope to attract people to shop, dine and lounge in downtown Coral Gables, similar to other local leisure destinations like Lincoln Road in Miami Beach and Mary Brickell Village in Miami. At a recent meeting, City Manager **Pat Salerno** presented the financing proposal to the City Commission and about 25 members of the Business Improvement District that covers Miracle Mile. The plan will be heard at four public hearings in the coming months.

According to the proposal, properties directly on the Mile and Giralda would bear 35 percent of the total cost, and adjacent properties would pay 15 percent. Mari Gallet, spokeswoman and former executive director of the improvement district, said many business owners are fine with paying their half but suggest the city gives them a one-year grace period to recover from the lost business during construction. That year, she said, would give proprietors enough time to bounce back and hopefully see business grow before the higher tax bills come in. "Our goal as property owners and business owners, is to have a small number on our property tax bills that'll be easy to absorb because of our success," she said. **Salerno** said the city has already factored in a two-year grace period into the plan, adding that is rare for a city do so.

"Normally, there isn't one," he said.

Abe Ng, owner of the Sushi Maki chain of restaurants, has worked through street improvements in front of his location on Sunset Drive in South Miami back in 1998. He said business will decrease for places like his Sushi Maki at 2334 Ponce de Leon Blvd., located just north of Miracle Mile since 1983. But he welcomes the planned improvements, and he hopes the city will help let drivers know that they are still open. "Signage is very important," he said. "Signage provided by the city that says the businesses are still open."

City staff were asked to prepare a timeline for the financing, hearings and construction of the streetscaping, as well as a time frame for renovation of two city parking garages on Andalusia Avenue. The garages project is still in its planning stages. Burton Hersh, an architect and

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(Articles are in reverse chronological order)

president of the improvement district's board of directors, said many people are nervous about the garage redevelopment. He noted that during the construction of The Palace at Coral Gables, a luxury senior living community in downtown, five businesses did not survive. "It's very important that the city stages the construction in a staggered way," he said.

Salerno said the city will address the timing of those projects later on, as the City Commission would have to give necessary approvals for projects to go forward. "At some point down that road we will take a look between the relationship between the two projects," he said.

Business owners like Jose Bolado, owner of Bolado Clothiers at 314 Miracle Mile, have emphasized that they could take a huge hit if they had to contend with construction along the street and behind their buildings. "We need as much help as we can get from the back if they start working in the front," Bolado said. Bolado's family business has been on the Mile since 1975, and he said downtown Coral Gables has long needed a facelift. "I believe it's long overdue," he said. "We need to keep up with the times."

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PATRICK G. SALERNO
(Articles are in reverse chronological order)**

Miami Herald, The: Blogs (FL)
November 20, 2013

Coral Gables city manager inspires return of University of Miami's onion rings

Author: *Patricia Mazzei at 4:27 PM*

For the most part, University of Miami and Coral Gables officials had nothing but praise for each other at their annual meeting together Tuesday morning. The exception: Gables City Manager and UM alumnus **Pat Salerno** found something missing from the Rathskeller at UM's new \$46.5 million Student Activities Center. "Those delicious onion rings that sustained me through my college days are no longer on the menu," **Salerno** lamented.

UM President Donna Shalala chuckled, suggesting she'd look into the oversight.

On Wednesday, the school announced that onion rings would return as a special menu item when students hit classes in January. **Salerno** has a standing invitation to come taste test. "I will add this item to the city's list of accomplishments for this year," he said, with a laugh. "I can't wait to eat them."

UM says the new snack will get a new name, too: **SalernOrings**.

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PATRICK G. SALERNO
(Articles are in reverse chronological order)

Miami Herald, The (FL)
October 1, 2013

Coral Gables business group is studying downtown rules

Author: *Philippe Buteau, pbuteau@MiamiHerald.com*

Coral Gables' Business Improvement District has hired an independent consultant to study downtown and Miracle Mile to find out what restrictions can be loosened up. The BID hired the consultant, Jaime Correr & Associates, to determine what changes can be made to the city's zoning laws to allow for different types of businesses in the district, and for businesses already there to be able to operate differently. The BID is an independent taxing agency in downtown Coral Gables.

Its decision to undertake the study has sparked an exchange of letters to the editor in Neighbors between former mayor Don Slesnick and others, who worry about the prospect of South Beach-style night clubs coming to town, and members of City Manager **Pat Salerno's** administrative team, who say such fears are unfounded. The BID's executive director agreed, saying Tuesday that her members are not looking to bring night clubs to downtown. Asked about the BID's plans on Tuesday, **Salerno** noted that the BID doesn't answer to him. "They're allowed to study and propose whatever they want as an independent entity," **Salerno** said. "But I haven't seen one word of the proposal."

BID executive director Mari Gallet said she has a draft proposal but refused to discuss details or provide a copy on Tuesday. Before anything is presented to the City Commission, the BID board must first approve the consultant's proposal and a draft of how new text in the city's zoning laws will read, according to Gallet, who stressed there is nothing formalized for this project. "It's called a 'study' for a reason," she said. "We're still in the discussion phase." Gallet said the BID plans on hosting public meetings to involve residents in the project. Public meetings will take place in early 2014, after the BID's board approves the proposal, but before the BID submits it to City Hall, she said. The consultant was hired after BID members, which include every business and property owner in the area, identified several issues that make bringing in new business difficult.

The issues include signage rules, what restaurants are able to do and display in their storefronts and a rule which states 50 percent of profits must come from the sale of food. Hours of operation are a point in the study, but residents' concerns have made it a minor one. "We've talked about hours of operation but we're not pushing hard on that," Gallet said. The types of businesses will be ones that support the district's 88 restaurants. "We want to bring things that are supportive of our restaurant community," Gallet said.

As an example she mentioned several vacant 1,000-square-foot spaces on Giralda Avenue - also known as "Restaurant Row" because of the 14 restaurants there - which could be ideal for bars, retailers, arts or cultural businesses, but not nightclubs. "We have no desire to bring nightclubs to Coral Gables," Gallet said. "We don't know where that started."

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If there are changes, they will not affect the entire city but rather only the 12-city block area that makes up the BID: Giralda Avenue in the north, Andalusia Avenue in the south, Le Jeune Road in the west and Douglas Road in the east.

The project, called the "Downtown Overlay Study," started in March 2012 with a volunteer committee made up of zoning lawyers, urban planners and several BID members who all wanted to do the proposal.

The BID wants Coral Gables to grow and be able to attract not only Coral Gables residents, but the growing population of millennials, according to Gallet. But changing Coral Gables' identity is not a part of their plans. "We don't want to be South Beach," Gallet said. "We want to grow and be relevant but we want to protect the sophisticated tone of our district."

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PATRICK G. SALERNO
(Articles are in reverse chronological order)

Miami Herald, The (FL)
September 24, 2013

Coral Gables leaders unanimously OK \$164.6 million budget and tax-rate decrease

Author: *LANCE DIXON, ldixon@MiamiHerald.com*

Coral Gables held its second public budget hearing on Tuesday evening, and it only lasted about 30 minutes, as the city's leaders unanimously approved the city's \$164.6 million budget, an increase from the \$156.2 million proposed in the initial hearing on Sept. 12. The increase was due to changes in the estimated revenue from the first hearing, which added up to \$8.3 million. The commissioners also approved a tax rate decrease to 5.629 from last year's rate of 5.669 and a resolution to adopt the city's capital improvement program for the next five fiscal years (through 2018) without discussion. One of the major portions of the budget's increase from last year's \$148 million is multiple improvement projects throughout the city, which will cost about \$6.9 million.

The projects include \$1.8 million toward landscaping improvements on Ponce de Leon Boulevard, which the leaders on the dais said have been discussed for at least 12 years, and another \$1.1 million to repair and upgrade the city's Public Safety Building which houses the police and fire departments. Additionally \$400,000 will go toward renovation of City Hall and \$450,000 will go to streetscape enhancements in Kings Bay.

Miles Maronto, a Kings Bay resident, said the proposed projects reflect well on the city's leadership.

"They've listened to the residents. It's been a long time coming," said Maronto. These changes were also applauded by commissioner Vince Lago, who hopes that the parks and infrastructure improvements will continue. "I think the city's headed in a great direction," said Lago. "Would I love to have more money to set aside? Sure, but we're all dealing with the tough economy."

The city is also adding eight employees including seven police officers, increasing the force to 191, and an additional fiscal and policy analyst in the city's finance department.

City Manager **Pat Salerno** said he was also happy to have decreased the city's tax rate for the third year in a row.

The city's 5.629 proposed tax rate will make it the 24th-highest rate out of the 35 cities and municipalities in the county. Biscayne Park has the highest proposed rate for the next budget year at 9.5.

The new budget and tax rate will go into effect on Oct. 1.

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PATRICK G. SALERNO
(Articles are in reverse chronological order)

Miami Herald, The (FL)
September 6, 2013

Coral Gables imposes new terms on non-uniformed employees

Author: *Howard Cohen, hcohen@MiamiHerald.com*

Coral Gables commissioners on Wednesday imposed new contract terms on Teamsters Local 769, the union representing the city's 290 or so non-uniformed employees. The commission decided on the terms at an impasse hearing after negotiations failed to produce a contract. Among the decisions in the new contract, general employees had been paying 20.26 percent of their salaries towards the pension plan. The union requested a figure of 12 percent. The city manager's position was 18.26 percent. Ultimately, the commission, in a 4-1 vote, set the figure at 17 percent. Commissioner Frank Quesada voted against the figure without naming a desired number. "It was an improvement over where we were but far from where we need to be," said Mike Scott, president of the Teamsters Local 769. "We recognize there are issues with the pension, but we don't feel it should fall totally on our bargaining unit."

The actual benefit was unchanged, City Manager **Pat Salerno** said. "We didn't change any of the benefits in the action, the change is to how much they contribute. What was in dispute was how much an employee pays to their pension." By comparison, currently the police contribute 10 percent of their pay toward their pensions, up from 5 percent after negotiations last fall. The fire employees, currently in negotiations with the city, pay 5 percent and the city wants to take them to 10 percent. Management in the city pays 15 percent toward their pensions. A 30-year non-uniformed employee, making \$60,000 annually, would get an annual pension of \$40,500, **Salerno** said.

The new contract stays in effect until the city and union reach a new agreement and there is no time frame for when that could happen, **Salerno** said. The new contract also caps monthly health insurance premium costs per employee at \$665 or \$7,980 annually. If insurance premiums rise, that amount will have to be bargained for each year rather than simply remaining open-ended as it has been and as the union desired.

The union also wanted to "sell" up to 80 hours of annual leave, meaning if vacation had built up employees could cash-out two weeks of vacation per year. The commission unanimously rejected that proposal.

The city and union also negotiated over its layoff and cost-sharing strategy. The union wanted to ensure that an employee with seniority, facing a lay-off, could bump down into any lower classification job or position. The city wanted to maintain the existing language that says an employee can only bump down into a job they once held. The commission ruled unanimously to keep the current approach intact.

Additionally, if pension costs rise the city has a system by which the costs are shared 50-50. For example, if pension costs rise 10 percent, the city absorbs 5 percent of the burden and the union

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takes the other half. The commission unanimously opted to keep that arrangement intact, over the objections of the union.

“The majority of the impact hit our lowest-paid unit in the city,” Scott said.

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PATRICK G. SALERNO
(Articles are in reverse chronological order)

Coral Gables News (FL)
September 3, 2013

City to reduce property taxes for third consecutive year
Author: *TANIA SOSA*

While other communities speak of increasing taxes and drastically cutting services, property owners in Coral Gables will see a lower tax rate for the upcoming fiscal year. The city commission has preliminarily approved the millage rate proposed by city manager **Pat Salerno**. The budget, which would take effect starting Oct. 1, calls for a property tax millage rate reduction from the current rate of 5.669 to a new rate of 5.629. The rate represents \$5.629 per \$1,000 of assessed property value.

This would be the first time in more than 20 years that the city has reduced the millage rate for three consecutive years. As a result, the owner of a single family home with homestead exemption that has an average taxable value of \$588,023 saves approximately \$260 annually. The owner of a homesteaded condo with an average taxable value of \$280,498 saves approximately \$125 annually. "Although it is a challenge to reduce the millage rate and still have the necessary funds to maintain and enhance the services residents enjoy, I believe the proposed budget accomplishes the needs of our residents while keeping us on the path to economic sustainability," said Mayor Jim Cason.

The proposed budget includes seven additional police officers for the field, the largest number of sworn officers in the city's history, from 183 to 190. This brings the number of total personnel in the Police Department from 256 to 263.

For the past few years, there has been a conscious effort to right-size the entire city organization without compromising any of the services residents enjoy. Consequently, this strategic increase in positions still results in a smaller total workforce than the city had two decades ago. Proposed funding for the Capital Improvement Program is approximately \$9.8 million. The program includes funding for the purchase of additional green space, restoration of the Merrick House, repairs and improvements to other city facilities, re-sodding the Youth Center field, and two streetscape projects, among other improvements.

There will be two public hearings in September before the final budget is adopted.

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PATRICK G. SALERNO
(Articles are in reverse chronological order)

Miami Herald, The (FL)
July 25, 2013

Coral Gables would hire more cops under proposed spending plan

Author: *Howard Cohen, hcohen@MiamiHerald.com*

City Manager **Pat Salerno** wants to add seven officers to the Coral Gables Police Department under a budget proposal received by the City Commission on Wednesday. The budget also includes a slightly lower tax rate, but longtime homeowners would end up paying a little more because of increased home values. **Salerno** proposed a tax rate of \$5.629 per \$1,000 of taxable property value, down from the current rate of 5.669. The commission voted unanimously to advertise **Salerno**'s proposed rate, meaning it could hold, or be lowered but not raised, after two public hearings in September. As such, the reduction in its property tax rate continues a trend, **Salerno** said.

The owner of a home assessed at \$375,000 would pay about \$1,865 in property tax, assuming the owner qualifies for the standard \$50,000 homestead exemption, and that the home's taxable value increased by 1.7 percent, the maximum allowed this year for an owner-occupied home. That's an increase of about \$23. If the city were not cutting the tax rate, the increase would have been \$36.

The city also proposes a budget of \$153.4 million for its 2013-14 fiscal year, up from this year's \$145 million. Part of the reason for the increase is that the city plans to spend money already set aside for big-ticket projects — including about \$400,000 for structural repairs to the aged City Hall on Biltmore Way, \$450,000 to shore up the historic Merrick House and \$300,000 for streetscape improvements to the Kings Bay community. The city also budgeted \$390,000 for a re-sodding of the War Memorial Youth Center's fields and irrigation improvement. "Soccer moms should be appreciative of the commission because they can be heard," **Salerno** said.

The additional police personnel would add about \$850,000 to the budget and **Salerno** hopes to hire a financial and policy analyst at an undetermined pay scale, likely in the \$60,000 to \$90,000 range. This person's job would include developing a five-year economic plan and would be the key person in setting forth performance standards for the various city departments. "I would look at this position as a revenue generator," **Salerno** said. "As the county moves toward a policy of eliminating unincorporated areas and have donut holes annexed by the cities, this individual would work on our case as to why certain unincorporated areas would be advisable to join us."

The fire department would hold steady at 139 positions, a figure maintained since the 2005 budget cycle.

The proposed increase of eight employees would bring the city total to 800, its highest figure since 2010.

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Coral Gables will hold two public hearings on the budget, at 5:01 p.m. on Sept. 12 and Sept. 24 at City Hall. State law requires that the hearings be after 5 p.m. so that residents can share their views after work.

“I’m pleased that the commission has before it a budget that will lower the tax rate for the third consecutive year while meeting our needs and enhancing the services that are being provided,” **Salerno** said Wednesday afternoon.

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PATRICK G. SALERNO
(Articles are in reverse chronological order)**

Coral Gables News (FL)
April 16, 2013

City manager Pat Salerno honored with Outstanding Community Service Award
Author: *TANIA SOSA*

The Gables by the Sea Homeowners Association recently expressed their appreciation to Coral Gables city manager **Pat Salerno** by presenting him with the "Outstanding Community Service Award."

The award is not given every year; it is presented only when the association feels individuals or organizations merit the recognition. Members of the Gables by the Sea Homeowners Association, representing nearly 1, 000 residents, wanted to acknowledge the city manager for his responsiveness to the community's needs, and his efforts improving the city's financial stability and quality of life.

"I am grateful for the award. My focus has always been to look out for the interests of our residents," said **Salerno** who has been city manager for four years and also is a resident.

The Gables Good Government Committee also has honored him with an award. Throughout his public service career, the city manager has been honored by civic, community, and business organizations for making cities better places to live.

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PATRICK G. SALERNO
(Articles are in reverse chronological order)

Miami Examiner (FL)
March 27, 2013

Making sense of Coral Gables' real finances

Tuesday night's regular commission meeting was full of emotions in Coral Gables, one of the wealthiest towns in South Florida. Two commissioners, Maria Anderson and Ralph Cabrera, brought in their families at City Hall to say goodbye to the local government as their 12-year terms are scheduled to end on April 9. The farewell addresses were filled with memories, as if lives were about to be ended. In reality, Anderson is set to become a minister at a local church, while Cabrera will more than likely be chosen as the next Mayor of Coral Gables next month.

However, the Coral Gables meeting was not only about hugs and kisses. Minutes before the end of the meeting, officials from McGladrey Certified Public Accountants, a firm contracted by the City, revealed that the total amount of available reserves turned from \$12 million to \$21.1 million for the 2011-2012 fiscal year. In total, this amounts to 18% of the operating budget, which may return the city to an AAA rating from Moody's. "The ability to go from less than \$200,000 in 2009... to \$21 million in that period of time is truly remarkable," City Manager **Pat Salerno** said. Indeed, the new finding is remarkable and gives an indirect slam to Mayor Jim Cason, who had previously stated that \$12 million in reserves was not nearly enough to protect the financial health of the city in case of a catastrophe.

Anderson, however, was not pleased by the report. Instead of praising the city manager and his staff for managing to free up so many resources, she announced, "I hope in the future we could have a heart and give some of that money back instead of tax cuts. Give to the employees and services that are losing their homes and who lost their cars. You can talk about the big money all you want, but until you have a heart, we are not a city." This statement is worrying, especially coming from a potential minister. Maria Anderson is opposed to property tax cuts and wants more money to "be given back" to public employees. But for something to be given back, or returned, to someone, that person must have given in to begin with. However, property taxes are paid for by homeowners in the city, and public employees are only paid by this tax money, which some argue is nothing more than thieved money.

In other words, for money to be truly given back to the city, property tax cuts are the best way to go. The fact that Commissioner Anderson misunderstands the true origin of public money is one of the thousand reasons why governments are increasingly immoral. There is room for criticism, however. **Salerno** might have managed to boost up resources dramatically, and this is better than running on a deficit, but it is clearly not the best approach. \$21.1 million represents one third of the total property tax revenue. And it comes short by just \$7 million of being twice as big as the total utilities service taxes and business tax revenues.

In real terms, this means that forgetting the available revenues can forgive all city business taxes, all utilities service taxes and a sixth of property tax rates for a whole year. It can also be used to

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PATRICK G. SALERNO
(Articles are in reverse chronological order)

end the business tax for six years. But even more importantly, the reserve fund can and should be used to pay back the city's debts by a fifth. (The latest estimates put Coral Gables' debts at \$105 million.) Click [here](#) to see Coral Gables' 2012-2013 budget

But the reason why the current government won't act to use the reserves is clear. Moody's bond credit rating depends exclusively on the amount of reserves in the General Fund, and the better the rating, the more investors will purchase municipal bonds. Municipal bonds are a way for municipalities and other sub-state entities to receive cash payment quickly, in exchange of a promise of repayment with interest in the future. In other words, municipal bonds are the ultimate theft schemes used by local governments.

The principle is simple. Today's city government receives easy revenues without increasing taxes or fees, and tomorrow's homeowners are forced to pay for the interest with their own taxes.

If "giving back" is the real goal, as Commissioner Anderson wants to believe, then the real solution is to save future homeowners to be coerced into a system elaborated by this generation. In other words, assuming that the state ends its restrictions on local governments, Coral Gables should default on its future promises, use the reserves available to pay back current bond holders, and save future generations from tax increases. There are plenty of steps that should be taken in order to both increase the living standards of the people of Coral Gables and lower spending rates drastically. Privatization is one such issue. Simply privatizing local avenues to business associations, such as Miracle Mile and Ponce de Leon Boulevard, can bring in a lot of revenue and save the city millions in the coming years. Reforming public salaries and pensions, which represent 41% of total expenditures in 2013 (the largest share of the budget) is another important step to be taken.

Mayor Cason and **Pat Salerno**, while they are to be praised for the good steps they have taken toward financial health, should also be blamed for ridiculing the debate over finances. They have allowed small property tax rate cuts to become enraged debates about the "future of Coral Gables," even though revenues from this source are higher than at any point before 2008. Now, they are hurting the next generation by wanting to increase reserve funds even more –up to \$25 million- in order to issue even more municipal bonds and put the city in debt.

Unfortunately, Ralph Cabrera is no better. While he says he doesn't support tax increases, he is one of those elected officials that have attacked the recent tax cuts. He isn't opposed to the reserve funds at all, but wants the Commission to be given more credit than **Pat Salerno**.

In many ways, Cabrera and Anderson leaving the Commission is a good aspect of Coral Gables. But the possibility of Ralph Cabrera becoming the next mayor and potentially more dangerous commissioners entering the government is even worse.

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PATRICK G. SALERNO
(Articles are in reverse chronological order)

Miami Herald, The (FL)
January 22, 2013

Coral Gables commissioners and city manager argue over trolley garage
Coral Gables' Commissioners Ralph Cabrera and Maria Anderson clash with City
Manager Pat Salerno over a controversial land swap deal that will lead to a city trolley
garage in the West Grove.

Author: *Howard Cohen, hcohen@MiamiHerald.com*

The controversy over building a Coral Gables trolley garage in the West Grove as the result of a land swap with a local developer was not on the Gables' commission's first meeting of the year Tuesday.

Still, two commissioners and the city manager clashed during open discussion at the close of the meeting after City Attorney Craig Leen brought up the issue to state the city's position. "Reports are attacking the city of Coral Gables and I want to make a couple points clear for the record," Leen began. "We have a trolley building now in Coral Gables near the high school and Merrick Park. The developer came to the city and made this request and this was something that came to you months ago," he said, addressing the commission, which voted unanimously to a land swap deal with Astor Development in March 2012.

The developer approached Coral Gables to acquire land on Le Jeune Road, just south of Bird Road, where the city operates a maintenance garage for its trolleys. Astor wanted the land to build a seven-story, apartment building with high-end retail in the neighborhood of Merrick Park. As part of the deal, Astor agreed to build the city a garage for its trolleys. The company said it could not find affordable land in the Gables and, instead, found a site on Douglas Road, just outside of the Gables, bordering a residential community in the West Grove. "This commission and city staff and outside counsel made it clear the trolley building had to comply with federal and state law and local ordinances," Leen said. "It is not our intention to force this on the community. The developer had to get approvals. This commission didn't know of appeals or objections. My understanding is the City of Miami was made aware of the proposed use of this building from the beginning and our contract with the developer was dependant on approvals. The city will not accept a building, ultimately, unless all those issues are resolved. We have to act carefully in this matter. The developer is trying to work this out."

Miami City Commissioner Marc Sarnoff told The Herald earlier this month that Miami zoning code allows Astor to build the garage in that location. Outgoing commissioner Maria Anderson said she would like the city to make amends. "I would love that, as a city, we proffer a landscape or a trolley stop to build goodwill," Anderson said. "Not interfere with the developers. But we are impacting a neighborhood that is very poor and they are looking for simple solutions." Commissioner Ralph Cabrera, who is term-limited and who is running for mayor against incumbent Jim Cason in the April election, agreed.

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PATRICK G. SALERNO
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In an interview after the meeting, Cabrera said the community deserves proper landscaping as buffers. He also said the building's design contains the exhaust and fumes. He thinks building a trolley stop in the neighborhood would be advisable. "I thought of a trolley stop to cross Dixie Highway," he said. "It's got plenty of parking so we won't be parking on their public right of ways. It's generally a beautiful structure."

Cabrera also reiterated at the commission meeting that he had discussed having a dialog with the West Grove during a December 2011 commission meeting. He said City Manager **Patrick Salerno** did nothing to facilitate the process.

In November of 2011, Cabrera emailed **Salerno** concerning a request from Jihad Rashid, the vice president of the Coconut Grove Village West Homeowners' and Tenants' Association. Jihad asked that Cabrera attend the association's executive committee meeting. Cabrera emailed **Salerno** at the time, "Please follow up appropriately" and said he returned a phone call placed by Rashid. Tuesday, he said he did not attend the meeting because it could violate future quasi-judicial hearings on the issue, in which he would have to vote.

The minutes of the December 2011 meeting show an exchange between Cabrera and **Salerno** in which **Salerno** said, "We acted on that immediately... You said, here it is, take care of it. We did. We advised the developer of the request and suggested that they make contact with the head of the homeowners' association and discuss and brief them. We are not the applicant in that project." On Tuesday, **Salerno** addressed Cabrera's charges. "You chose subsequently to attack me for not doing my job and for doing nothing and you knew when you asked that I had," **Salerno** said. "And I think you went beyond that, trying to make me look bad and make this commission and the city look bad. "With all due respect, you were invited to the meeting with the residents. I have the email. You have the email. If you really cared about those Grove residents you would have gone to the meeting instead of telling me to handle it — which I did. And you didn't criticize me when I told you what I was doing. You criticized me after the fact. Furthermore, you had two opportunities to raise questions about the plans and developer's intentions to secure a site in the city of Miami when it came before you for votes on first and second readings — but you sat silent."

Cabrera stood by his comments.

Anderson complained the discussion had gotten out of hand. "I want to stop this," she said. "This is intolerable and not because five months ago I asked for his [**Salerno's**] resignation, but intolerable that someone sits as equal to us."

Cason adjourned the meeting.

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PATRICK G. SALERNO
(Articles are in reverse chronological order)

Miami Herald, The (FL)
September 12, 2012

Gables imposes pension cuts on cops

Officers will still be entitled to retire after 25 years on two-thirds of their working pay. But the police union says that's not enough.

Author: *Howard Cohen, hcohen@MiamiHerald.com*

Coral Gables commissioners decided unanimously on Tuesday to reduce pension benefits for some police officers and require a larger annual pension contribution from current officers, saving the taxpayers an estimated \$1.9 million per year. Commissioners imposed the changes on the police union after City Manager **Pat Salerno** and the union were unable to reach a deal despite 18 months of negotiations.

All officers' annual pension contributions will increase from 5 to 10 percent of wages. The union had refused to agree to any increase. According to the city, Miami and Miami Beach police already contribute 10 percent of their pay to their pensions, while officers in nearby South Miami pay 15.6 percent.

Meanwhile, officers whose pension benefits have not yet vested — meaning officers with fewer than 10 years of service — will no longer be able to retire on 75 percent of their working pay after 25 years. Instead, they will get a maximum of 67.5 percent after 25 years.

Officers whose pensions already have vested will still get the old benefit. Sgt. John Baublitz, president of the Coral Gables Fraternal Order of Police Lodge 7, said the reduced benefits will make it harder for the Gables to hire first-rate officers. "To be honest, what they've done to this city and the department and officers is going to have unbelievable detrimental effects to this police department," he said after the hearing, which featured attorneys and financial expert representation on both sides. "I'm stunned. This city has money. [City Manager] **Pat Salerno** has been hiding money in accounts. This was nothing more than punitive. We offered a pension system where they would have been better off if they accepted our offer, but they are not better by cutting 5 percent of salaries." But **Salerno** said the city simply couldn't afford the more generous pension formula. "This commission did not create this situation but they have taken the steps necessary to correct it," he said after the day-long hearing. "What has been resolved at the impasse hearing constitutes reasonable and sustainable wage and pension reform that considers the interest of the Coral Gables taxpayers."

The subject of pension reform has dominated city discussions nationwide, was a chief element in Mayor Jim Cason's campaign two years ago. Since 2001, the city's unfunded pension liability has swelled from \$15 million to \$235 million. The city's contributions to pensions have grown 413 percent since 2000. "When I was campaigning, everyone told me about pensions," Cason said. "This is crowding out money for investment and roads and other projects. My impression is we have a very generous pension." Officers on the new plan will calculate their pension benefit based on their average pay during their last five years of service, rather than three, and overtime pay and unused vacation time won't be included in the math. Traditionally, officers in many

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(Articles are in reverse chronological order)

cities make a point of working many overtime hours during their last few years of service as a way to pump up their retirement pay.

Salerno also had proposed that the city no longer pay the police union president a salary for conducting union business on city time. But commissioners opted to keep Baublitz in his current full-time capacity as union president. “I take offense that I don’t provide a service,” Baublitz said. “I represent 170 officers who are doing a job, and they look to me when we get in trouble. There are many aspects to my job.”

Normally, unionized workers determine their pay and benefits via negotiations between their union and the employer. But in the case of Florida municipal employees, the governing board may impose a settlement when negotiations don’t lead to a contract. The deal lasts only one year, meaning the two sides will soon be back at the negotiating table.

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(Articles are in reverse chronological order)

Miami Herald, The (FL)
August 10, 2012

Coral Gables City Manager Pat Salerno: I'm not returning to Sunrise
After a story ran in The Miami Herald about the near-firing of Coral Gables City
Manager Pat Salerno, some officials from his former city council in Sunrise approached
him to return. Salerno says he is happy to stay in the Gables.

Author: *Howard Cohen, hcohen@MiamiHerald.com*

Just after Coral Gables commissioners voted 3-2 two weeks ago to keep City Manager **Pat Salerno** in office after two commissioners moved to fire him over his management style, the man who replaced **Salerno** in Sunrise four years ago left his job. The simultaneous events fueled speculation that **Salerno** might return to his post in Sunrise, a Broward municipality he ran as city manager for 18 years. During **Salerno**'s tenure in Sunrise he was instrumental in bringing the Sawgrass Mills mall and BankAtlantic Center to the city as well as boosting its reserves to \$50 million.

But he left in January 2008 amid some of the same grumblings that have recently hit him in the Gables. Three of the five commissioners in Sunrise, who balked at **Salerno**'s management style, asked for his resignation or threatened to fire him. Bruce Moeller, a fire chief, replaced **Salerno** and left in early August to accept a job in Pinellas County. **Salerno**, 61, became Coral Gables' city manager in April 2009. When he took office, the city faced a financial crisis as its revenues were overestimated by \$8.5 million and its expenses underestimated by the same amount. The city had to taps its reserves of \$8.5 million, renegotiate debt and lay off employees.

Today, the Gables has \$12 million in reserves. **Salerno** also negotiated a settlement with the Biltmore Hotel, which paid the city \$5 million in back rent and fees in December. The Sun-Sentinel reported Tuesday that Sunrise commissioners were split over welcoming **Salerno** back, with some citing his strong financial skills to help move the city forward while others continued to rue **Salerno**'s management style, described as "iron fisted." But there was never a move by **Salerno** to throw his name into the mix of a reported 69 candidates for the job by Friday's deadline.

After The Miami Herald ran its story on **Salerno**'s troubles and ultimate survival, he said he received some calls from Sunrise officials. "I got some folks from Sunrise who reached out to me to see if I was interested in coming back which, of course, was flattering," **Salerno** said Wednesday. "I told them I have a job and we're doing good things here. That's it. From the time I went to school at the University of Miami I always wanted to be city manager here. I bought a house here not too long ago. That some people reached out to me spurs rumors out there but that's almost natural."

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PATRICK G. SALERNO
(Articles are in reverse chronological order)

Miami Herald, The (FL)
July 27, 2012

Gables manager Pat Salerno keeps his job

The Coral Gables Commission voted 3-2 at an emergency hearing Friday to keep its city manager and to restore his powers after two commissioners voted to fire him earlier in the week due to his management style.

Author: *Howard Cohen, hcohen@MiamiHerald.com*

The Coral Gables Commission voted 3-2 Friday morning in favor of keeping City Manager **Pat Salerno** in office. The vote, taken at an emergency meeting after a surprise motion Wednesday by a commissioner to terminate **Salerno**, also restores **Salerno**'s power to hire and fire city employees.

Commissioners Maria Anderson, who initiated the movement to fire the manager at a budget workshop Wednesday morning, and Ralph Cabrera, who backed her, said they felt the administration had grown "toxic" under **Salerno**'s three years as the manager. They cited a crisis in employee morale and Anderson noted **Salerno** made it difficult for her to place an item on the agenda. The manager, by city charter, is required to place on the agenda of public meetings items submitted by commissioners, the city clerk or the city attorney. "I don't do what I did on Wednesday and I don't take that lightly. I wouldn't have come to that decision if I hadn't felt so strongly to call for a motion to terminate," Anderson said. "I voted for Mr. **Salerno** [when he was first hired]. And there have been good things that have happened in the city — and, at the time he arrived, there were things that needed to be fixed. "But over the last few years, I noticed a pattern of behavior that is very disturbing and have heard stories from employees. This is a workplace that has become so hostile and so despotic they fear for their work and jobs. They are understaffed. The layer of administration at the top is so top-heavy there are very little workers at the bottom and they are at wit's end and there is no end in sight for them. Eventually, residents will feel the result of that in service," she said.

Mayor Jim Cason, Vice Mayor Bill Kerdyk, Jr. and Commissioner Frank Quesada voted to support the manager and cited his success at improving the city's finances, which were in a tight budget crunch when he took office in April 2009. "As an elected official, my responsibility is to constantly monitor the job performance of key employees," Kerdyk said. "Is this city in a better place than it was three years ago? I say yes. Does the city manager have areas he needs to address? Yes. We have heard about it from commissioners Anderson and Cabrera, areas as far as brusqueness with him, and the way he responds to employees concerns me. "But I have to look at the big picture. We had pension reform, which saved the city millions of dollars. We executed a University of Miami development agreement that pays the city \$22 million. We negotiated a successful outcome with Biltmore Hotel, renovated several parks, reorganized city departments. Even brought back the Fourth of July. All positive things. But in these days and times, one issue is the financial security of a city, and three years ago the city manager inherited a financial mess," Kerdyk said.

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When it became clear that **Salerno** had the majority's support, Anderson and Cabrera tried to strip the manager of overseeing the agendas and, instead, place that task with the city clerk or attorney.

Anderson said she tried to place an item on the agenda earlier this month featuring her language for the pickup truck referendum. She had worked on the text with City Attorney Craig Leen. She said **Salerno** was resistant to placing the item on the agenda. Leen agreed they had had difficulties getting the item placed. "We had a two-hour conversation about it. Going forward, the benefit of this discussion is that this won't happen again," Leen said. "He controls the agenda and what I try to put on it. Some of you may have more luck, you're in the majority,"

Anderson said, addressing the commission. "My concern is the agenda. That's great power. That agenda is his power base. One day you will find out you are no longer in his good graces and will remember this day." Anderson withdrew her motion on the manager and the city agenda, but says she will resubmit the item at a future commission meeting. "I need to point out to the commissioner, I never held an item from the agenda," **Salerno** said. "The moment I received it, it was going on the agenda. I say, if you want an item on the agenda, you send it. And if it's not there, I will resign. That's how strongly I feel about it."

Hours after the meeting, Anderson was not convinced. "I have no confidence in the city manager," she said. "He lied by saying that statement. If he was a man of his word he wouldn't have given the attorney such a hard time. That was lip service." Cabrera feels the manager, who earns \$190,000 plus perks and reports to the commission, has been insubordinate. Cabrera and Anderson's terms expire in April. "I have concerns about the next 256 days," he said. "I think they will be tumultuous and toxic." Cabrera agreed with Commissioner Frank Quesada, who proposed regular goal meetings between the manager and commission to improve communication. The first such meeting would be in October, after the budget is set. The budget must be adopted by Sept. 30. "It's more than management style. It's about process. And the process that exists today, it's about power and about secrecy and that's not what open government is supposed to be about. It wouldn't be prudent to just sit here and complain and not try and find resolution," Cabrera said.

Salerno said he expects the city will move forward despite the lack of confidence from two of the five commissioners. "I was confident the majority of the commission wanted me to continue what I was doing. They are proud and I am proud of the accomplishments and we'll continue to make this community even better. The residents of this community haven't seen anything yet in what's in store for them in moving this community forward. The best days are ahead and it's been three years of overhauling. We're still not where we need to be. We're still not a perfect government. I don't know that you can get a perfect government but that's what we'll strive for. There are a lot of things we need to address. No one is harder on anyone than I am on myself."

Employees, including members of the police, general employees and fire unions, attended the meeting. Prior to the meeting, John Baublitz, president of the police union, criticized **Salerno's**

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management style and said he had trouble keeping officers on the beat because of the deteriorating atmosphere at city hall.

“Employees here at the police department, or officers of the year, leave to go to other departments. Officers retired early just because of morale issues. My fear is he’s making it tougher for us to keep the city safe.”

The other two union heads were more conciliatory. “We’re glad of the outcome, we think the city is moving in the right direction now and it would have been counterproductive to the overall city to change course now,” said fire union president Mike Chickillo. “We’ve been working with him for three years and we’re comfortable with the work he’s done. He inherited a big mess and we understand the concerns. There’ll be some changes made. How do you fire a guy who’s done what he’s done and has such a good résumé? He might not be the warmest person, but from day one, he came in and we worked great together,” Chickillo said.

Mike Scott, president of the Teamsters Local 769, which represents the general employees union, acknowledged Friday that morale in the department is low. “There are some issues regarding pension increases and Coral Gables is not unique with public employee pensions. There are some issues with that that have driven morale down. I don’t want to attack **Pat**. What I will say is we’ve worked with **Pat** and his team to get a contract for our members and will continue to work with him, or anyone else the commission puts in that position.”

Members of the public also sat silent in the packed chambers. Except for one.

Longtime activist Roxcy Bolton got her point across — gesturing emphatically before the meeting began.

“Coral Gables has lost its edge,” she said. “The new city manager stepped up to his waist in manure.”

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PATRICK G. SALERNO
(Articles are in reverse chronological order)

Miami Herald, The (FL)
March 13, 2012

Coral Gables approves no-bid contract for palm trees
City Manager Patrick Salerno said he decided not to get competing prices because “the cheapest tree is not necessarily the best tree.”
Author: *Howard Cohen, hcohen@MiamiHerald.com*

Coral Gables commissioners agreed Tuesday to spend more than \$110,000 on hundreds of new trees for Ponce de Leon Boulevard — without seeking bids from competing tree companies. The money will pay for 358 new Alexander palms in the median of Ponce, between Red and LeJeune roads, including some at the entrance gates at the University of Miami. UM has agreed to cover more than half the cost. City Manager **Patrick Salerno** said he saw no need to seek competing prices because he had identified a tree company offering the best tree at a discounted price. “Not all trees are equal,” he said. “Manuel Diaz Farms has some of the best product in South Florida. The cheapest tree is not necessarily the best tree from a health and aesthetic standpoint.”

Because the city did not seek competing bids, the purchase required a four-fifths vote of the commission which was met 4-1, as Ralph Cabrera was the sole no vote. **Salerno** remembers the trees from his days on campus where he earned a bachelor of general studies degree in politics and public affairs in 1973. But in the decades since, disease, Hurricane Andrew and other problems wiped out most of the Alexanders except for four hardy trees. The city will replace the lost trees by planting single-trunk Alexander palms in the existing medians at a price of \$275 each. The figure represents a savings from the price of \$323 for the same trees that Miami-Dade Expressway Authority pays to Diaz Farms under a contract awarded through a competitive bid process.

The total expense of the project will be \$110,950, which includes other costs. The University of Miami has agreed to kick in \$100,000 for landscape beautification improvements between Red Road and Granada with \$59,486 of that going toward the Alexander project.

“We want to take advantage of a favorable negotiated rate between the city and Diaz Farms, and the university strongly supports the project,” **Salerno** said, adding that he thinks Diaz gave the city a better price because he lives there. “We think it’s a significant restoration project to bring back trees that were here decades ago and a resemblance of what the entrance to the university was like.”

To make room for the new arrivals, Diaz’s company will move 16 oaks in the 4800 block to another site in the city.

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PATRICK G. SALERNO
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Miami Herald, The (FL)
December 20, 2009

CORAL GABLES: Gables overspent for gas, manager finds
By not signing a contract and buying a higher-grade fuel than necessary, Coral Gables spent nearly \$1 million more than it had to on gas.

Author: *CARLI TEPROFF, cteproff@MiamiHerald.com*

Over the last seven years, Coral Gables spent nearly \$1 million more than it had to on gas for its fleet of more than 500 vehicles, the city manager has discovered. The overspending was the result of the city's failure to piggyback on the county's gasoline contract, which has a negotiated rate with a petroleum company that is substantially lower than the city's bulk rate. Additionally, the city bought a higher grade fuel than necessary, adding to the costs.

City Manager **Pat Salerno** told commissioners Tuesday that the city had been spending nearly 15 cents more per gallon on both regular and diesel fuel by not using Miami-Dade's contract. For the fiscal year beginning Oct. 1, the city budgeted about \$1.8 million for 525,000 gallons of gas. "There is no reason for not contracting out our single largest commodity purchase," **Salerno** said after the meeting. "We need to watch every penny."

Most municipalities in Miami-Dade County piggyback on the county's contract, which allows the city to buy gas based on the Oil Price Information Service -- the gas price standard. When **Salerno** took over as manager in April -- replacing David Brown, who resigned under pressure -- he began reviewing all of the city's spending habits to trim a multimillion dollar deficit. He tasked the new Automotive Director Steven Riley -- who replaced Clive Cork after he retired -- with looking at the city's fuel policy.

For starters, the city was buying mid-grade fuel, which cost the city about \$60,000 more than necessary. **Salerno** said he does not know why the city bought the higher grade of fuel. Riley also found that there was no gas contract with the county. **Salerno** said "it made no sense" that the city did not have a contract, but did not know why the city never entered into a contract. "It was before my time," he said. "As soon as we found out, we began looking at alternatives."

Vice Mayor William "Bill" Kerdyk, who asked **Salerno** to address the issue at the meeting, said he was pleased that the manager discovered the added expense, but disappointed that the city spent unnecessarily.

"I think we need to learn by our mistakes and move forward," he said.

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Miami Herald, The (FL)
September 27, 2009

CORAL GABLES: City manager making final cuts to budget
The city manager will have to trim about \$2 million if he wants the city's \$155 million budget to pass Tuesday.

Author: *ELAINE DEVALLE, edevalle@miamiherald.com*

Coral Gables City Manager **Pat Salerno** will have to cut another \$2 million from the city budget after commissioners postponed adopting the budget last week, as they searched for ways to bring the tax rate down.

The commission continued last week's vote on the budget and tax rate to this Tuesday after two hold-outs -- Vice Mayor William Kerdyk and Commissioner Ralph Cabrera -- refused to provide the fourth required super majority vote on the manager's \$155-million proposed budget. After nearly five hours, the commission deadlocked on **Salerno's** proposed \$5.995 tax rate for every \$1,000 of taxable property value. They asked **Salerno** to come back with a budget for a \$5.795 tax rate, which is as high as Kerdyk said he would go, and a \$5.675 rate, which is where Cabrera said he was "not budging." "I learned in my career as a politician that if you feed the beast, it grows. If you starve it, it will shrink," Cabrera said.

Kerdyk, who is considered the swing vote, could get his \$5.795 rate passed. That would be less than 5 percent higher than the rollback rate, but more than 9 percent higher than what taxpayers would have paid had the city stayed at the same tax rate of \$5.25 as this year. "The city manager mentioned that people are suffering in this organization," Kerdyk said, referring to **Salerno's** list of more than 60 laid-off employees, both full time and part time. "But people are suffering out in the public too. There are properties being foreclosed on. There are businesses being foreclosed. There is angst out there that I have never seen in the city of Coral Gables."

Salerno, however, warned commissioners against passing a lower tax rate without making cuts. "I've never seen a city commission that didn't want to know the implications of their actions," **Salerno** said. "You're not adopting a budget. You are adopting a millage rate. And you don't know what I'm going to propose" to cut, he warned. **Salerno** did not return several calls last week. But he said at the commission meeting Tuesday that the cuts already made will impact services. He said some of the people who had been laid off were "in some respects still hoping that there is something that's going to happen that can change that outcome. And there's very little that can be done at this point."

Two of the commissioners said after the budget hearing they could identify areas to trim. Commissioner Wayne Withers, who supports the manager's top tax rate of \$5.995, said Friday he would look at cultural grants, the recreation budget and commission salaries. Cabrera said he would eliminate the \$450 monthly gas allowance for top management and cellphone reimbursement, freeze pension contributions for non-union employees and review all special

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events expenditures. He also said it is not the time for the city to be advertising new positions, including a sustainability department director who would make between \$88,000 and \$121,000 annually and a property administrator budgeted at \$98,000. The budget also calls for an assistant parks and recreation director and a new accountant in finance.

NO NEW JOBS

"If we are letting people go who have been here for years, I don't think we should be posting these new jobs," Cabrera said, adding that the sustainability department and property management should be handled out of the city manager's office by one of the two assistant city managers. Mayor Don Slesnick and Commissioner Maria Anderson said they would trust **Salerno** to make the cuts. "I am waiting to study the manager's recommended budget amendments before I put any pressure on the process with my own suggestions," Slesnick said. Anderson said she would turn to **Salerno's** expertise to minimize the carnage of a lower millage rate. "Unfortunately, with potentially having to cut \$2.4 million more out, I can't imagine that anything will be spared," she said Friday.

Kerdyk could not be reached Friday, but if his \$5.795 proposed tax rate is passed, it would mean the owner of a home with an average value of \$570,000 would pay \$3,013 a year in taxes, or almost \$300 more than this year. At the current rate, that homeowner paid \$2,730 this year.

FIRE-SERVICE FEES

No matter what happens with the tax rate on Tuesday, city residents will pay two new fire service-related fees passed by the commission Tuesday 3-2. They will pay \$50 more each year in a new fire assessment fee. Commercial property owners will pay about 6 cents per square foot for the fee, which will generate about \$2 million to be used for new equipment and training by the fire department.

Residents will also get billed between roughly \$350 and \$600, depending on level of service and number of times called, if they are transported by a Gables fire rescue vehicle to a local hospital. Kerdyk and Cabrera voted no to both fire fees.

The budget hearing begins at 6 p.m. Tuesday in commission chambers at City Hall, 405 Biltmore Way.

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PATRICK G. SALERNO
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Miami Herald, The (FL)
August 16, 2009

**CORAL GABLES: Coral Gables city employees asked to take 7.5 percent pay cut
Coral Gables unionized employees are being asked to take a 7.5 percent pay cut, 2.5
percentage points higher than initially discussed by city leaders.**

Author: *ELAINE DE VALLE, edevalle@gmail.com*

City employees in Coral Gables are being asked to take a bigger pay cut than they first anticipated.

The city manager has proposed a 7.5 percent salary decrease for members of the police and general employees union -- more than the 5 percent first proposed. About 85 percent of the city's approximately 800 employees belong to the police, fire fighters or general employees unions. Labor attorney Jim Crosland presented the offer Aug. 5 to the Teamsters local that represents the general employees. The offer proposes either a 7.5 percent cut in wages or an additional 7.5 percent contribution to the pension.

The general employees already contribute 5 percent to the pension. The 7.5 percent cut would be additional.

The firefighters union also contributes 5 percent to the pension, but is not being asked for additional cuts because it voluntarily took a 5 percent wage cut in a contract signed this summer. The police union has not contributed to the pension; it is being asked for a 7.5 percent wage cut or pension contribution. "We won't agree to a 7.5 percent pay cut," said Mike Scott, president of the Teamsters Local 769, which represents the general employees. "Their budget documents refer to a 5 percent cut and I don't even know if that will see the light of day," he said, adding that his union will present its economic proposal at a meeting next week. Part of the reason for the sudden additional wage cuts could be an additional \$2 million pension liability that had not been identified at the budget workshop last month.

Instead of \$800,000, as commissioners had been told they would have to pay this year, the city will have to contribute \$2.8 million to the pension fund to keep it in the black. "Bad news comes in clumps," Mayor Don Slesnick said. "The actuary working with [Finance Director] Don Nelson projected around \$800,000 and that's what we were working on increasing our contribution this year," Slesnick said. "The increase was decreasing. It was still an increase, but it was decreasing. "Now all of a sudden, the figures most recently given put the increase at \$2.8 million, which is a total shock," the mayor said, adding that the commission had "begged the pension board" to seek a new agreement with a new attorney and new actuary. "We haven't gotten the full story, but this is the same actuary who has given me a hard time on a number of issues," Slesnick said. Slesnick said he was not sure whether the salary cuts were related to the pension news.

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The 7.5 percent salary cut will save the city \$2.75 million -- just enough to cover that \$2 million extra hole and have some wiggle room, said City Manager **Pat Salerno**. "It's a combination of things. It's what we need to do to put ourselves on a path to being able to sustain our pension plan," **Salerno** said. City commissioners cannot impose an additional pension contribution, but they can impose wage cuts, **Salerno** said. "If we don't reach an agreement, they can impose a 7.5 percent wage decrease," **Salerno** said.

"Either way, the payroll check to the employee is going to go down 7.5 percent, whether it's a wage reduction or a pension contribution," **Salerno** said. The firefighters union, which had already agreed to a 5 percent salary cut, will not be asked to make any further sacrifices, **Salerno** said. "They have a contract."

Other details of the contract proposed by the city for the general employees include a cut in future merit increases and loyalty payments given after 10, 15 and 20 years of service from 5 percent of one's compensation to 2.5 percent. Additionally, employees who were compensated an extra 7 percent in pay rate because they worked from 6 p.m. to 7 p.m. will now get a 2.5 percent additional compensation. And the city will fund 70 percent, rather than 100 percent, of health insurance. The proposed contract also gives the city authority to change to the Florida State Pension system, something that has been discussed for years as the city's pension payments have ballooned to more than \$20 million a year. Any new employees would be entered into that pension.

Battalion Chief Dan Thornhill, secretary and treasurer of the Coral Gables Firefighters Association, said he did not think the city would go back to his unit to ask for more concessions. "We're kind of proud as employees of what we've done," Thornhill said of the fire department. "It's something pretty significant that's never been done in the history of our city. We went back and sharpened our pencils and did what we could and it saved them \$2 million. "Now the police and general employees," represented now by the Teamsters Local 769 "are going to have to do their part," Thornhill said.

Leaders at the police union, which has an impasse meeting Aug. 31, could not be reached last week. But the Teamsters' president, who has a meeting scheduled this week with **Salerno**, said employees could not be asked to bear so much of the burden. "Obviously there has to be some give from employees and we recognize that. But we need to see what management is going to contribute," Scott said.

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PATRICK G. SALERNO
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Miami Herald, The (FL)
July 23, 2009

Balancing the city's budget is a painful puzzle

Author: *ELAINE DE VALLE edevaille@gmail.com*

BY ELAINE DE VALLE edevaille@gmail.com

In Coral Gables, where garbage is picked up in the back of homes, officials are loath to cut services.

So the new city manager -- **Pat Salerno**, who was known for ushering great growth in 18 years as top boss in Sunrise -- has proposed a tax increase, new revenue-generating fees, increases on existing fees and a 5 percent salary cut for all personnel. The tax rate could be as high as \$6.245 per \$1,000 of taxable property, which commissioners voted on earlier this month. At the lower end of the scale, \$5.65 per \$1,000, the taxes for the average home valued at about \$571,000 would be \$2,945, or about \$200 more than what the same homeowner paid this year. At the higher tax rate, the same taxpayer would have to pay about \$3,255. If passed, it means the owner of a house with the average value will pay \$500 more a year in city taxes alone. But commissioners could go with a lower rate -- if and only if they raise money elsewhere, **Salerno** said.

Coral Gables residents could pay more for almost everything, from parking on Miracle Mile to that coveted backyard garbage pickup -- which **Salerno** proposes to raise from \$610 to \$685 a year -- to having the police show up when a pet trips the burglar alarm by mistake. Property owners could be also slapped with two new fees: a fire assessment fee and a fire rescue transport fee. The latter was proposed last year and shot down fast. But everyone admits that things are different this year as the city rushes to cover an estimated \$11 million to \$13 million shortfall. **Salerno** said that kind of deficit also requires the elimination of about 43 full-time positions -- and 39 employees, including one of the assistant public works directors. Employees who remain have been asked to take a 5 percent pay cut. Almost \$9 million (\$8.8 million) has been cut out of the budget that commissioners will vote on in September.

Salerno said the cuts were not done "with a sledgehammer or an ax. They were done with a scalpel. They were strategically made so that we could minimize impact on the citizens. This budget minimizes any impact on the citizens as far as service levels. But what it does is, we've cut out any flexibility to add to the balance next year. There won't be savings from staff because people aren't leaving. It's very difficult to find a position so they are not leaving." He explained the revenue generators and tax increases are "moving parts" and that if the commission adopts the new fire fees they may have flexibility to go down in the tax rate. "They could increase some of the revenues higher. All that stuff is interchangeable," **Salerno** said.

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But, he stressed, there were no proposed cuts in services or suggestions that residents bring their garbage to the curb. "We're going to do our best to provide comparable services with less resources," **Salerno** said.

Slesnick and other commissioners said they were glad the manager spread the pain out and proposed salary cuts and layoffs in addition to the tax increase.

Commissioner Maria Anderson said it was the fair thing to do.

"We need to mirror the real world and for a long time we hadn't been mirroring the real world," Anderson said. "Before we went out to residents who are in pain we had to show that we were going to take some of our own hits whether it be through staff reduction or reduction in salary."

But not everyone feels the cuts have been equitable. Vincent Damian, president of the Coral Gables Citizens Political Action Committee, said members had discussed it back and forth in e-mails and had expressed a concern that too many of the cuts were at the bottom and not enough in management. "We are disappointed that the budget does not address the very, very high salaries that are being paid to a large number of supervisory personnel at the city," Damian said, referring to more than 80 employees with salaries in the six figures -- including about a dozen fire captains who make \$123,000.

Damian suggested the city do as the county did in making a 10 to 15 percent across the board reduction in salaries of all supervisory and assistant supervisory persons. "Anyone making more than \$100,000," he said. "Some of these persons have taken some pay reductions and the brunt of it has been taken by the lower end employees, the hourly employees. Going for the lowest ranked persons with the lowest salaries makes no sense," Damian said. Like many residents, Damian said he understood that times were hard. But everyone has to tighten their belts, he added -- and that includes local government.

Internet – Newspaper Archives Searches
PATRICK G. SALERNO
(Articles are in reverse chronological order)

Miami Herald, The (FL)
July 9, 2009

CORAL GABLES: Coral Gables votes to increase tax rate
Coral Gables commissioners voted to raise the tax rate to offset a budget shortfall caused by lower property values and higher costs.

Author: *ELAINE DE VALLE, edevalle@gmail.com*

Coral Gables property owners likely will pay more taxes next year -- up to more than \$500 for an average-priced home -- to help offset an approximate \$10-million shortfall in the city's budget. City Manager **Pat Salerno** proposed three different tax increases at a budget workshop Wednesday, ranging from \$5.65 to \$6.245 per \$1,000 of taxable property. The current tax rate is \$5.25. Commissioners voted on publishing the \$6.25 figure. It doesn't mean they will go that high when they set the final tax rate in September, but since they cannot go higher than the published rate, they wanted room to maneuver.

The average assessed value of a Coral Gables home in 2009 was \$571,388; property taxes on that home would be \$2,739 at current rates, after the \$50,000 homestead exemption. At the \$6.245 proposed rate, taxes on that home would be \$3,255. At the \$5.65 rate, taxes would be \$2,945. Cities across South Florida are facing budget shortfalls due to higher costs and lower tax bases stemming from falling property values. The result: higher tax rates or substantial cuts in services are anticipated as the budgeting season begins this month. Last week, the county reported a decline of \$23.4 billion in 2009 countywide taxable value, or a 9.5 percent decrease when adjusted for new construction.

'IT'S HUGE'

In Coral Gables, the tax base has dropped by about \$1 billion, or a 7.5 percent decrease from 2008 to 2009, when adjusted for new construction. Finance Director Don Nelson told commissioners the city's losses would be \$3.5 million higher if last year's tax rate remained in place. "It's huge," Nelson said.

To help balance the budget, the city is laying off about 40 of its 827 employees through job eliminations, including seven police department positions, 10 in public works and 11 in public service. Residents also are likely to pay more for nearly everything. Among the fees discussed:

- ** Garbage pick-up -- which is proposed to go from \$610 to \$685 a year, and expected to generate an additional \$800,000.

- ** Parking on both street meters and in public garages, which would raise another \$645,000.

- ** A fire-assessment fee of \$50 per household.

Salerno said the proposed \$150.8 million budget had "many, many moving parts" and that commissioners had never dealt with a budget that had so many new measures at once. He sent notifications last week to people who were identified for possible layoffs, including Assistant

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Public Works Director Ron Van Eyk; a video production assistant; a staffer in the planning department; two in parking; and three in building and zoning.

WAGE CUTS

The remaining employees will be asked to take a 5 percent wage cut or contribute 5 percent more to their pension, easing the city's pension contribution, which is about 20 percent of its operating budget and has been ballooning.

Mayor Don Slesnick said that he felt the cuts had been spread out so that not one stakeholder was holding more of the burden. 'I, for one, will not vote to reduce any employees' benefits or reduce any numbers if we don't spread the responsibility,' Slesnick said. "We are all responsible for this city. Every constituent, every resident. We are all residents and employees are part of the family and if we don't spread this and all share responsibility, we can't do it."

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PATRICK G. SALERNO
(Articles are in reverse chronological order)

Miami Herald, The (FL)
April 26, 2009

CORAL GABLES: A challenger in Coral Gables elections says city withheld budget deficit information

As Coral Gables leaders grapple with a \$9 million deficit they say was discovered days ago, one of the challengers in the April 14 race says the information may have been known before the election and wants state authorities to inquire.

Author: *ELAINE DE VALLE, edevall@MiamiHerald.com*

Coral Gables City Manager **Pat Salerno** met with department directors Friday so they could begin to address a \$9 million shortfall in the city's budget. Among the measures: an immediate hiring freeze, a capital purchasing freeze and a "discretionary spending" freeze, **Salerno** said Friday. There will be some exceptions with "good cause" to the spending freeze, but those would have to be submitted by department heads and be approved by the city manager's office and the finance director, **Salerno** said.

The plan also includes possible layoffs of temporary and part-time workers, including some hired in building and zoning to handle the building boom, which has since slowed to a trickle. "That's one place we may go, and there are some part-timers in public works," Human Resources Director Marjorie Adler said. **Salerno** said he learned of the deficit on April 17 -- three days after the city's elections. Gonzalo Sanabria, who lost by a 10 percent margin to Commissioner Maria Anderson, has asked state authorities to investigate. 'Failure to investigate will forever taint this election result and dramatically hurt the 'fundamental fair election practices' theories . . . ' " Sanabria wrote in a letter to Florida Gov. Charlie Crist and the state attorney general. He asked the attorney general and the Florida Department of Elections to investigate the "potential and apparent holdback and manipulation of fiscal data by Coral Gables officials." "Such crucial and pertinent information . . . prior to the election would have substantially and materially changed the outcome of the votes," he wrote, adding that if that is the case found by the authorities, "then the final results for the contested seat 3 should be annulled and a special election should be held."

Finance Director Don Nelson said that, while he had seen a decline in revenues in building and zoning as well as in other departments in monthly reviews starting in January, he had not had a "complete picture" until days after the election. "It was a gradual decline of revenues, but it wasn't like it was all known in January, February or March or beginning of April," Nelson said. He said staff had begun to analyze the figures just as **Salerno** was hired in order to prepare for the mid-year report. **Salerno** started his new job on April 6. "When we put them all together, all the funds and analyzed them, was last week," Nelson said Friday. "Individually, you monitor these. But there was no overall picture."

Nelson said three components made up the shortfall: a 4 percent drop in estimated revenues; a 2 percent payout to members of the fire and general employees union retroactive to June -- which

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cost the city just under \$1 million; and the transfer of \$2 million from reserves, as approved by the commission in October, to balance the budget.

Salerno said there would be more measures to address the shortfall in the coming months. He said he would develop a strategy after the preliminary property values are reported in June from the Miami-Dade County Property Appraiser's Office. "Until then, we don't know the magnitude of the challenge."

Commissioners Wayne Withers and Ralph Cabrera said they would rather see pay cuts and wage freezes than layoffs. "I would be willing, as a commissioner, as a leader of the city, to take a reduction in pay," Withers said. "We are all in this together. And across America there are a lot of companies where people are saying, 'You know what? Instead of Bob or Sally or Estela being laid off, I'll take a cut in salary.' "

Both Cabrera and Withers would like to explore outsourcing some of the 20 or so positions that are vacant as well as for future vacancies. Both commissioners, along with Commissioner Maria Anderson, said they were willing to tap further into the reserves, which are at about \$8 million after the \$2 million transfer is accounted for. "We're going to have to look at taking some monies out of the reserve, but I don't know how much," Anderson said. Anderson said she was going to "let the manager give us a plan. "He told us it would be a multi-pronged effort. It wouldn't be one thing." Like the other commissioners, she also said she "had no knowledge" of the shortfall before she met with **Salerno** on Monday. "He told me he began to finalize the numbers right after the election."

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PATRICK G. SALERNO
(Articles are in reverse chronological order)

Miami Herald, The (FL)
April 26, 2009

City reneges on wage increase

Author: *ELAINE DE VALLE edevall@MiamiHerald.com*

City employees in Coral Gables who thought they had raises locked in for the next two years are back at square one: City Manager **Pat Salerno** has withdrawn the offer the administration had made to the general employees union weeks earlier. It was the first cost-cutting measure the manager made after discovering on April 17 that the city had a projected \$9.2 million shortfall for the year ending Sept. 30. Projections call for an \$8 million shortfall next year due to dwindling revenues and unexpected personnel costs.

Even though commissioners had approved the contract, the union had yet to sign off on it. The contract called for a 5 percent cost of living increase next year. "We were ready to vote," said Victor Goizueta, vice president of the Coral Gables Employees Association. "Everything was agreed on with the interim city manager. We sent the proposal to our attorney. He got back to us Monday," Goizueta said.

Human Resources Director Marjorie Adler sent the letter rescinding the offer Tuesday. "It has been brought to my attention that the city is facing a significant financial shortfall for the current fiscal year," she wrote. "The city will be facing further financial difficulties in the next fiscal year. "Under these circumstances, we are compelled to take our latest proposals off the table and to notify you that there is no agreement."

The move saves the city about \$1 million, **Salerno** said. "The city is not in a position to financially afford the offer that was on the table," **Salerno** said. But a 2 percent wage increase retroactive to July 2007 for all members of the fire and general employees union was not part of the contract negotiations, so checks that employees got in the past two weeks do not have to be returned. "That was part of their arbitration award," Adler said, referring to an independent arbitrator's decision that those employees were entitled to the same 2 percent increase given to members of the police union because of a "me too" clause.

The clause says any benefit received by one group is automatically granted to the other two unions.

Goizueta said he believes the members would have ratified the contract and that employees were not happy with the administration's last-minute withdrawal.

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PATRICK G. SALERNO
(Articles are in reverse chronological order)

Miami Herald, The (FL)
April 9, 2009

CORAL GABLES: Coral Gables' city manager is driving his own car for now
The new city manager is not yet driving a new car after news leaked that the city was buying him one for \$36,500.

Author: *ELAINE DE VALLE, edevalle@MiamiHerald.com*

The new top boss in Coral Gables is tooling around in a white Mercedes Benz E320 -- his own personal car.

City Manager **Pat Salerno**, who started his new job Monday, has not yet received the city-purchased vehicle agreed to in his contract. But he almost did.

City staff had ordered the boss a new ride on March 31: a black 2009 Lincoln MKS for \$36,500. According to the city's purchase order, the city would get a \$10,000 trade-in credit for the 2005 Lincoln Town Car driven by former manager David Brown, who was forced to retire early after police said he acted criminally to cover up spending on his city-issued credit card. But the requisition order written by Patricia Arocha from the automotive department was never approved, and -- after the potential purchase was leaked to the weekly Coral Gables Gazette -- the shopping has been put on hold.

Last month, **Salerno**, who was Sunrise city manager for 18 years, was hired for \$190,000 a year. The package included a city-paid car, cellphone and \$500 monthly allowance. He said Tuesday the car was not a priority. "The days are filled with many, many issues that I am trying to get up to speed on," **Salerno** said, adding that he had met with department heads Monday and again on Tuesday. "Out of all the important things going on in this city, the car is not even on the radar screen," **Salerno** said. "It never was something I had to get on the first day or the first week."

The new manager, who was sworn in Monday at a ceremony at City Hall, also said he planned to pore over the city code and the procurement regulations, one of which requires commission approval for anything more than \$25,000 that is not put out to public bid. Arocha said her boss Clive Cork, the former automotive director who retired in January but works for the city part time, told her to order the car. Cork could not be reached for comment Tuesday. Arocha said the city never approved the purchase.

Good thing, say some residents. "The residents are fed up with the fiascoes, mismanagement and the disregard to the wastefulness of tax dollars, and the city officials still don't care," said Juan Carlos Diaz-Padron, a member of the city's insurance advisory board. "We all know we are in the middle of an economic crisis. Every household in America is making financial adjustments. Coral Gables should be no different," Diaz-Padron said, adding that the gold Town Car that Brown "used to drive was the perfect car to have given to the new city manager."

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Roxcy Bolton, a longtime city activist, paid the manager a visit Monday to make her first request: "Would you give up the \$36,000 car and take David Brown's car? It's a nice car; it's a good car; it's a safe car. It's not wise for the city to buy a \$36,000 car."

Assistant City Manager Maria Alberro Jimenez, who served as interim boss until **Salerno** arrived, took the blame. She said she was the one who told Cork to start comparison shopping. Jimenez said she asked **Salerno** shortly after he was hired about the vehicle he wanted. **Salerno** asked what Brown had driven and, when told it was a Town Car, said he wanted to downgrade. **Salerno** confirmed the story. "I was not interested in a model of that nature but certainly something of a lesser model," he said.

Said Jimenez: "I thought this was something I had to get for him before he started. But it wasn't important to him." **Salerno** said he isn't even sold on the Lincoln MKS. "All they were doing was getting a price," **Salerno** said. "I want to explore what the options are. I might explore a hybrid. "Right now, I'm fine driving my car."

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PATRICK G. SALERNO
(Articles are in reverse chronological order)**

Miami Herald, The (FL)
March 26, 2009

**CORAL GABLES: Former Sunrise official to lead Coral Gables
Commissioners voted to offer the top administrative post in the city to the former manager
of Sunrise -- for at least \$266,000 in total compensation.**
Author: *ELAINE DE VALLE, edevalle@MiamiHerald.com*

The new city manager in Coral Gables may not start until next month, but he is already on the job.

Former Sunrise City Manager **Pat Salerno**, who accepted the job after commissioners voted 4-1 to offer it to him Tuesday, said he could not wait to learn everything he can about his new city, where he is also looking for a home this week.

"I will be reading everything I can read -- documents that are online, reports, plans, whatever is of any significance as far as explaining where the city's been, what it's been doing, where it's headed," **Salerno** said, adding he is also going to get familiar with the city code. "That stuff I will start now," he said late Tuesday. "When you get there, certainly, you are going to want to understand both the individual council member's and the collective council's needs, the employees' needs, the citizens' needs and get to meet neighborhood leaders and leaders of those special interest groups that may be in the city, like environmental interests, and meet and discuss with employee organizations that represent labor and get to know them."

Salerno will be paid \$190,000 a year and other benefits which were negotiated by Gables Mayor Don Slesnick over the course of several days. They include an additional 15 percent -- or \$28,500 -- for a qualified pension plan, in lieu of the city's retirement plan, which has grown and has become an issue.

"I thought it was unfair that he work here without investing something for his future," Slesnick said, "but I did not feel badly about negotiating a deal that was beneficial to the city because he already had one city retirement." The deal also includes "unrestricted use" of a city-owned vehicle -- with insurance and maintenance and gasoline paid for by the city -- a cell phone or personal communication device, three weeks of vacation time in the first year to increase annually, health insurance for him and his family, disability coverage, life insurance coverage equal to one year of salary and a \$500 a month expense allowance. "This allows the manager to lead a CEO life," Slesnick said.

Salerno, who says he fell in love with the Gables when he was a student at the University of Miami, also gets a safety net: a severance of 75 percent of his salary -- or \$142,500 -- if his employment is ended "without just cause" during the first five years. But **Salerno** has a track record of staying in place: He was city manager in Sunrise for 18 years, far more than the average manager life span, where he is credited with bringing much growth to Sunrise. But

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Commissioner Ralph Cabrera, the sole dissenting voice, questioned whether he was worth that much. The salary range advertised was between \$175,000 and \$225,000. "We're looking at a package of about \$266,000" Cabrera said, adding that his sum did not include unknown "professional membership fees" also to be paid for by the city. But Slesnick said he thought it was an appropriate amount, adding the assistant city manager and city attorney are "probably compensated above that."

Assistant City Managers Maria Alberro Jimenez, who has served as interim city manager in the transition, and Dona Lubin have annual salaries of \$163,072 and \$147,559 respectively. City Attorney Elizabeth Hernandez makes \$188,536 a year. "I think, in comparison, the total amount you've calculated is a very, very modest amount compared to other managers in this area," Slesnick told Cabrera.

The city manager in North Miami Beach -- which is comparable in size, with 42,000 residents, to the Gables -- makes \$200,000 a year salary. Other benefits include a 10 percent discretionary bonus per year, one-year severance pay if he is fired within the first year, a yearly cost-of-living increase and a \$9,000 per year car allowance.

In Miami Beach -- with almost double the population -- the manager's salary is \$231,300. Former City Manager David Brown made \$185,700 a year before he was forced out in November, partially because of problems with his city-issued Visa card.

Cabrera asked to have the resolution amended so **Salerno** would be required to submit reports of his expenses to the commission. "I'd like to learn from past mistakes," Cabrera said, referring to Brown's expenses. But Slesnick -- who said the \$500 monthly fee is in lieu of the city-issued credit card which has a much larger limit -- noted that commissioners do not have to file reports on their \$400 monthly allowance. He also said he had to trust **Salerno**. "When I vote for this, I am putting my faith and confidence in him," Slesnick said. "I have been burned before for putting my faith and confidence . . . but I have to believe the money will be used for the benefit of the city. I found Mr. **Salerno** to be a very good person to work with."

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PATRICK G. SALERNO
(Articles are in reverse chronological order)**

Wichita Eagle, The (KS)
November 21, 2008

5-MINUTE EAGLE

Salerno censured for renegeing on Wichita

Wichita still doesn't have a detailed explanation for why **Pat Salerno** backed out of his contract to be Wichita's next city manager. But the International City/County Management Association has voted to publicly censure **Salerno** for violating its ethics policy, which says managers should show up for work if they've accepted the job.

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PATRICK G. SALERNO
(Articles are in reverse chronological order)**

Wichita Eagle, The (KS)
July 12, 2008

SALERNO RETRACTED BILL FOR EXPENSES

Author: *BRENT D. WISTROM, The Wichita Eagle*

Pat Salerno asked the city to pay him back for \$2,327 he spent while house-hunting in Wichita, according to new correspondence released to The Eagle on Friday.

He sent his expense report to interim City Manager Ed Flentje on July 1, giving yet another indication that his decision to back out of his job commitment was abrupt.

Just seven days later, **Salerno** sent Flentje another e-mail, saying, "Please be advised that I withdraw my request for reimbursement as reflected in my e-mail to you dated July 1, 2008."

That was the same day **Salerno** sent an e-mail to Mayor Carl Brewer, saying he just didn't feel right and wouldn't take the \$215,000-a-year job after all.

Salerno has offered no other explanation for his decision, and he could not be reached Friday. He has not responded to calls all week.

Salerno's contract with the city entitled him to as much as \$4,000 to spend while he looked for a home here.

It's not clear whether **Salerno** had planned any other trips or if he had found a home.

Here are the things **Salerno** asked to be paid back for before canceling his request, according to city documents:

- Airfare for two people: \$1,221.98
- Hotel and related expenses: \$484.86
- Car rental: \$127.93
- Fuel for rental: \$57.33
- Mileage: \$15.15
- Meals: \$419.50

The new information comes from additional e-mails supplied to The Eagle under a Kansas Open Records request.

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PATRICK G. SALERNO
(Articles are in reverse chronological order)

Wichita Eagle, The (KS)
July 8, 2008

AT LAST MINUTE, SALERNO REJECTS CITY

Author: *BRENT D. WISTROM, The Wichita Eagle*

Pat Salerno signed the contract, he visited Wichita to hunt for a new home, and he chatted with city officials as recently as last week. But Monday morning the incoming city manager called and said, "I just don't feel right," Mayor Carl Brewer said, recalling the brief conversation. Now that **Salerno** is out, it looks like the city is the one on the hook - at least until City Council members decide what's next. It could take months and thousands of more dollars to find a long-term manager. Then there's the money already spent. Up to \$4,000 worth of **Salerno's** trips to Wichita are billable to the city, under the contract he signed June 10.

City Attorney Gary Rebenstorf said he hasn't tallied any expenses yet. But he said he is exploring options to protect taxpayer cash. The city already has paid \$7,000 in fees to a search firm and about \$4,100 for food and travel expenses related to **Salerno's** hiring. "It was our time that was really wasted on this entire process and the citizen's time wasted on it," Brewer said. **Salerno** didn't return The Eagle's call to his cell phone.

Meanwhile, a new interim manager will be needed. Interim City Manager Ed Flentje's contract runs out Friday, the last business day before **Salerno** was supposed to start. Flentje told The Eagle he is willing to help with the on-going city budget process. But he said he will not extend his contract because he has committed to return to teaching at Wichita State University and has vacation plans. It's unclear who might fill the void, but three high-ranking city officials applied for the permanent job months ago.

Finding a long-term manager using a national search firm could take four to six months, Brewer said. And city officials, in explaining why they interviewed only **Salerno** out of a pool of more than 30 candidates, have said the pool of qualified people is shallow. Monday afternoon, Brewer and other City Council members appeared shocked and disappointed about **Salerno's** decision. "**Pat** gave no indication he had second thoughts about taking the job," Brewer said at a news conference that followed a one-hour, 12-minute closed-door meeting. Brewer called it an "unfortunate and unprofessional decision." He also said the move violates the ethics guidelines of the International City/County Management Association, the largest professional organization and one in which **Salerno** is a member. Brewer also said **Salerno** told him he had not taken any other jobs. Brewer said **Salerno's** move shouldn't cloud the city's hunt for a new manager. "The only probable disadvantage we have is now they have a pretty good idea of what we're willing to offer," he said.

Salerno was to receive \$215,000 a year, the largest salary ever offered by the city. That's about \$20,000 more than the national median for managers of cities with 250,000 to 499,999 people, according to a 2007 International City/County Management Association survey of six cities.

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Salerno also would have received a \$700-a-month car allowance and a \$125-a-month cell phone allowance.

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PATRICK G. SALERNO
(Articles are in reverse chronological order)

Wichita Eagle, The (KS)
June 11, 2008

SALERNO HIRED AT \$215,000 A YEAR

Author: *BRENT D. WISTROM AND BECCY TANNER, The Wichita Eagle*

Pat Salerno, who will become Wichita city manager July 14, will make \$215,000 a year, the largest salary in the city's history, but \$5,000 shy of his previous job. His contract also includes a \$700-a-month car allowance and \$125 a month for his cell phone, according to the contract approved by City Council members Tuesday. That's enough to lease a 2007 BMW 5 Series and more than enough get Sprint's most robust individual cell phone plan. The city will also cover up to \$4,000 in travel expenses for house hunting in Wichita and all other documented moving expenses.

Salerno, 57, now lives in Sunrise, Fla., a suburb of Fort Lauderdale, where he was city manager for about 18 years. If he's ever fired, he'll be entitled to the same deal former City Manager George Kolb had - six months' pay, plus an extra month's pay for each year he works here. "We think it was a fair wage based on what the market was actually presenting itself, and based on looking at his experience and what he's capable of doing," Mayor Carl Brewer said. "Where we're wanting to go, he's already been there and he's already did it."

When Sunrise city commissioners forced **Salerno** out in January, he made \$220,000 a year. His original contract did not specify car or phone allowances, but it provided him a car equipped with a mobile phone and \$100 in expenses per month. The contract provided **Salerno** a severance package worth nearly \$800,000 in pay and accumulated sick and vacation time. Wichita City Council members, who approved **Salerno's** contract in a 6-0 vote, are confident he is the right person for the job, despite warnings from some former Sunrise employees and current city commission members that he is secretive and autocratic.

Many civic leaders in Sunrise say **Salerno** turned the city's ailing budget around, lured a professional sports arena and attracted a flurry of new corporate headquarters to the growing suburb. Some also praise him for redeveloping the city's older and more deteriorated neighborhoods - although others say they think the focus was always on the newly annexed parts of town. "Sunrise was transformed into a vibrant, attractive destination city," said Brewer, who visited the city late last month with Vice Mayor Sue Schlapp. "Many of the challenges that we face here in Wichita are similar to those Pat resolved in Sunrise."

One and only **Salerno** was the only candidate the City Council interviewed and the only one recommended by a 17-member committee that examined resumes.

Interim City Manager Ed Flentje said there are few available candidates nationwide who have experience managing large cities. Some are reluctant to leave their home cities because of family ties, and others opt for a career change or retirement to avoid the pressure of being a city manager,

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he said. "This is a big job," Flentje said. "A big, time-consuming job." Flentje's contract with the city ends July 1, but he said he has agreed to stay on during a transition period. He will talk with council members and **Salerno** before deciding how long he'll stay.

Rickie Coleman, president and leader of the community group Sunflower Community Action, is among several in the community who criticize the city for hiring the only candidate it interviewed. But she said Sunflower, which had repeated run-ins with former manager Kolb, hopes to move on. "We definitely hope we have a better response working with him than the last one," she said. The selection committee, largely made up of high-profile business people and civic leaders, reviewed about 30 resumes. Only nine got a "very serious" look, said Steve Martens, the committee's chairman. "I was particularly impressed with his strong belief of being aggressive with economic development," Martens said.

Sunrise is substantially different than Wichita because it is a densely packed suburb of about 91,000 people that doesn't have a distinct downtown. Much of Sunrise was annexed and developed during **Salerno's** 18-year tenure. As a result of age and maintenance, it has substantially fewer blighted neighborhoods and far fewer deteriorating streets than Wichita. Sunrise's rapid growth and rising property values also enriched its city coffers, allowing it to reduce property tax rates 12 years in a row while offering cash incentives to lure new businesses. Between 1990 and 2006, Sunrise's population grew at the same rate - 41 percent - as the state of Florida.

A record of success

Wichita City Council members and search committee members think that **Salerno's** track record in Sunrise is reason enough to bring him to Wichita. City Council member Paul Gray said there's no guarantee that **Salerno's** success in Sunrise will translate here. But he said that track record is important. "If you want someone that can win the championship for you, it's much better to get somebody who's been there and, you know, been kind of branded by fire and hardened by the success of it," he said. Wess Galyon, a committee member and president and chief executive of the Wichita Area Builders Association, compared **Salerno** to the late city manager Chris Cherches. "Chris had the best interests of the community at heart in terms of beautification, arts and quality of life, and **Salerno** shares that," he said. "We need that. I think we've lost that focus." Ray Frederick, board chairman of the Wichita Independent Business Association, said he liked **Salerno's** record of building relationships with the business community. "We talked when he was here how critical it is to build relationships with developers and business owners and corporations. All those ballplayers need to be at the table and to keep and build on the success and vision we see happening in downtown Wichita now."

In an interview Tuesday afternoon, **Salerno** said he hasn't decided where he will live or when he may visit to look for a house. As for city business, **Salerno** said his first move will be to meet with City Council members, city employees, business groups, grassroots organizations, media and others. "It's an exciting opportunity to help the mayor and council move the community forward and be the best it can be."

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PATRICK G. SALERNO
(Articles are in reverse chronological order)**

Salerno's job perks

- \$215,000 annual salary
- \$700 monthly car allowance
- \$125 monthly cell phone allowance
- Two house-hunting trips, up to \$4,000
- Severance pay, if needed, of six months' pay plus an extra month's pay for each year worked here.

Internet – Newspaper Archives Searches
PATRICK G. SALERNO
(Articles are in reverse chronological order)

Miami Herald, The (FL)
January 24, 2008

SUNRISE: Sun sets on longtime, controversial leader - City Manager Pat Salerno will leave behind a Sunrise very different from the one he came to in 1990.

Author: *NATALIE P. McNEAL, nmcneal@MiamiHerald.com*

When Mayor "Big John" Lomelo went to federal prison in 1984, it wasn't long before Sunrise residents decided to ditch the strong-mayor system in favor of a professional city manager. And it wasn't long after that when **Pat Salerno** came to town. In 1990, after a six-month stint as an assistant to Sunrise's first city manager, **Salerno** took over the reins of this West Broward suburb, and he hasn't let go since.

That all ends Friday.

City commissioners voted 3-2 Tuesday to ask **Salerno** to resign by the end of the week -- or be fired. He had not yet turned in a resignation letter Wednesday night. "It's time for a new Sunrise," said City Commissioner Sheila Alu at the meeting where **Salerno** was asked to step down.

Indeed, love **Salerno** or hate him -- and people seem to fall squarely in one camp or the other -- a new Sunrise is exactly what he built. When he took office, Sunrise was a sleepy enclave of retired New Yorkers, best known for its abundance of neighborhood bagel shops and pizza places. But **Salerno** will leave behind a huge sports-and-concert arena, the BankAtlantic Center. Next to it is Sawgrass Mills, a mall that, while planned before he got here, has grown into one of the state's busiest tourist attractions.

The arena is home to the Florida Panthers hockey team. And surrounding all this are condos and offices that supporters credit **Salerno** with bringing in. And in the midst of all this? The road many visitors use to get there? **Pat Salerno Drive**.

Known as a controlling leader, **Salerno**, 56, also leaves behind no assistant city managers to take over the helm, leaving the City Commission to initially put the fire chief in charge. When then-Pembroke Pines Mayor Alex Fekete was asked a few years ago whether his city manager was too powerful, Fekete said: "This is not a **Pat Salerno** form of government where the city manager runs the commission." And for years, **Salerno** maintained popularity with his five bosses on the City Commission.

JOB SEARCHES

But his recent efforts to secure jobs in other cities -- only to decline when he was offered the jobs -- combined with backlash over financial losses in a statewide investment pool and an election last year that changed the chemistry of the commission, brought **Salerno's** tenure to an end this week.

Internet – Newspaper Archives Searches
PATRICK G. SALERNO
(Articles are in reverse chronological order)

Commissioners said they were surprised to learn from media reports last year that the city had more than \$270 million in a state-run pool partly invested in mortgage-backed securities whose rating had been downgraded. State officials last month restricted withdrawals from the pool, which holds surplus money invested by more than 1,000 counties, cities, school districts and other government agencies.

Deputy Mayor Roger Wishner, who took office last year after serving in the state Legislature, motioned for the vote for **Salerno's** resignation. Wishner said he "wanted to work things out" with **Salerno**, but couldn't. "You have to make a decision which is in the best interest of the people," Wishner said. Alu and Commissioner Don Rosen joined Wishner in voting to ask for the resignation.

CLASH OF STYLES

Wishner said **Salerno's** management style didn't work for him. Wishner said what really irked him was that he read in the news that Sunrise has more than \$200 million tied up in a state-run investment pool that's performing badly. "We should have known what's going on," Wishner said. Also, **Salerno** treated local news reporters "like the devil," often ignoring their requests for information or interviews. "He won't even return phone calls," Wishner said. Wishner also said he was vexed that the city's building inspectors didn't have laptop computers and that residents couldn't pay utility bills online.

Commissioner Rosen said he likes **Salerno** as a person, but thought that his closeted style of leadership didn't work for him anymore. "I don't like surprises," said Rosen, who was also upset about the investments. But others on the dais didn't agree with letting **Salerno** go. "Some commissioners feel they have to operate a city to feel important," said Commissioner Joseph Scuotto, who joined Mayor Steve Feren in opposing the move to oust **Salerno**. "They have to control the city and just want to put who they want in there." Scuotto said by letting **Salerno** go, giving him only until Friday to leave, the city loses "a lot of institutional knowledge." "He's been a great city manager for the city of Sunrise for the last 18 years," Scuotto said. "He turned the city around, brought in a lot of development and a lot of businesses."

A fierce competitor, **Salerno** often competed with Miramar to lure businesses to the city. Sometimes, he would file public records requests in Miramar to find out the financial packages Miramar had arranged to attract businesses. "He didn't take kindly to being No. 2 to Miramar," Miramar City Manager Bob Payton said Wednesday.

\$700,000 PACKAGE

Wishner said that under **Salerno's** contract, the city will have to pay him 13 months of salary, vacation time and sick leave. He said the total could come to \$700,000. **Salerno** could not be reached for comment Wednesday.

Internet – Newspaper Archives Searches
PATRICK G. SALERNO
(Articles are in reverse chronological order)

The city plans to do a national search for a city manager, but in the meantime, Fire Chief Bruce Moeller will lead the city in transition. "This is a challenge for me, but one that I am prepared for. I've been a member of city's management staff, and a Sunrise resident, for 10 years," Moeller said Wednesday in a written statement. "I understand the people and dynamics of the city and look forward to continuing my service in a new role."

**Internet – Newspaper Archives Searches
PATRICK G. SALERNO
(Articles are in reverse chronological order)**

News-Press, The (Fort Myers, FL)
June 6, 2007

FM council selects new city manager

Author: *JOEL MORONEY*

Patrick G. Salerno, 56, longtime manager of the City of Sunrise just across Alligator Alley, was selected to become the first professional city manager of Fort Myers.

If he accepts, **Salerno** will be charged with overseeing a growing city of 63,000, a budget of \$80 million and a payroll that includes more than 800 city employees.

The city cannot pay **Salerno's** current \$210,000 salary -- the job will pay about \$150,000.

But **Salerno** said he is eligible for retirement benefits from his current position, where he has been since 1990.

Council hopes to have a signed contract yet this week with a start date of July 1.

William P. Mitchell, an assistant city manager of Newport News, Va., collected four of council's seven votes and will be the alternate candidate if a deal cannot be struck with **Salerno**.

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Internet – Newspaper Archives Searches
PATRICK G. SALERNO
(Articles are in reverse chronological order)

Election results threaten domineering city manager in Sunrise

By Jennifer Gollan
South Florida Sun-Sentinel
Posted March 15 2007

Sunrise – Support from voters in the eastern and central neighborhoods ferried former state Rep. Roger Wishner to a decisive victory Tuesday over 14-year incumbent Irwin Harlem. Wishner's triumph over Harlem and political novice James DePelisi in the race for a seat on the Sunrise City Commission signaled a shift in voting patterns. Some civic leaders say it also portends a move away from the city's centralized power structure to a more open form of government. "The tide is turning," said Larry Sofield, president of the East Sunrise Residents Association. "Now the working people are voting ... not just the retirees. They are getting more and more involved because they are tired of ... going along with whatever the city manager [**Pat Salerno**] wants."

Wishner, 49, won more votes from the city's central and eastern swaths, largely populated with middle-class families, with a cut-property-taxes-and-government-waste mantra. Harlem, 79, fell short despite a campaign strategy that had proved successful for many of his predecessors: cultivating support from retirees and others in Sunrise Lakes condominiums. DePelisi, 40, snagged the most votes in the city's western precincts. Wishner, who got about 40 percent of the vote, said he intends to join with Commissioners Sheila Alu and Donald Rosen, who have advocated for open government, to form a majority on key decisions that come before the commission. The shift may pressure **Salerno** to cede more control over city affairs to the commission. "His [**Salerno's**] management style is obviously going to have to be different with a new majority," Wishner said.

Rosen, who has called for **Salerno's** ouster, agreed. "The commission has abdicated its responsibility to **Salerno**," Rosen said. "**Mr. Salerno** needs to be more responsive to the commission and needs to stop working deals and then presenting them to the commission. If he can't stop doing that, it may be time for a change."

Salerno, Mayor Steven Feren and Commissioner Joseph Scuotto could not be reached Wednesday, despite two messages left for each.

Salerno congratulated Wishner on his win in a brief telephone conversation Wednesday, Wishner said. The two are to meet by the end of the week. Wishner served as a Sunrise commissioner from 1987 to 1999 and a state representative from 2000 to 2004. Wishner said he intends to ask **Salerno** to set a timeline for construction of a new public safety complex, search for auditors to scrutinize the city's finances and help Sunrise Lakes residents displaced by Hurricane Wilma return to their homes. As an added measure of accountability, Wishner said, he will ask **Salerno** to document his business affairs in writing.

Internet – Newspaper Archives Searches
PATRICK G. SALERNO
(Articles are in reverse chronological order)

No thanks, Florida city manager tells Surrey
Surrey Leader, Surrey, Canada

By Kevin Diakiw, Staff Reporter
Feb 09 2007

A new city manager being sought from Florida withdrew his application four days before the deal was to be finalized, The Leader has learned. **Patrick Salerno** was expected to tell Commission (elected politicians) in Sunrise, Florida Tuesday he was leaving for Surrey. He's been top manager in Sunrise for 17 years. Surrey council was to give final approval to his hire on Monday after a fairly long process that was often hung up on visa approvals. In a surprise development Thursday morning, **Salerno**, 55, withdrew from the job "for personal and family reasons," said Mayor Dianne Watts. He was to fill the position vacated by Umendra Mital, who resigned early last year.

Watts said in an interview from Ottawa Thursday she's upset with the latest development. "I'm disappointed," Watts said. "There's a lot of expertise and knowledge he would have helped us with." Sources say Surrey was offering **Salerno** more than \$200,000 annually, a figure described as on par with Mital's former salary.

Salerno was to be huge coup for this city. In 1998, he put Sunrise on the map when he secured a venue for the Florida Panthers, convincing a group of public and private partners to build a \$212 million hockey arena in the city. To sweeten the deal, **Salerno** and Commission offered \$26 million worth of municipal incentives, including land, police, fire and paramedic services. Salerno was praised lavishly for the stick-handling, with an off-ramp to the stadium named "**Pat Salerno Drive**."

Sunrise Mayor Steve Feren said in one Florida newspaper "Sunrise is the envy of every other city – the city manager is responsible for a lot of that." **Salerno** has the reputation as a hard worker and the person to go to when a deal needs to be sealed. It's those qualities Surrey council was seeking for this city.

Salerno has been short-listed for several other city manager positions in the U.S. over the past decade, and also dropped out of the running for some of those spots. Watts said council will meet at an in-camera meeting Monday to determine the next steps necessary in securing a city manager.

Internet – Newspaper Archives Searches
PATRICK G. SALERNO
(Articles are in reverse chronological order)

South Florida Sun - Sentinel - Fort Lauderdale, Fla.
Jan 21, 2007

SUNRISE SET TO END STAFF'S POST-WILMA POWERS

Jennifer Gollan

After Hurricane Wilma hit in 2005, city officials immediately called a state of emergency and handed extraordinary power to the city's top brass to clean up the debris left behind. The emergency order instated that October extended decision-making powers -- on issues such as hiring and spending related to hurricane cleanup and restoration work -- to City Manager **Pat Salerno**; Marcia Peterson, who directs the Purchasing Division of the city's Central Services Department; and Laura Toebe, the finance director.

But now, more than 14 months later, city commissioners are ready to retake control. The City Commission on Jan. 8 unanimously voted to retake authority over hiring and spending decisions related to the hurricane. Final approval of the decision is expected at the meeting on Tuesday.

Commissioner Sheila Alu also publicly requested that city staff provide her with a tab for the cleanup, estimated to have crept into the millions. "I'm not saying I have a problem giving this power to staff, but it's now many months later," Alu said at the Jan. 8 meeting. "I want to know what we've spent; we [commissioners] have no idea."

Salerno said the cleanup tally is in flux and won't be ready until February. Early estimates indicate that "we've spent millions on debris removal alone," **Salerno** said.

Sunrise paid \$7.5 million to AshBritt Inc. of Pompano Beach to collect debris after Hurricane Wilma, according to financial records provided by the city. AshBritt was one of a handful of companies hired for that type of work.

Salerno said he favored keeping the emergency ordinance unchanged to expedite the city's recovery. The city still isn't completely back to normal, he said. For example, city officials -- scattered to temporary offices after Hurricane Wilma ripped off part of the roof at City Hall -- returned just several weeks ago to their newly repaired offices on Oakland Park Boulevard. And the city continues to plant trees in areas stripped bare by the hurricane, **Salerno** said.

"You gave authority to deal with the worst disaster in the city's history, and we are still not complete with all that work," **Salerno** said. "... It will be years before we're finished."

According to the emergency ordinance, Peterson was permitted to approve contracts for amounts of more than \$25,000; and **Salerno**, together with Toebe, was permitted to shift funds between departments and offices to secure contracts and services. **Salerno** also was allowed to approve expenditures for facilities and operations. If final approval is granted Tuesday, city commissioners would take back control of those powers

Internet – Newspaper Archives Searches
PATRICK G. SALERNO
(Articles are in reverse chronological order)

South Florida Sun - Sentinel - Fort Lauderdale, Fla.
Sep 17, 2006

SUNRISE INTENDS TO ERECT NEW CITY HALL BUILDING TO GO ON LAND NEAR SAWGRASS MILLS MALL

Jennifer Gollan Staff Writer

Commissioners last year tucked away almost \$29 million in the city's budget for a new City Hall and plaza. Now, after lining up a coveted plot of land near the Sawgrass Mills outlet mall last month, officials are ready to move ahead with City Hall's construction. Sort of. Commissioner Sheila Alu, at a recent review of the city's proposed 2006-2007 budget, expressed concern that the city's estimate for the project was too vague. "At what point will we actually know what we're going to spend on City Hall?" Alu asked. "These are just estimates right now," City Manager **Pat Salerno** replied. "You have approved a budget in prior years for the project and you authorized a land swap."

Sunrise Mayor Steven Feren, in a recent interview, appeared to have forgotten how the city would finance the building. He explained that a "very small millage (property tax) rate" on a bond measure approved in the 1980s would partly finance the City Hall. Feren could not be reached for comment on the apparent discrepancy, despite messages left with his assistant.

But in a telephone interview, **Salerno** said city commissioners approved \$28.9 million in October for the new City Hall and plaza, paid for mostly with \$20 million in revenue bonds. The new building will include offices for commissioners and city employees, who have outgrown Sunrise's City Hall on Oakland Park Boulevard, **Salerno** said.

Many city employees were temporarily displaced to other buildings when Hurricane Wilma last year damaged City Hall. Repairs costing \$1.5 million are to be finished in mid-October. Commissioners last year tucked away almost \$29 million in the city's budget for a new City Hall and plaza. Now, after lining up a coveted plot of land near the Sawgrass Mills outlet mall last month, officials are ready to move ahead with City Hall's construction. Sort of. Commissioner Sheila Alu, at a recent review of the city's proposed 2006-2007 budget, expressed concern that the city's estimate for the project was too vague. "At what point will we actually know what we're going to spend on City Hall?" Alu asked. "These are just estimates right now," City Manager **Pat Salerno** replied. "You have approved a budget in prior years for the project and you authorized a land swap."

Last month, the city struck a deal with an investment group for 6.5 acres of land on Panther Parkway to build the new City Hall. With 100,000 square feet of office space, along with an outdoor plaza, it will be wedged between the BankAtlantic Center to the north, and Metropica, composed of condominiums, shops and offices being constructed to the south. In exchange for the new land, Sawgrass 17 Acres Partnership, which includes Joseph Kavana, chairman and chief executive officer of Miami-based K-Group Holdings Inc. (owns Metropica), received 6.9 acres of property on the west side of Panther Parkway at Northwest 21st Street. Kavana did not return calls requesting comment. Kavana's land was worth \$8.7 million, while the city's property was worth \$6.5 million, according to a city report.

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PATRICK G. SALERNO
(Articles are in reverse chronological order)**

A few years ago, Sunrise offered K-Group \$15.8 million in tax incentives until 2025 as Metropica is completed. Kavana met or spoke on the telephone with **Salerno** on 29 occasions from January 2005 through

August of this year, making him **Salerno's** most frequent appointment outside of city employees, according to copies of **Salerno's** meeting calendars. "We have been talking with them about the northern parcel [near Metropica]," Feren said. "It is one of the things that the city used to help convince them to build the project, because having a brand- new City Hall, connecting their building to the Sawgrass Mills area, makes it more worthwhile for them to build there."

Estimates for the new city hall and plaza were based on the scope of the projects and the cost of construction materials, **Salerno** said. "That was just a figure that [City Manager] Pat [**Salerno**] told us was his best guesstimate at the time," Feren said, referring to the estimate for the new city hall in the back of the city's 2005-2006 budget. "It is just a number on the page in the book."

The city intends to hire an architect for the new City Hall before summer 2007, Feren said. Construction could begin in late 2007 or early 2008

**Internet – Newspaper Archives Searches
PATRICK G. SALERNO
(Articles are in reverse chronological order)**

**SUNRISE OKS CONTRACT WITH EX-OFFICIAL FORMER FINANCE DIRECTOR
TO EARN \$80 AN HOUR AS A CONSULTANT**

South Florida Sun - Sentinel - Fort Lauderdale, Fla.
Jeremy Milarsky Staff Writer
Nov 28, 2004

Facing the Oct. 29 retirement of city Finance Director Ruth Castellon, City Manager **Pat Salerno** asked Sunrise city commissioners to hire Castellon for one year as an outside consultant, paying her at a rate of \$80 an hour. **Salerno** said hiring Castellon, 57, on a contractual basis would make the transition easier.

Commissioners agreed, voting 4-1 to approve the contract at a meeting last month. Commissioner Don Rosen dissented.

Before her retirement, Castellon worked for the city for 16 years, 11 of them as finance director. She earned an annual salary of \$121,100 at the time she left, according to city records. Her former department is key in city politics, because Sunrise's finance workers help put together the city's budget annually, and that budget plays a major part in the decision on how much property owners pay in annual taxes.

Commissioners, for example, have touted the fact that Sunrise's property tax rate has decreased for the last 10 years. Many property owners have paid more to the city, however, because of rising property values.

Rosen said he voted against the contract because, to him, it doesn't make sense to pay an outside consultant to help run the finance department when that department already has a director. Former assistant finance director Laura Toebe has been acting director in Castellon's place since Nov. 1.

"I find it against what I consider to be normal policy," Rosen said. **Salerno** said keeping Castellon as a consultant is necessary, given the financial complexity of the city -- Sunrise has a \$76 million annual budget and at least two special-taxing districts.

Also, Castellon retired two years before city officials originally expected her to do so, **Salerno** said. "The finance director has a significant role in the health of the city," he said. "And we didn't have that extra two years to go on."

**Internet – Newspaper Archives Searches
PATRICK G. SALERNO
(Articles are in reverse chronological order)**

SUNRISE COMMISSION TO VOTE ON SETTLEMENT WITH POLICE UNION

South Florida Sun - Sentinel - Fort Lauderdale, Fla.
Jeremy Milarsky Staff Writer
Sep 1, 2004

A lengthy and heated political battle between Sunrise officials and the city's police labor union may come to an end this week.

City commissioners Thursday evening will be asked to approve a three-year contract with the union. The proposed agreement calls for improved wages and a more generous pension plan for more than 150 members of the Fraternal Order of Police Lodge 80, which represents Sunrise police officers. "I thought it was a very fair increase [to the pension plan]," said police Officer David Lokaj, president of the union.

The union's current contract with the city expired Oct. 1, 2003. Negotiations between union officials and representatives of the city administration dragged for almost a year.

A major sticking point was Sunrise's so-called pension "cap" system, which limited the amount of money city officials poured into an officers' pension fund if the stock market performed poorly.

Sunrise offers its employees a pension plan in which both the city government and the individual employee contribute to the investment fund. But if the city's share of the cost for maintaining that fund exceeds 10 percent of the employees' total payroll, the remaining cost is split 50-50 with public safety employees.

The proposed agreement raises that "cap" to 18 percent, so the city would absorb more of the cost of maintaining the pension fund, City Manager **Pat Salerno** said. Union members approved the contract proposal on Friday by a 3-1 margin, Lokaj said. "I think [union representatives] got an outstanding contract for their members," **Salerno** said.

After voting on the contract during a first reading, commissioners also will discuss **Salerno's** budget proposal for the next fiscal year, which begins Oct. 1.

Under **Salerno's** proposal, Sunrise property owners will pay the city about \$6.23 per \$1,000 of taxable property value next year, a decrease from the city's current tax rate.

Commissioners plan to meet at 5 p.m. Thursday at City Hall, 10770 W. Oakland Park Blvd.

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PATRICK G. SALERNO
(Articles are in reverse chronological order)**

SUNRISE OFFICIALS EXPECT DROP IN FIRE TAX REVENUES

South Florida Sun - Sentinel - Fort Lauderdale, Fla.
Jeremy Milarsky Staff Writer
Aug 6, 2004

Despite more than \$48 million in new construction over the past year, City Manager **Pat Salerno** expects the city's special property tax for fire protection to bring in less money next year, according to a budget proposal released this week.

That's because more businesses are successfully applying for exemptions to the tax, **Salerno** said. The tax costs homeowners \$89.50 annually. Businesses pay a higher fee based on the physical size of their property, but some nonprofit businesses can avoid the tax by asking for an exemption.

Sunrise officials collected \$4.8 million in fire taxes this year. During the next fiscal year, which begins Oct. 1, **Salerno** expects the city to collect only \$4.6 million, according to his proposed budget for fiscal year 2005.

Reduced revenue from the flat fire tax was one of many challenges city staff members faced when drafting the \$75.8 million budget proposal last month, **Salerno** said.

That proposal calls for the same property tax rate as the current year's: \$6.24 per \$1,000 of taxable value. Under the proposed rate, the owner of a \$150,000 home who claims the state's \$25,000 homestead exemption would pay \$779.63 in taxes next year.

Commissioners have planned a public hearing to discuss the budget for Sept. 13.

"Everybody goes through each page, line by line," Commissioner Sheila Alu said.

Salerno said drafting this year's budget was especially difficult because of rising costs associated with employees. According to the budget proposal, Sunrise salary costs will increase an average of 6 percent next year. The city will cut two full-time positions and add 13 part-time positions.

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PATRICK G. SALERNO
(Articles are in reverse chronological order)**

PAY RAISES ON SUNRISE AGENDA OFFICIAL OBJECTS TO THE TIMING OF PROPOSAL

South Florida Sun - Sentinel - Fort Lauderdale, Fla.
Jeremy Milarsky Staff Writer
Mar 23, 2004

What would normally be a routine decision to reward the city's highest-level managers may turn into a political debate this evening, as city commissioners decide whether to grant 115 supervisors in City Hall a 2.5 percent pay raise next year.

City Manager **Pat Salerno** proposed the raise as an annual "merit increase," a salary increase granted to the employee for doing a good job. But at least one city commissioner has questioned the timing of the pay raise since city officials are in the midst of tense contract negotiations with Sunrise's police union.

Members of the Fraternal Order of Police Lodge No. 80 are asking for a salary hike of at least 5 percent annually to cover the cost of living during the next three years. The union's contract with the city expired Oct. 1. Officers and sergeants in the union also receive a merit increase each year. Mayor Steve Feren pointed out that the police officers usually receive a more generous merit raise than the city's supervisors. "Their merit pay is more than the supervisory employees'," he said.

Salerno's proposal is a routine decision that, by city law, must be considered by commissioners annually, Feren said. Usually, it is approved with little or no controversy.

But city commissioner Sheila Alu, who said she thinks the city's administrators deserve raises, questioned the timing of **Salerno's** proposal. She wondered whether it sent the wrong message to union members in the midst of contract talks. "I just don't think this is a good time," she said last week.

Salerno, who is not among the group of employees included in the proposal, could not be reached for comment.

Like Alu, police Officer David Lokaj, president of the police union, did not object to the city's supervisors and department heads getting a raise, but he said he hopes some of the city's wealth will be spread to union members as well. "I don't understand the reason why they're doing it now," he said. Employees affected by the proposal include Police Chief David Boyett and Fire Chief Bruce Moeller. If approved, the pay raises would become effective on each employee's anniversary date during the current fiscal year.

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PATRICK G. SALERNO
(Articles are in reverse chronological order)**

**SUNRISE LEADERS SEEK TO REDUCE MANAGER'S POWER
TWO COMMISSIONERS WANT NEW PROCEDURE.**

South Florida Sun - Sentinel - Fort Lauderdale, Fla.
Christy McKerney Staff writer
Aug 26, 2003

Shirley Sumner has only to look around to see the results of City Manager **Pat Salerno's** decade-long reign over Sunrise. The Office Depot Center. Sawgrass Corporate Park. Tidy neighborhoods. "I do sometimes wonder why we elect commissioners, because **Pat** seems to have all the good ideas," said the 85-year-old Sunrise Lakes activist, acknowledging how much power **Salerno** has over the city.

Sumner likes it this way.

But for the first time in recent memory, several commissioners are openly complaining the 52-year-old **Salerno** has so much control over city affairs -- particularly over information they need to make decisions -- that elected officials are kept in the dark.

Commissioner Sheila Alu has drafted an ordinance that would allow the commission to put items on their own agenda -- a responsibility that solely rests with the city manager. The proposal, which also gives a majority of commissioners authority to overrule the mayor on how meetings are conducted, is up for discussion tonight.

"As representatives of the people, we need to take a more aggressive stand and say that here's what the people of Sunrise really want and not just look at one person's or one staff member's opinion all the time," said Commissioner Don Rosen. While Alu and Rosen were elected two years ago on a wave of voter dissatisfaction that ousted two incumbents, the proposed changes will likely be symbolic. Veteran commissioners said they don't see a need to change.

Salerno wouldn't comment on the proposal. "The current agenda procedures were established by the commission in the late '80s and were in place when I became city manager. Any consideration of changes is a commission issue," he said in a statement issued through his secretary.

Through times of public accolades, apathy and occasional sharp criticism by business foes and watchdogs over **Salerno's** secretive management style, the commission has embraced **Salerno's** behind-the-scenes deal-making. "No matter what you want to say about **Pat's** management style, whether you're for or against it, the plain fact of the matter is that nobody can argue with his results," said Mayor Steve Feren.

Feren and Commissioners Joseph Scuotto and Irwin Harlem said they don't see a need to change.

With an annual salary of \$168,170, **Salerno**, who took the job in 1991, is one of the highest-paid city managers in the county. The city provides him a \$1,200 allowance, the unlimited use of a new

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PATRICK G. SALERNO
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Lincoln Town car leased by the city, a free cell phone with unlimited business and personal calls and all his accrued sick leave. If he retired today, the city would pay him more than \$167,000 for 2,000 hours of sick leave alone.

"We pay him a good price, and we're happy with what he does," Scuotto said. Feren and Scuotto said they know **Salerno** will place their wishes on the commission agenda.

But commissioners shouldn't have to ask the city manager, a non- elected official, Alu and Rosen said. "This was why we were elected," Rosen said. "The commission should stand together to represent the people of Sunrise and say to the manager, we have the right to put things on the agenda, we have the right to override one person saying no, if we honestly believe that it's in the best interest of the people of Sunrise."

Alu's patience with **Salerno's** control over every facet of City Hall snapped recently after she asked the City Clerk for a public document and was told she'd have to get it from the city manager. That type of secrecy, and not getting enough information about proposed fee increases, keep elected officials from doing their job, she said.

After **Salerno** said a summer camp fee increase was necessary, commissioners agreed to raise summer camp fees last month.

Later, after seeing increased fees for fire-rescue and recreation, Alu tried to change her vote against raising the summer camp fees and was told by the mayor that she couldn't. After Alu complained, **Salerno** compromised with smaller increases. But Alu is still not sure whether any increase was necessary. She was told the program for 700 kids costs \$959,500, but when asked how the figure was arrived at, she said she never got a satisfactory answer.

Earlier this spring, commissioners increased benefits for themselves and city management.

If she had been told the city was in such a tight budget year, Alu said, she would not have voted for the increases.

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PATRICK G. SALERNO
(Articles are in reverse chronological order)

JUDGE TOSSES PART OF MALL SUIT CITY ACCUSED OF NEGOTIATING PRIVATE DEAL

Sun Sentinel - Fort Lauderdale
CHRISTY McKERNEY Staff Writer
Aug 11, 2000

A Broward Circuit Court judge has cleared the city of allegations it violated the state Government in the Sunshine Law in dealings to bring a \$200 million upscale fashion mall next to Sawgrass Mills shopping center. Judge George A. Brescher this week dismissed portions of a Sawgrass Mills civil lawsuit that the city violated the Sunshine Law when City Manager **Pat Salerno** and city staff negotiated privately with H. Wayne Huizenga's Sunrise Land Group over a nine-month period beginning in 1998.

Sunrise Land Group wants to build a two-story fashion mall on a 150-acre tract of land across the street from Sawgrass Mills and next to the National Car Rental Center. The mall is in the planning stage. "I believe the order speaks for itself," City Attorney Jeff Olson said. "This does not end the case, although it ends really, I think, the guts of the case." Calls for comment from Sawgrass Mills were not returned. The city has moved to dismiss Sawgrass Mills' allegations that the city violated its civil rights by treating Sunrise Land Group differently than it treated Sawgrass Mills. The judge's ruling leaves the civil rights portion of the lawsuit intact.

The lawsuit was brought after the city staff and Sunrise Land Group last year negotiated a surprise deal that would include construction of the mall and a 13-acre city linear park surrounding it. Commissioners, as well as the public, were unaware of the negotiations prior to distribution of the commission meeting's agenda packet, which included the agreement. Commissioners were briefed separately by the city manager after receiving the packet and before approving the document at a public hearing April 27, 1999.

Brescher said the Sunshine Law only applies to meetings of a board or commission, not of an executive staff and a private party, such as the Sawgrass Land Group. The judge disagreed with Sawgrass Mills' allegation that the city manager and staff delegated decision-making authority to the city manager and staff. The judge also found that the city gave reasonable notice to the public under the Sunshine Law.

Sawgrass Mills had contended the city failed to give reasonable notice to the public. Two public hearings regarding the development of regional effect for the proposed mall were put off this week at the request of Sunrise Land Group, the city said. The agreement between the city and Sunrise Land Group stipulates that three out of four anchor stores must come from a short list including Nordstrom's, Bloomingdales, Saks or Neiman-Marcus. The mall would include exclusive department and specialty stores and hotel and office space.

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PATRICK G. SALERNO
(Articles are in reverse chronological order)**

SUIT AGAINST CITY, HUIZENGA TOSSED OUT

Sun Sentinel - Fort Lauderdale
STAFF REPORTS
Aug 7, 1999

A Broward circuit judge has thrown out a lawsuit against three Wayne Huizenga entities, two hotel companies, the city of Sunrise and City Manager **Pat Salerno**.

Peter Giant Bowleg, of Margate, was suing the group for \$43.2 million, saying they stole his idea to build hotels and other developments in the area near Sawgrass Mills mall, where National Car Rental Center was later built and a hotel and other projects are planned.

On Thursday, the case was dismissed with prejudice, meaning it cannot be amended and refiled. Bowleg said on Friday he will appeal the ruling.

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RESIDENTS JOIN CRITICS IN SUNRISE CITY OFFICIALS COME UNDER ATTACK

Sun Sentinel - Fort Lauderdale

BRITTANY WALLMAN STAFF WRITER STAFF WRITER

Jun 19, 1999

At first, angry executives at corporate giant Sawgrass Mills complained that City Commissioners had abdicated their authority to City Manager **Pat Salerno**. Now some worried residents are saying the same. Weeks after the city and **Salerno** were sued by Sawgrass Mills for cutting a secretive deal for a competing mall, residents are starting to take notice. **Salerno** was also secretive in 1996 when he brought National Car Rental Center to town, among other ventures.

It's not an appointed city manager following the lead of an elected commission, residents say, but vice versa. "Perhaps you need someone to watch him," said Sunrise Lakes resident and condo leader Norm Willner. "But you can't say he's doing a lousy job." It's his bosses -the commissioners - under critical scrutiny. "I'm upset with how this city's being run," Willner said. "The commission is, I think, worthless." "There is no government in Sunrise," said Commissioner Roger Wishner, often a critic of **Salerno** and commissioners. There is one person in Sunrise that controls everything, 100 percent," he said of **Salerno**. "The other people up on that city commission should just resign and leave their seats vacant, because that's basically what you have up there. You have a vacancy in the city of Sunrise."

A lawsuit filed by Sawgrass Mills/Mills Corp. against the city recently brought attention to **Salerno's** strength and secrecy, after he met privately for six months to bring a rival mall to town. "And where's the mayor in all this?" asked resident Bill Frazzetto. "What, is it like the Queen of look good and doesn't do anything?" "You have an army of Sunrise residents building, who are about to go out into the front lines in the fight for openness and fairness in municipal government," said Mills Corp. executive vice president Mark Rivers. "It's not just us anymore."

In a full-page newspaper advertisement, Mills Corp. on Friday made a plea: "Are the Sunrise City Commissioners Listening?" the ad reads. By mid-day, Rivers said about 250 people had called the phone number listed on the ad. About 400 responded to a previous one. The ad attacks the "secret hasty deal" to bring a rival mall in. "Take Action Now," it reads. "Your City Commissioners are elected to work for you. Are they lately?" "I've been disturbed by that for a long, long time," said Sunrise Lakes resident Stan Berman. " (**Salerno**) does what he wants to do and that's the end of it." As an unelected city manager, **Salerno** has freedoms commissioners don't have. He can approve spending of money and can direct staff efforts toward projects of his liking.

Commissioners allow him to do so and nearly always approve what he puts before them, with little debate or discussion. They also don't give him an annual evaluation. "I've never heard of this kind of thing, where one person was the nexus of control with so little oversight," Frazzetto said.

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Salerno conducted himself similarly as Cobb County, Ga., manager, until he was fired before coming to Sunrise in 1991. In 1996, his secret talks to lure Huizenga's hockey arena were criticized but not by the mayor or commissioners.

To some, the weak commission/strong manager arrangement makes sense and has had good results. "The city has to go on with progress," said Sunrise Lakes resident and condo leader David Paris, "and if the man has knowledge, let him do it."

Sunrise Lakes resident Mike Rothman sees some good in it: quick meetings. On the other hand, Rothman said, "the man has so much clout and power. I don't know if it's dangerous or what." While Mayor Steve Feren declined comment, commissioners Irwin Harlem, Fran Klauber and Joseph Scuotto said they have more input behind the scenes than spectators know. But that arrangement pushes them into legal gray areas, according to Sunshine Law experts like Pat Gleason of the state Attorney General's Office. Commissioners aren't allowed to hold confabs with the city manager one by one on a particular issue, if the effect is to hold a de facto meeting in private. City attorney Jeffrey Olson has said that's not happening.

Harlem said he keeps checks on **Salerno** by going to City Hall and asking questions. He's just quiet on the dais, he said, out of fear the print media would misquote him. Scuotto said he keeps some ideas quiet at meetings to avoid controversy, such as an idea he's working with **Salerno** on to require homeowners to have uniform mailboxes. But he said he has plenty of input behind the scenes. "The problem is maybe there are people who don't feel they've seen enough of a show," Commissioner Fran Klauber said. "Some people who come, they're very negative, and this is their entertainment. I'm sorry I'm not up there clawing people's eyes out."

If the city wasn't getting so much done, **Salerno** said, his "perceived power" wouldn't be an issue. It's not that commissioners blindly agree to everything he offers them, it's that he only offers them what he knows they'll want. "There's one thing that is common among all five of them: They all have the objective of making the city the most it can be for the benefit of its residents," **Salerno** said.

Rivers, from the Mills Corp., said now that he has a brigade of concerned citizens, the grassroots campaign can begin. He'll hold meetings with these people interested in making commissioners more responsive. "Residents have sort of had this lingering, building concern about Sunrise government," Rivers said, "and they feel that someone is finally taking on the playground bully."

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LIKE BATMAN, CITY MANAGER KEEPS HIS WORK UNDERCOVER

Sun Sentinel - Fort Lauderdale
BRITTANY WALLMAN Staff Writer
May 16, 1999

City Manager **Pat Salerno** is proud of his new nickname, "Batman," after his City Hall was likened to "the bat cave -- underground, undercover and top secret." He figures that makes him protector of the city, and makes his latest critic, a senior executive from his city's biggest taxpayer, Sawgrass Mills, "the Joker." It's a fitting title for **Salerno**, a city manager with seemingly superhuman powers. Able to single-handedly make multimillion-dollar projects appear from behind closed doors. Able to turn the City Commission into a virtual rubber stamp, rarely, if ever, voting down an item. **Salerno**, 48, is arguably the most powerful sitting city manager in South Florida. While his hubris and secretive operational style got him ousted from his last job, as manager of Cobb County, Ga., Sunrise commissioners have honored the New York native with more money, praise and power.

The city's west side provides more proof every day of his workings, as first an arena, then new roads, restaurants, hotels, offices and apartments are built or planned. The area is shaping up as a downtown in the Everglades, accessible by major highways in all directions. For that, **Salerno** is often credited. For the way it was achieved, he's the butt of criticism. "**Salerno's** situation is the extreme," said Ron Wainshal, a Sunrise resident who has fought for information on a 10-story office building, a deal that emerged from secrecy to city agenda, complete with a \$500,000 taxpayer giveaway. "I don't know of too many cities with such a strong city manager and such a weak, by choice, city commission." "Sunrise certainly is a unique city when it comes to how the public's business is operated," said Sunrise Commissioner Roger Wishner, the lone voice of occasional dais dissent. "My colleagues sometimes believe that little or no discussion on these issues is the best. They truly have a firm belief that **Pat** can really do no wrong and he can't make mistakes."

Mayor Steve Feren declined to comment. Commissioners Fran Klauber, Joseph Scuotto and Irwin Harlem said they have input behind the scenes, preferring to ask questions privately instead of before the public. "Go look at the other cities, that's all I can say," Scuotto said. "Somebody must be doing the right thing." "I think the one overall statement I have to make," Klauber said, "is that the city manager doesn't vote." "He works for us. He works for me," Harlem said. "And he does know what I'm looking for." **Salerno's** leash has grown longer through the years, as he has grown to know the commissioners, three of whom he has worked with 10 years or more. He said he knows their visions and doesn't bring ideas to them "half-baked."

Salerno, who was hired in 1990, is paid \$128,214 to rule over a staff of 1,200 and a \$282 million budget. He is not subject to annual evaluation. If commissioners even suggest publicly that he leave, he can take his buyout package and run. In the past year, commissioners expanded his spending powers. They gave him an 11 percent raise. They named a road after him. He is allowed to work clandestine deals without tipping off commissioners first. He can spend taxpayer money on

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consultants and use up staff time, as evidenced with the latest "Sunrise Surprise," the proposed \$200 million-plus mall that would be built across the street from Sawgrass Mills.

In that deal, **Salerno** negotiated for about six months with Alex Muxo, lieutenant for H. Wayne Huizenga, hired consultants, then let commissioners in on the secret just days before their vote. It was, as almost always, unanimous. He conducted similarly secret deals to bring the National Car Rental Center and countless other projects to the city. **Salerno** couldn't cite a time an agenda item had been voted down. "I would grant you that it's a unique situation, that you have five very focused individuals, and I think their visions are parallel. Without that, nothing gets done -- zero," he said. But his secretive style didn't gel with his last employer -- the Cobb County, Ga., commission -- which forced him to resign in 1989 as county manager in a secret meeting later ruled to have been a violation of open meetings laws. Newspaper accounts recount the acrimonious end of a two-year job, and the ring of familiarity it had with his previous employers, the Chatham, Ga., County Commission, when they heard he was accused of squelching the information flow.

Many say **Salerno's** reign reminds them of the strong mayor days. Only this autocrat, they say, isn't answerable to voters. "What you're dealing with here is a city commission which acts just because **Pat Salerno** asked them to," said James Dausch, senior executive vice president of Mills Corp., the one **Salerno** dubbed "the Joker" at the last commission meeting. "They play it so close to the chest it forces you to be adversarial just to get information that any other city would give without batting an eye."

Like many of **Salerno's** critics, Wainshal tempers his words with praise. "He does a lot of good, but {commissioners} have abdicated responsibility on their part. Effectively **Pat's** boundaries are so broad now, he can do what he pleases. And he does that in a very intelligent way: If you don't share information, the opposition has no time to mobilize," Wainshal said. Commissioners rarely debate or even discuss in public. Most business, except items requiring public hearings, is put on the "consent agenda," meaning the items will be passed all at once without talk.

Some commissioner-manager debate takes place over the phone, outside the public's earshot. "I think people can communicate better one-on-one," **Salerno** said, calling "preposterous" the idea that he's circumventing the Sunshine Law's rules on open government, which are designed to let the public in on not just the final votes, but the deliberative process, too. Unlike other cities, Sunrise conducts no public workshops, where commissioners or the public could debate a proposal. The city passed its strict sign law in August without any workshops beforehand. The small-business community is now up in arms. In Pembroke Pines and now Hollywood, officials turned to public workshops to test the waters and solicit opinions.

The lack of input serves to embolden **Salerno**, as projects sail through free of public derailment. If commissioners want workshops, **Salerno** said, they can have them. "Some communities decide they need a workshop to decide whether to landscape a median strip on a little strip of road," he said. "But those are not forward-looking communities." **Salerno** said Mills Corp., parent of Sawgrass Mills, has created the secrecy issue to drum up controversy over the proposed mall. But Mills Corp. is the latest in a line of people pounding on the cone of silence over City Hall. "If you are working

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for the people, why don't you ask the people?" a frustrated businessman, Randy Horn, implored in February, after finding out about the new sign law. At Sawgrass Estates, across the street from the proposed upscale mall, Bridget Zelinka said she likes the new wall the city built to drown out traffic honks and squeals. But "the people here directly affected were never part of the process," Zelinka said. "They never considered our feelings or even questioned us. They come up with these beautiful plans. They don't inform the people until the plans are made." That's what tennis players at the city's complex have been grouching about. They said they're the ones who use the courts, but no one ever asked them for thoughts on a \$2 million renovation.

When **Salerno** in April 1998 sprung a \$20 million "Neighborhood Renaissance Plan" to do projects all over the city, it was brought to commissioners with no commission or public discussion beforehand. It passed unanimously one day after it was made available to the unknowing public. **Salerno** said it was the product of commissioners' desires. "When you -- I don't want to say discourage -- but when you don't encourage public input, you may be missing something you don't realize you're missing," said Lou Hendrix, a 13-year member of the city's planning board and a founding member of a citizen's action group that supported the switch from strong mayor to a city manager form of government.

Throughout the years, Hendrix said, the city has moved farther and farther in a direction that pinches out the public. For example, nonresidents aren't allowed to give public comment at commission meetings, and in certain hearings, affected residents must have responded by a certain date and according to complicated procedures.

In May, when 25 upset condo dwellers showed up to protest a bagel operation they thought would stink, commissioners allowed only one of them to speak, saying he alone had come close to stating "with particularity the comprehensive land development regulation that would be violated." "This was a done deal," Stan Berman, 70, said at the time. "We had no chance in it." Hendrix lives in the New Orleans Lake homes, just outside Plantation. "If I think of the hundreds of times I've spoken at the city of Plantation," she said, thankful they listened to her Sunrise enclave's thoughts on what would happen across the street. Mayor Feren on Tuesday noticed that for the second meeting in a row, there was no one to speak at public comment. "I think it's something to be proud of," he told fellow commissioners. "We must be doing something right, if no one wants to complain." Hendrix said she flipped on the television and caught that quote. She lauds **Salerno** and the commission for their work, but wonders whether they're afraid of what their public has to say. "If you say anything negative, well then you're the bad guy. You're out to get them. Life's not that way. At least it's not to me," she said. "But you know the real issue," Commissioner Wishner said, "is that does the public want more discussion and more debate about these issues? The answer is clearly no, because I don't get phone calls."

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**SAWGRASS MILLS BLASTS PLAN FOR NEW MALL
CITY MANAGER DEALT BEHIND SCENES ON DEAL**

Sun Sentinel - Fort Lauderdale
ALAN CHERRY Staff Writer
Apr 28, 1999

The secretive dealings of City Manager **Pat Salerno** continued to pay dividends on Tuesday evening with an agreement that could bring one of the finest shopping centers in the United States to town.

However, it may have strained relations with the city's largest retailer, Sawgrass Mills. "That such a project could be hatched without consultation with us, despite our request for information and your statement that nothing was going on, is calculated to guarantee our strong and persistent opposition," said a Tuesday letter from a senior vice president from The Mills Corporation to **Salerno**. **Salerno** fired back to the company a written reply that said, "Your letter demonstrates that, once again, the Mills Corporation's prime motive is its own self interest."

Commissioners agreed, 4-0, to a pact for a \$200 million new extravagant mall, planned by Fort Lauderdale tycoon H. Wayne Huizenga, that targets some of the wealthiest shoppers in South Florida. The 1.2 million-, multistory structure will go on 150 acres owned by Huizenga and will be built through his Sunrise Land Group, an offshoot of Huizenga Holdings. "I was totally in the dark," said Mayor Steven Feren, who **Salerno** excitedly called at home on Friday evening to tell of the deal. "He was like a kid bringing home a straight A report card to show you. He was very pleased and very proud."

To date, most of **Salerno's** behind-the-scenes dealings have led to little more than tepid complaints, yet substantial gains for the city. He worked out of public view to draw the National Car Rental Center and telecommunications giant Nortel to the western end of the city in recent years. With the new shopping center Tuesday, he once again convinced city commissioners his private negotiations were in line with the city's desire to be a shopping, sports, office and entertainment mecca. **Salerno** said he had been negotiating with top Huizenga assistant Alex Muxo for months. The city manager used his authority to hire city consultants without commission approval. He is allowed to spend up to \$10,000 on such services without special permission -- a power commissioners gave him long before the new mall was proposed. He also mobilized city staff and didn't tell elected officials until late Friday, after a deal was worked out and ready for a vote. Tuesday's commission review was buried on the meeting's public agenda as an agreement "for certain development matters and the design and development of a linear park."

"I don't think **Pat** thinks of anything but being able to return something to the community," said Commissioner Roger Wishner, who learned of the project when he met **Salerno** for lunch on Saturday. "We are looking at something that is the highest and best quality that it can be." The pact states the city's desire to cooperate and expedite permits when possible. The deal also allows the developer to use neighboring city property for wetlands and drainage. In exchange, the Sunrise

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Land Group must give the city a \$500,000 linear park at the site, as well as provide approximately \$500,000 in other improvements to accommodate the park. **Salerno's** stealthy negotiations on the new mall over the past six to eight months matches the way the city manager of eight years sometimes prefers to do public business, especially in the big deals.

In April 1996 on a Sunday, **Salerno** presented commissioners a privately negotiated deal to exchange millions of dollars in city services for making Sunrise the site of the National Car Rental Center -- a 21,000-seat building costing \$184 million that two years later would be the home of the Huizenga-controlled Florida Panthers hockey team. At the time, the city was in a bidding war with Fort Lauderdale to land the project. For 15 months in 1994-95, he quietly met with Nortel to move its 400-employee Latin American headquarters out of Miami-Dade County to Sunrise, in exchange for \$300,000 from the city. He lined up the deal behind closed doors, and commissioners agreed to it with plaudits for his efforts. Feren said too much advance publicity can doom a major project. "Sometimes that is the way the city has to operate," he said. This time, however, the city rankled The Mills Corporation's Senior Executive Vice President James F. Dausch. "Such a project would have potentially serious negative implications for Sawgrass Mills and the surrounding areas," Dausch wrote.

The proposed new mall is across the street from the huge Sawgrass Mills mall and would be the northern neighbor to the National Car Rental Center. The acreage has often been mentioned as a potential site for a professional baseball stadium. The shopping center kills those rumors. **Salerno** said he never denied the possibility of a mall on the property and that at one point Sawgrass Mills considered using the site. "I guess the real point of your letter is The Mills Corporation doesn't want another mall unless The Mills Corporation is the developer," **Salerno** wrote. The city agreement with the new mall, fashioned by **Salerno** and his staff, requires it be on par with two of the most luxurious shopping venues in the nation -- Phipps Plaza in Atlanta and The Somerset Collection in Troy, Mich. The new Sunrise mall is expected to take two to three years to finish. Three of the proposed mall's four anchors are to be a Saks Fifth Avenue, Bloomingdale's, Neiman Marcus, Lord & Taylor, Macy's or Nordstrom, the city deal says. Skeptical marketing experts say the shopping center's goal is unrealistic because many of those stores already have leasing deals at other malls, among other reasons.

A city-hired consultant said there was room in South Florida for a high-end shopping complex. Muxo, with Sunrise Land Group, concurs. "This is not just another mall," he said.

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PATRICK G. SALERNO
(Articles are in reverse chronological order)**

SUNRISE MANAGER TO GET 2ND RAISE

Sun Sentinel - Fort Lauderdale
BRITTANY WALLMAN Staff Writer
Mar 24, 1999

City commissioners voted themselves a raise Tuesday night, giving City Manager **Pat Salerno** his second pay boost in six months.

Commissioners will receive a 6 percent raise, on top of their current \$20,691.22 salary. They also receive a pension and a \$400 a month stipend that requires no receipts. **Salerno** received a 5 percent raise on his \$115,198 salary in October and now will get a 6 percent raise retroactive to October. The raise brings his salary to \$128,214, plus a car, mobile phone with unlimited use and \$100 a month expense account with no accounting or receipts required. He accepted the job in 1991 making \$82,096, according to city records.

The city manager's raise stirred a short debate, in which commissioner Roger Wishner questioned the large increase and the mayor defended it. The vote was unanimous.

"He's the hardest working person I know," Mayor Steve Feren said.

Salerno thanked them for the raise and added that while he may make more than other Broward managers, some of them, such as Fort Lauderdale's, receive additional compensation such as a housing stipend.

Salerno receives a 5 percent raise automatically each year and is not subject to annual evaluation by the city commission.

His responsibilities include managing the city's \$275.6 million budget and executing the will of the five city commissioners.

In contrast to **Salerno's** salary, the city manager of Fort Lauderdale, population 149,700, makes \$125,000; in Hollywood, population 126,900, the city manager makes \$124,592; in Pembroke Pines, population 112,692, the salary is \$122,553; in Coral Springs, population 107,000, the salary is between \$117,000 and \$120,000; in Weston, population, 38,000, the pay is \$105,000.

Last year, commissioners of this 77,000-population city gave themselves a 5.5 percent raise and gave themselves and **Salerno** a pension. The Tuesday night raises were folded into a resolution giving city supervisors and managers their annual 3.5 percent cost of living adjustment.

It was placed on the consent agenda, which allows items to be passed all at once with no discussion, unless it's specifically removed from that list. Wishner pulled it from the list.

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SUNRISE PAID FEE COLLECTOR TO QUIT HIS POSITION

Sun Sentinel - Fort Lauderdale
BRITTANY WALLMAN Staff Writer
Jan 9, 1999

The occupational license fee collector who two weeks ago quit a department under investigation was paid \$36,900 by the city to resign.

Jorge Capella, 39, said he hurt his back at work while moving a piano in 1993. The city settled his workers compensation case last month, stipulating that he leave his job in return for the sum, said attorney William Platow, who represented the city on the case. "That's fairly standard," Platow said.

City Manager **Pat Salerno** declined comment, referring calls to City Attorney Jeffrey Olson, who was unavailable.

The settlement has come during an 8-month-old police/State Attorney's Office investigation of Capella's cash-intake window and other Code Enforcement and Building Department issues.

Capella became the second official to quit during the investigation. His boss, David Jaccarino, resigned in September.

Neither said they quit because of the investigation into missing money in the occupational license fee department, time card irregularities and the discounting of permit fees for National Car Rental Center just prior to the city's acceptance of a free luxury suite there.

Capella fell into the public spotlight during the investigation. Though his job required knowledge of occupational license fee rules, he didn't have a license for his own limousine business. Capella rose to the cash-and-check collecting window from a filing job. His back injury in Leisure Services relegated him to light duty, and he left the department.

In Leisure Services, his poor attendance and lack of a high school equivalency degree were cited continually by bosses in his evaluations, and he was threatened with being fired.

However, in the Building Department, he was lauded for improving the fee collection rate and following rules and policies.

Capella, a nine-year employee who made \$23,992 a year, did not return calls for comment. The \$36,900 includes attorney's fees Capella has to pay, Platow said.

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SUNRISE OFFICERS STEP UP ATTACK

Sun Sentinel - Fort Lauderdale
BRITTANY WALLMAN Staff Writer
Oct 28, 1998

Buoyed by two police chief resignations last week, in Hollywood and Davie, Sunrise's officers have stepped up their attack on city commissioners, the city manager and the police chief.

Police officers carried their contract angst to the people Tuesday night, lining the street in front of City Hall in their blue union T- shirts, picket signs aloft.

"Sunrise, Stop Abusing Your Police," the shirts and placards admonished.

Police were surprised to find picket signs suddenly banned inside City Hall when they went to complete their protest in the commission chambers. City Manager **Pat Salerno** posted a directive saying the signs' sharp edges could be dangerous, are distracting and create a circus-like atmosphere.

The officers, members of the Police Benevolent Association union in the Sunrise Police Department, want increased pension benefits.

The 19-month contract dispute has elevated hostilities between the rank and file and administrators. Police have mailed fliers to voters, placed a cartoon in a weekly paper and conducted silent protests at commission meetings prior to Tuesday's off-duty picketing.

Sunrise union representative, Detective Miles Robison, said negotiations have shown Police Chief Dave Boyett's tendency to follow the city manager, rather than leading his force.

"We want a chief who will look into the needs of the officers," Robison said.

The union has threatened a no-confidence vote against **Salerno** and formed a referendum committee to institute term limits and elections by district on the commission. The commission has several longtime members, and several live in the same area. Boyett said he expects the fervor to die down when the contract is settled.

He received a no-confidence vote in his previous job as police chief in Norman, Okla., during contract negotiations in 1994, he said.

"It's just part of the job of being police chief," Boyett said. "It's a difficult job."

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LAW FIRM SETTLES, PAYS SUNRISE \$4.15 MILLION

Sun Sentinel - Fort Lauderdale
BRITTANY WALLMAN Staff Writer
May 27, 1998

A law firm accused of bungling a city lawsuit will pay \$4.15 million to settle a suit filed against it by the city. Sunrise sued Atlanta firm Phillips & Reid, now Phillips, Cook & Lowe, claiming malpractice in a case against the city's civic center contractor.

The city was having troubles with its planned civic and cultural center _ a \$26 million project that is not yet open. When Sunrise hired Phillips & Reid in 1992, officials thought they were hiring the nation's preeminent construction litigation experts. According to the 1993 lawsuit, a Sunrise employee even gave a testimonial about the firm that was printed in a brochure for National Construction Law Center, an entity whose address was the Phillips & Reid office.

But the city had hired a firm with a past. The Phillips & Reid story is repetitive; in its various incarnations, the firm has been chastised or sued several times for mind-boggling bills and ugly losses. In Broward County, the School Board is pursuing a case against the firm. That case is a near duplicate of the Sunrise case _ a fight against a contractor, a hefty legal bill and a loss. The School Board paid the firm \$2.1 million and the contractor \$420,000. In 1996, Sunrise paid \$2.77 million in judgments, mostly to contractor James R. Tucker Inc., and paid more than \$2 million in legal fees to Phillips & Reid. That represented more than 17,200 hours of attorneys' hours, a feat impossible for the complexity of the case and number of lawyers, the lawsuit said. The City Commission voted unanimously Tuesday night to accept the settlement, which is to be paid by Phillips & Reid's insurer.

"We're very pleased," City Manager **Pat Salerno** said. **Salerno** declined to reveal the spending plan he has for the money, saying he will tell the commission first. "I think justice has been done, and that's all I can say about it," said Stuart Michelson, one of the city's attorneys on the case. About \$500,000 will go to Michelson and co-counsel Bill Scherer of Conrad, Scherer & Jenne, **Salerno** said.

The civic and cultural center, at 10610 Oakland Park Boulevard, still is not open, but **Salerno** vows an opening before the summer _ two contractors, two law firms and five years after ground was broken. Michelson, who represented Sunrise in its case, said he will file a suit against the firm on behalf of the school district in state court this week.

James R. Tucker Inc., the contractor Sunrise paid Phillips & Reid to sue, has also turned around and sued Phillips & Reid, charging the firm engaged in "scorched earth litigation" with no legal basis, putting Tucker out of business.

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(Articles are in reverse chronological order)

SUNRISE MANAGER'S JOB CANDIDACY SEEN AS COMPLIMENT

Sun Sentinel - Fort Lauderdale
ALAN CHERRY Staff Writer
Sep 11, 1997

City Manager **Pat Salerno's** candidacy to be the boss of Naperville, Ill., is being viewed almost with a sense of pride here. "It is pretty flattering," City Commissioner Fran Klauber said. "It used to be people didn't even put the city of Sunrise's address on their business cards, now it is a whole turnaround." **Salerno** is among seven candidates to be the next city manager of Naperville, a Chicago suburb of 110,000 with a reputation as one of the finest communities in America. A Washington-based organization, Zero Population Growth, last month ranked Naperville as the most child-friendly community in the United States.

Sunrise, with 75,000 residents, is too small to make the list, which includes cities over 100,000. Sunrise commissioners applaud the recognition, say they are not sure **Salerno** would take the job, and generally express confidence the town would be fine if he chooses to leave. "Would the city stop running? No," Mayor Steven Feren said. "We have two assistants to the city manager, or administrative assistants . . . who would certainly have the ability to keep things going." Sunrise has little experience dealing with the departure of a city manager.

Salerno is only the second one in city history. The first was Dale Sugerman, who came in 1989 after the town dumped its strong-mayor government in exchange for a professional manager. Sugerman hired **Salerno** as an assistant. **Salerno** took over when commissioners ousted Sugerman late in 1990. During **Salerno's** stay in Sunrise, he has brought in new corporate businesses, pushed through a plan for \$50 million in civic improvements and negotiated the deal that is bringing a \$185 million professional hockey arena to the western side of town. "He has done a fantastic job for the city," Commissioner Irwin Harlem said.

Irwin and Klauber joined Feren in saying existing staff would keep the city running if **Salerno** gets the Naperville job. "We have good staff that will pick up the slack," Harlem said. The only words of worry come from Commissioner Roger Wishner, who said the city should have insisted **Salerno** hire an assistant city manager. "We should put back into the budget the assistant city manager position and see to it that position be filled," Wishner said.

Planning for **Salerno's** departure is premature, though. **Salerno** said he had not decided whether to accept an invitation by Naperville officials for a personal interview in about 10 days. Commissioners, who didn't know **Salerno** was looking for work, said they expected to be told if he went for the interview. "There is always the possibility **Pat** will leave one day," Feren said. "The city will cross that bridge when it comes to it."

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SUNRISE SLASHES RATES IN TRASH CONTRACT

Sun Sentinel - Fort Lauderdale
RAFAEL LORENTE Staff Writer
Aug 21, 1996

More than seven months of secret negotiations between the city and All Service Refuse ended last week with a new contract that provides residents and businesses with lower garbage pickup rates. City Commissioners voted 4-0 to give initial approval to the contract after praising City Manager **Pat Salerno** and Harold Carter of All Service Refuse for their work.

Commissioner Fran Klauber was absent.

The new contract, retroactive to April 1, reduces collection costs from \$22.21 a month to \$18.10 a month for single-family homes. Condominiums will have their monthly rates reduced from \$15.11 to \$12.31. Commercial rates vary but also will be about 18 percent lower.

Since the contract is retroactive, the city will credit the money from the last few months over a three month period. "It's a very major rate reduction across the board to all residents and businesses within the city of Sunrise," said Carter, vice president of the company. "It's a major loss of revenue for All Service," Carter said. Carter said he hoped to make up for the money through continued growth in the city.

Sunrise's population of about 77,000 is expected to surpass 85,000 by 2000, according to city records. The new contract runs through March 30, 2002. All Service has held the city's garbage contract without facing competitive bidding since 1967.

Commissioner Irwin Harlem defended the contract with All Service. "If we went out to bid, we wouldn't get the service that we get from All Service today" he said.

Secret negotiations are not new in Sunrise.

During the last few years City Manager **Salerno** has negotiated in secret to get NORTEL and CareFlorida, two major employers, to move their headquarters into the city.

Recently, **Salerno** dealt in secret to get an arena for the Florida Panthers built in the city just south of Oakland Park Boulevard and the Sawgrass Expressway.

A final vote on the new contract is scheduled for the next City Commission meeting, which starts at 6:30 p.m. Tuesday at City Hall, 10770 W. Oakland Park Blvd.

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SUNRISE DEALMAKER HAS SECRET STRATEGY
MANAGER SCORED ARENA WORKING IN SHADOWS

Sun Sentinel - Fort Lauderdale
RAFAEL LORENTE ROBIN BENEDICK Staff Writers
Apr 21, 1996

City Manager **Pat Salerno** is a big sports fan, but he has never been to a Florida Panthers hockey game. He doesn't have time. The dealmaker who negotiated in secret for months to bring a hockey arena to Sunrise was so busy in the days leading up to the final vote that he went several days without seeing his children awake. "I did what I had to," he said. **Salerno** always does.

Like calling commissioners while they're watching the late news and filling them in on the day's arena negotiations. The conversations usually spill over into The Tonight Show. Like coming into the office on Saturdays and Sundays, right after an early-morning Mass at nearby All Saints Catholic Church. Negotiating in secret is nothing unusual for **Salerno**, either. He has planned a number of major projects with little or no public discussion until a vote is scheduled before commissioners. "My style is that I don't try to present anything that's half-baked," **Salerno** said. "It makes me feel good that when I present something I've covered all the bases, I've analyzed all the angles."

Critics such as City Commissioner Roger Wishner complain that **Salerno** practically runs the city by himself. "My biggest concern is that there is not enough discussion publicly about things," Wishner said. But even Wishner, who frequently finds himself at odds with his four City Commission colleagues, concedes that **Salerno** is a whiz when it comes to financing. And despite his criticism, Wishner has voted in favor of some of **Salerno's** most secretive deals, including hundreds of thousands of dollars in incentives to get a major company to move to the city. Mayor Steve Effman said many people in Sunrise see **Salerno** as secretive because they have not become accustomed to the city manager form of government adopted only eight years ago. "He has achieved things in the last few years that have brought the city into its own," Effman said. The citywide improvement project, for example, includes a civic center, a senior center and several new parks. In addition, several large businesses have moved to Sunrise.

Salerno, 45, is Sunrise's second city manager and has held the job since 1991. When he's not cutting deals, he spends his weekends with his wife and two children attending Little League baseball games and eating dinner at restaurants. Dinner is his only meal of the day. For 15 months in 1994-95, **Salerno** negotiated in secret with a Dade County company that was considering a move to Sunrise. But when a deal offering Nortel, formerly Northern Telecom, \$300,000 to move its Latin American headquarters to west Sunrise became public, nobody complained. Commissioner Dan Pearl, who called it the most secret deal since the atomic bomb, joined his colleagues in unanimous approval. **Salerno** got the same response from the commission when he presented his plan to join Sunrise with neighboring Bonaventure. Chances are that a recent deal to get CareFlorida, a healthcare company, to move from Miami to Sunrise, also will be approved by commissioners. That deal also was negotiated in secret. For his part, **Salerno** doesn't see

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himself as secretive, just different in his management style. He sees the job of the city manager as a behind-the-scenes position. Commissioners should be out front, he said. **Salerno** won't even take credit for getting the arena in Sunrise, saying the superior site won. The Florida Panthers and Broward County had to do their part, he said, almost apologetically. **Salerno's** way of keeping commissioners informed of deals he's working on is to call each one individually. He knows when he has the support of at least three of five, a majority, he said recently. That's how **Salerno** was able to put together an incentive package that got H. Wayne Huizenga to turn his back on his hometown of Fort Lauderdale and choose Sunrise for the arena.

Until last Sunday, when the city announced a meeting five hours before it started, Sunrise had never had a public forum to discuss its multimillion-dollar package of incentives. By contrast, Fort Lauderdale held several public meetings to discuss its plans. "The public should have been advised of the public meeting," Sunrise resident Bob Tangeman said. "I think the way you're treating the citizens is wrong. The way this is being handled is wrong." Besides negotiating in secret with officials from the Florida Panthers, **Salerno** worked the county, trying to gain support from groups he thought were important, such as the hoteliers whose businesses would pay the bed tax crucial to financing any arena.

County Commission Chairman John Rodstrom said **Salerno** convinced county leaders and Huizenga that Broward could pay for an arena. Huizenga was planning to sell the team to an out-of-town buyer until **Salerno** showed an arena was feasible in Broward, Rodstrom said. John Fazzino, general manager of the Riverside Hotel and treasurer of the Broward County Hotel and Motel Association, said **Salerno** worked hoteliers until he got some of them to support the site in Sunrise. "He {**Pat**} was one of the first soldiers in the war and he won the battle," Fazzino said. "He never gave up. You've got to give him credit for that."

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FIRE STATIONS TO BE 'MINI CITY HALLS'

Sun Sentinel - Fort Lauderdale
RAFAEL LORENTE Staff Writer
Jan 19, 1996

Residents looking to pay utility bills or take care of other city business will soon have two more places to do it.

Two of the four fire stations Sunrise is building as part of its Community Enrichment Plan will include meeting halls and a counter area for residents to pay utility bills, register their children for athletic programs and conduct other city business.

The stations will be at Sunset Strip and Northwest 68th Avenue and at Weston Road and North New River Circle.

"It's like a mini city hall," City Manager **Pat Salerno** said.

Salerno said the two stations, which will be about 24,000 square feet each, should be completed by early next year.

Commissioners approved the changes to the fire stations earlier this month. The city hall additions added \$450,000 to the cost of each fire station.

The station on Sunset Strip is budgeted for \$3.1 million. The one at Weston Road is budgeted for \$2.9 million.

Besides the fire stations and the city hall components, the new buildings also will have police substations, increasing the visibility of police patrols around the city.

"What we're trying to do is provide a facility that has people there so that you can conduct any city business you would want," **Salerno** said.

Sunrise also plans two traditional fire stations on Northwest 27th Place and on Northwest 136th Avenue

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AMBITIOUS SUNRISE PLAN PRESENTED

Sun Sentinel - Fort Lauderdale
ALAN CHERRY, Staff Writer
Oct 31, 1991

SUNRISE -- The unveiling of a \$42.67 million plan for new public buildings, road paving and other improvements has been greeted with both optimism and skepticism in this financially troubled city. The 15-project proposal, dubbed "Blueprint of a Vision," includes a \$12 million community center, four new or renovated fire stations, the resurfacing of every city road east of University Drive, and the building of two parks. "I think it is super, if it works," activist Maxine Marshall said on Wednesday.

City Manager **Pat Salerno** released the plan late Tuesday after presenting it to city commissioners, who unanimously gave their approval. The multimillion dollar proposal comes five weeks after commissioners approved a 29 percent tax increase to bail the city out of financial troubles. No new taxes will be needed to complete the projects because financing would rely on a \$26 million bond issue program for much of the work. The plan also would rely on the city's continuing to use an existing tax that, without action, will expire in 1992. Money would also come from developers' fees, special assessments, county contributions and other sources. "This is really a bold, creative step into the future," Commissioner Steven Effman said.

Many of the proposals have been on and off the drawing board during the past three years.

Last year, the \$12 million community center, to be built between City Hall and the Public Safety Building on West Oakland Park Boulevard, fizzled because of concerns the city could not afford to operate the building after it opened. **Salerno** said a proposed privately run restaurant at the community center site will help offset the cost of the center, which will be used for recreational and cultural activities. "This idea of spending \$26 million scares the hell out of me," community activist Joe Muller said. Sunrise has suffered from a lack of planning public improvements, Muller said. On the down side, though, Muller said last month's tax increase had shaken his confidence in the city's ability to manage its money. Marshall said the strongest point of **Salerno's** "blueprint" is that it includes work throughout the city. It also does not exacerbate long-standing political divisions between homeowners and condominium owners, young and old, or residents in eastern and western Sunrise. "If it works, I would applaud him from here to eternity because he considered everybody," Marshall said. Much of the work is still three to four years away, **Salerno** said.

PLAN COSTS

Sunrise's proposed public improvement plan:

- COST: \$42.67 million.
- START: First projects a year away.

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- COMPLETION: Three to four years.
- FINANCING: Variety of sources.

PROPOSED PROJECTS

- \$12 MILLION: Build civic, recreation and cultural arts center next to City Hall.
- \$10.18 MILLION: Build two new fire stations, renovate two others.
- \$4.08 MILLION: Build Broward County library next to City Hall.
- \$3 MILLION: Building for the purchasing and building departments.
- \$2.5 MILLION: Miscellaneous park projects, yet to be identified.
- \$2.5 MILLION: Replace water lines east of University Drive.
- \$1.42 MILLION: Develop park on Northwest Eighth Street.
- \$1.4 MILLION: Build restaurant at the civic center.
- \$1.26 MILLION: Build senior center next to City Hall.
- \$1.14 MILLION: Expand the Welleby tennis center on West Oakland Park Boulevard.
- \$1 MILLION: Landscaping and curbing of medians.
- \$750,000: Upgrade City Park on Sunset Strip.
- \$680,000: Resurface all city roads east of University Drive.
- \$400,000: Reconstruct Northwest 68th Avenue from Oakland Park Boulevard to Sunset Strip.
- \$355,000: Renovation of Whiting and Nob Hill halls.

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ACTING CITY MANAGER MAY BECOME PERMANENT

Sun Sentinel - Fort Lauderdale
ALAN CHERRY, Staff Writer
Mar 22, 1991

SUNRISE -- Acting City Manager **Pat Salerno** may not be acting for much longer. City commissioners say it is time he become the permanent boss, without qualifiers on his title. "We need to get this straightened out one way or another," Commissioner Steven Feren said. **Salerno** has been acting city manager since the December firing of Dale Sugerman. **Salerno** served as Sugerman's hand-picked deputy for six months until replacing his former boss as the city's top administrator on Dec. 21.

Commissioners handed the job to **Salerno** at the time without attaching any dates as to when they would lift the "acting" from the title. "I am interested in discussing the matter," said **Salerno**, declining to elaborate or speculate on his future as acting city manager, which pays him \$64,500 a year. Now is the time to make a decision on **Salerno's** future, commissioners say, because city elections are over and because the absence of a permanent boss has hindered attempts to hire new help for the administration.

Commissioners say the city needs to fill job openings, which include a finance director, purchasing agent and data processing director. One key financial position was filled this week with the hiring of Tariq Riaz as budget officer. Riaz had been serving as a senior productivity analyst for Miami when he was hired by Sunrise. The uncertainty in the administration has discouraged some job candidates, said Commissioner Roger Wishner, who was re-elected to office last week. "The city needs to fill these important positions," Wishner said.

Sugerman hired **Salerno** because of his quiet personality and his experience as the top administrator in Cobb County, Ga. A majority of commissioners voted to fire Sugerman because they said he had a combative personality. When **Salerno** was hired by Sugerman, he said he took the deputy's job in Sunrise so he could spend more time with his family. **Salerno** has yet to move out of the deputy manager's office. Commissioner Steven Effman, who also said he would prefer **Salerno** to accept the job in Sunrise, said it was time to remove the "acting" from his title. "I like this guy," Effman said. "We need to tell **Pat** where he stands."

If **Salerno** takes the job, he will be Sunrise's second city manager since voters cast aside its old strong mayor government in 1988 and handed the administrative duties of the city over to a professional administrator. Effman said he wasn't sure what would happen if **Salerno** turned down the permanent post.

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The Atlanta Constitution
October 23, 1989

Two Cobb Commissioners Bullying Staff, Colleagues Say
By McKay Jenkins, Staff Writer

The forced resignation of Cobb County Manager **Patrick Salerno** has cleared the way for Commissioners Emmett L. Burton and Harvey D. Paschal to bully department heads and muscle their way into a perceived "power vacuum," other board members say. Commissioners Burton and Paschal have repeatedly vented their anger at staff members at public board meetings over the county's budget, road repairs and pending garbage crisis. The attacks often have come over the objections of Commission Chairman Philip L. Secrist. The forced resignation of Cobb County Manager **Patrick Salerno** has cleared the way for two commissioners to bully department heads and muscle their way into a perceived "power vacuum," other board members say.

Commissioners Emmett L. Burton and Harvey D. Paschal have repeatedly vented their anger at staff members at public board meetings over the county's budget, road repairs and pending garbage crisis. The attacks often have come over the objections of Commission Chairman Philip L. Secrist. "I think there has been a major deterioration of what occurs at these meetings," Commissioner Thea J. Powell said. "For a long time, staff has been shaking in their boots, waiting to see who's going to get the guillotine this week." At the Oct. 9 commission meeting, Mr. Burton became enraged at solid waste Director Jarvis Middleton when he said he supported the recommendation of a \$270,000 solid-waste study not to ship Cobb's garbage out of the county. The county's landfill is scheduled to close within a month. "Do you work for us, or do we work for you?" demanded Mr. Burton, an outspoken proponent of out-of-county hauling. "Do what we say and quit arguing with the board."

At the Sept. 26 meeting at which **Mr. Salerno** was asked to resign, Mr. Paschal angrily expressed his frustration with the county manager and staff department heads. "Every time, up to this point in time, we've had to come and ask you, in fact, beg you, and threaten you, in order to get answers back," he said. "That's exactly the reason I don't have any confidence in [you]." **Mr. Salerno** resigned Oct. 3, effective Dec. 2.

Mr. Paschal said Sunday that **Mr. Salerno** consistently blocked communication between departments and the commissioners, in effect screening recommendations before they reached the commission. "You'll never see a department head that I didn't apologize to for his boss not taking the blame," Mr. Paschal said. "What we were trying to do was pull **Pat** out of his shell. I wanted what the man in the field had to say, not what the man in the front office had to say." In a separate interview, Mr. Burton blamed both **Mr. Salerno** and the department heads for delays in board decisions. "Department heads hear what we say, but they don't act," he said. "They operate as if they ran their own companies, with no incentive to work with anybody. You hope people will adjust and become part of the Cobb County family. When commissioners say move, employees gotta move, the way we like it."

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But by leaning on department managers hired by **Mr. Salerno** -particularly the heads of transportation, solid waste and public transit - Mr. Burton and Mr. Paschal are creating dissension that leaves the board little time to discuss county problems, Commissioner Harriet Smith said.

"I think department heads are being browbeaten in public, and I don't like it," Mrs. Smith said. "I think it's going to take three commissioners saying in unison that we are not going to do this anymore. We are elected officials, and it's up to us to determine the course of meetings."

During the discussion of his resignation, **Mr. Salerno** said department heads fear bringing recommendations to the board that might be unpopular with Mr. Paschal or Mr. Burton.

"That's sending a message to them that, 'I better watch what I say at the mee ting,' " **Mr. Salerno** said.

The criticism of employees has become so intense lately that Mr. Secrist has gone to department heads to reassure them their jobs are secure.

"When there is a perceived vacuum - and some may perceive this -there are always those who take the opportunity to work their will," Mr. Secrist said. "The boat is adrift right now while we have a lame-duck manager, and there will be efforts by some individuals to further shake things up."

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PATRICK G. SALERNO
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The Atlanta Constitution
September 27, 1989

Developers, Homeowners Win Delay of Cobb Budget
McKay Jenkins , Staff Writer

The Cobb County Commission paid heed to a roomful of real estate developers Tuesday and postponed passage of the county's 1990 budget for two weeks. More than 100 developers and homeowners packed the commission hall to protest an increase in development fees they say would worsen an already soft building market in Cobb.

"We have a good county, we have a rich county. The developers are good, and the homeowners are good," said Pat Seay, president of the South Cobb Civic Association. "A stagnant county will be a crime-ridden county. Let's take care of our developers."

The commission asked Finance Director Virgil Moon to bring the budget back in two weeks without the fee increase so it can be compared with the present proposal.

Fiscal 1990 starts Sunday, so the county will operate on a "bare-bones" continuation budget until the new spending plan is approved.

As it stands, the 1990 budget includes no property tax increases. The county would operate on a budget of \$225 million, up 3.5 percent from fiscal 1989. The county's tax digest is expected to grow by about 8 percent in 1990, down from 10 percent in fiscal 1989 - reflecting a slowdown in real estate development, County Manager **Patrick Salerno** said.

The increased development fees are part of a budget philosophy meant to shift the burden of taxes from the shoulders of property owners to those who use county services. New development costs would include charges of \$8,000 for site inspections, \$250 for a land-disturbance permit and \$660 for a plan review from the county development department for a home built in a typical subdivision.

Rate increases also have been proposed for tipping fees at the county landfills, from \$20 to \$23 per ton.

But it was the development fees that brought out the protesters and moved the commissioners to delay their vote.

John Schoen, president of the Cobb Developers Association, said development fees should be borne by everyone in the county because economic growth enhances the county's bottom line.

"We [developers] are major taxpayers, and for that the development community has every right to expect these services," he said.

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The Atlanta Journal Constitution
June 30, 1988

Communication Flows Between City, County On Mutual Problems
Rebecca Nash , Staff Writer

In an effort to improve communication between city and county officials, Smyrna's mayor and City Council met with Cobb County Commission members last week in the first of what will be regular quarterly discussions. The meeting was requested by Mayor Max Bacon and the council in an effort to establish a closer working relationship with the commission. "It's an attempt by both parties to exchange ideas and thoughts," Councilman Jack Shinall said. "Somehow the rapport [between city and county officials] was cut off and we wanted to re-establish it."

The agenda listed Smyrna's requests for in-kind services as primary topics. Bacon and council members asked for guidelines for contacting county departments for specific services such as striping streets, drainage improvements and road construction. "The biggest problem for those of us who've been here a long time is now we don't know who to go through," Bacon told commission members. Commission Chairman Earl Smith said requests for county assistance should be made through the office of Jerry Singer, assistant county manager for development. Smith told Smyrna representatives that the county "always wants to help the cities where we have the expertise." "There's no need to go out and pay for expertise we may have," he added. The agenda, drawn up by Bacon, contained a tongue-in-cheek reference to controversial matters between the city and county.

Under a heading of "The following items will not be discussed" were "Atlanta Road widening, water boundary, double taxation, annexation and water line lawsuit." However, both groups of officials briefly discussed the controversial Atlanta Road median proposed by the state Department of Transportation. "We've got to support widening the road without the median," Smith said. City officials asked for county help with improvement of the South Cobb Drive-Powder Springs Street intersection, where westbound traffic on Powder Springs backs up because there is no left-turn lane. Smith told the group the county will look into the problem. Right of way for a left-turn lane would cost \$43,000, Shinall said.

Other topics discussed at the meeting were:

- Inspection of older buildings, particularly apartments.
- Potential problems with extended-stay motels.
- Cobb's new bus transit system. Paperwork on grant applications for the system is "near completion," according to Smith.

County Manager **Pat Salerno** said a marketing study for the system has been completed and an analysis of the bidding process is in the works. Singling out traffic as the county's biggest problem, Smith told the mayor and the council that educating people to "get them out of their cars" will be a significant part of the system's budget. "It will take several years," he said. Besides Smith, **Salerno**

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and Singer, county representatives attending were Commissioners Thea Powell, Harvey Paschal and Emmett Burton, and Herman Hill, the chairman's executive assistant.

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The Atlanta Constitution
May 5, 1988

Cobb's manager adds bureaucracy, some foes charge
James Budd, Staff Writer

Several officials in Chatham County said Wednesday they are not surprised by a rift developing between some Cobb County commissioners and County Manager **Pat Salerno**, who was hired last August after nearly two years as Chatham's county manager. One Savannah legislator said the county manager is following a pattern in Cobb similar to his performance in Chatham County, where he seemed "unconcerned for elected officials" and made the government top-heavy.

Salerno, however, has supporters in Savannah, including Chatham Commission Chairman Charles C. Brooks, who said he would hire **Salerno** again. **Salerno** was Chatham's first county manager, which placed extra scrutiny and pressure on him from older employees who didn't like the change, Brooks said.

"The greatest fault I found with **Pat** was all he thought about was his job," he said. "He worked 12 to 14 hours a day. He understood government and knew how to organize it. He did a good job for us."

Some Cobb commissioners, including Chairman Earl Smith, say they are concerned that **Salerno's** fast-track reorganization of Cobb's government has only increased the government's bureaucracy.

Salerno has hired three assistant county managers to oversee six departments each. The assistants, with a combined salary of \$173,285, replaced two administrative coordinators, with a combined salary of \$73,465, who worked under Cobb's previous county manager.

Smith, who said he plans to call a meeting this month with the commission and **Salerno** to discuss the reorganization, said he doesn't believe **Salerno's** job is in jeopardy but is unhappy with some aspects of his performance.

"We have too much bureaucracy and I hate bureaucracy," said Smith.

Chatham County Sheriff Walter Mitchell said he had a continuing feud with **Salerno** over funding for the sheriff's department, and the sheriff accused him of not responding quickly enough to problems with the county's jail.

Salerno, 37, hired assistants from outside the Chatham government and bypassed promotions from within, Mitchell said. "He goes into a county and hires all these people from outside and puts them over people that have been there 20 years," he said.

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Rep. Tom Triplett (D-Savannah), chairman of the House Transportation Committee, said Chatham voters approved a 1 percent sales tax in 1985 to improve roads and **Salerno** "didn't build the first road."

Brooks defended **Salerno**, saying rights of way had to be bought before the roads could be built. The problem was compounded by the county's lack of experience in buying rights of way and engineering. **Salerno** hired experienced consultants to deal with the problem, he said.

Triplett said **Salerno** was perceived as a "big spender" who added to the size of Chatham's government and didn't get along with elected officials.

Salerno did not return a reporter's telephone calls Wednesday.

Cobb Commissioner Harvey Paschal said he initially thought **Salerno**'s reorganization would reduce bureaucracy in county government, but has only increased it. Dissatisfaction with **Salerno** surfaced two weeks ago when Paschal received a letter written to him by a county department head that went through five departments, including **Salerno**, for clearance before reaching him 10 days later.

Paschal said he was told on another occasion that all commission inquiries of department heads had to be cleared through **Salerno**.

"I'm bent out of shape," said Paschal. "The general consensus of the public is the commission is letting the hired help dictate to us."

Commissioners Chuck Clay and Thea Powell are supportive of **Salerno**, saying it is too early to judge his job performance.

"I don't see that there's any justification to fire anybody," said Mrs. Powell, who added she supports the county manager's reorganization.

Clay said the feud is the result in part of election-year jitters. Smith, Paschal and Commissioner Emmett Burton, who has been in Jamaica working with a film crew, are up for re-election this year.

"I don't think anybody is under fire," Clay said. "I think it's an election year and people are asking what they are getting for their dollars. As far as anybody being on thin ice, I would say no."

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Section 9

David “Wayne” Saunders

*St. Pete Beach City Manager
Candidate Report*

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Resume

WAYNE SAUNDERS

10824 Crescent Lane, Clermont, FL 34711

H 352-394-2339 C 352-267-3244

nantahalaz@aol.com

Summary of Qualifications

ICMA Credentialed Manager with over thirty-three years experience in local government. Proven leadership ability and proficiency in local government management including the following areas:

Finance and Budgeting	Growth Management
Labor Relations/Collective Bargaining	Project Management
Grant Writing and Administration	Consensus Building
Policy Development and Implementation	CRAs
Economic Development/Redevelopment	ISBAs
Comprehensive Planning/Zoning	Capital Projects Planning
Utilities	Parks and Recreation

Dedicated to maintaining and improving levels of service in all areas with emphasis on efficiency and teamwork. Successful in consensus building and implementing City Council goals. Encourages transparency in government and promotes citizen involvement. Embraces integrity and competency as critical traits.

Professional Experience

Finance Director, City of Port Orange, Florida January, 2013-July, 2014

The City of Port Orange is a full service city with a population of approximately 58,000 located just south of Daytona Beach. The City has an annual budget of over \$80 million with approximately 400 employees. The Finance Department has three divisions including Accounting/Budgeting, Customer Service/Utility Billing and Purchasing. In December of 2012, I was one of five finalists for the Port Orange City Managers' position. Another candidate was selected but I was then recruited by the City to serve as Interim Finance Director and after three months was offered the permanent position.

Significant Accomplishments:

I implemented several new or revised policies and procedures in all three divisions addressing internal control issues.

Met the City Council directive of formulating a budget maintaining current levels of service while

allowing adoption of the rolled back advalorem tax rate.

Worked with rating agency to upgrade the City's bond rating.

Revised budget presentations to be more informative with increased financial transparency.

Received the GFOA Award for Excellence in Financial Reporting.

City Manager, City of Clermont, Florida 1985-2012

The City of Clermont is located about twenty miles west of Orlando with a population of approximately 30,000. Clermont is a full-service city with a 2012 budget of just over \$52 million and 277 employees. City departments under the direct supervision of the City Manager include Police, Fire, Public Services, Administrative Services, Utilities, Recreation, Engineering, Planning and Zoning, and City Clerk.

Significant Accomplishments:

Successfully guided the City's transition from an agricultural town with a population of around 5,000 to a diverse thriving City of 30,000, providing excellent levels of service and maintaining a small community atmosphere

Maintaining one of the lowest ad valorem tax rates in the area while providing superior levels of service through sound financial planning and organizational efficiencies

Successfully completed a \$19 million wastewater plant expansion project without taking on any debt

Relocated and constructed new City Hall in the Historic Downtown as part of revitalization vision

Developed and constructed a pedestrian trail traversing the City and connecting to a twenty-eight mile "Rails to Trails" project

Guided planning and construction of three new fire stations after successful transition from volunteer department to full time department to serve rapidly expanding City

Planned, constructed and implemented a Reclaimed Water Project providing treated effluent for irrigation resulting in conservation of drinking water supply

Planned and developed extensive Parks system, most recently obtaining \$ 11.6 million in grants for acquisition of property for passive park and conservation area

Planned and implemented infrastructure upgrades and expansions to successfully meet demands from rapidly expanding City

Completed seamless transfer of Public Safety dispatch services from in-house to Sheriff's Department resulting in annual savings of over \$200,000

Partnered with local charitable foundation in annual event that has generated over \$500,000

Section 9

supporting local non-profit organizations and supporting education

Successfully negotiated a Joint Planning Area agreement with our County

Finance Director, City of Clermont, Florida 1979-1985

Responsible for all financial aspects including budget development and administration, investments, financial reporting and control of receipts and expenditures. Performed duties of City Clerk. Supervised areas such as payroll, utility billing and customer service.

Significant Accomplishments:

- Implemented cash management and investment programs resulting in enhanced revenues
- Converted utility billing to automated system
- Implemented modified zero-based budgeting practices providing additional control and savings

Accountant, City of Leesburg, Florida 1978-1979

Responsible for maintaining financial records, preparing reports and assisting Finance Director with various assignments.

Significant Accomplishments:

- Successfully cleaned up City records that had not been maintained properly for several years and assisted Finance Director in developing adequate control policies

Education

MSBA - Master of Science in Business Administration, Western Carolina University
BSBA - Bachelor of Science in Business Administration, Western Carolina University

Professional Affiliations

ICMA – International City Managers Association
FCCMA – Florida City and County Managers Association
GFOA – Government Finance Officers Association

Other

ICMA Credentialed Manager
Lake Sumter State College (formerly Lake Sumter Community College) Citizen Advisory Board Member
Lake County League of Cities, Past President
Leadership Lake County Graduate
South Lake Chamber of Commerce “Gem of the Hill” award
Clermont Area Chamber of Commerce “Valuable Service” award
ICMA 30 Year Service Award

Candidate Introduction

WAYNE SAUNDERS, ICMA-CM

EDUCATION

Masters Degree in Business Administration, MSBA, Western Carolina University

Bachelor Degree in Business Administration, BSBA, Western Carolina University

RELATED EXPERIENCE

Finance Director, City of Port Orange, FL	January, 2013-July, 2014
City Manager, City of Clermont, FL	1985-2012
Finance Director, City of Clermont, FL	1979-1985
Accountant, City of Leesburg, FL	1978-1979

BACKGROUND

The City of Port Orange is a diversified City with a population of approximately 58,000 located on the east coast of Florida, just south of Daytona Beach. I was recruited by the City to fill in as their interim Finance Director expecting to be there for two to three months which turned into eighteen months. Port Orange has 393 employees. The Finance Department consisted of three divisions including Accounting, Utility Billing/Customer Service and Purchasing with 25 employees, three of which I directly supervised. The General Fund budget for FY14 was \$30 million and the total budget was \$85 million. My main focus while at Port Orange, aside from running the day to day operations of the department, was to develop and implement adequate internal controls in order to safeguard against significant issues the City had previously experienced. Significant city-wide issues included an aging infrastructure, the escalating cost of public safety and redevelopment of the historic A1A corridor.

The City of Clermont is a city of approximately 30,000 located just west of Orlando and was one of the fastest growing cities in the state in the 2000's. Clermont is a full service city with over 250 employees. As City Manager, I directly supervised nine Department Directors. The General Fund Budget was approximately \$18 million with a total budget of just over \$52 million. Expanding the City's infrastructure, especially utilities, was a significant challenge that we successfully met. I was directly involved in the planning and construction of new water supply wells, a new sewage treatment plant and reclaimed system, new City Hall, three fire stations, a police station and multiple parks and recreation facilities. Reconstruction of ageing underground infrastructure and the redevelopment of the historic downtown and SR 50 corridor were important issues that were successfully addressed.

WAYNE SAUNDERS, ICMA-CM

GENERAL, MANAGEMENT STYLE and EXPERIENCE

St. Pete Beach is a vibrant and unique City that is moving into a new and exciting era with newly elected leadership, a recovering economy, and the end of a decade long issue with the Comprehensive Plan in sight. The aggressive Capital Improvement Plan indicates to me that the City is now ready to move forward with a unified vision. I have experience in dealing with the difficult issues the City will be facing in the coming years and I am excited about the opportunity to be a part of the team that will move the City forward.

A participatory and adaptive management style has worked well for me during my career. A good manager must be a leader, seek input from his leadership team and be able to adapt his style to the situations and individuals. My staff would say that I am firm but fair, supportive and a good leader. The elected officials I have worked with would likely say I am highly ethical, competent, dedicated to the community I serve and someone that can get the job done.

My strengths include my experience in financial management, my success in implementing the visions of the Council and community and being a consensus builder. Other strengths are my leadership abilities and team building skills. As for a weakness, early in my career I found myself spending more time than necessary reviewing details even though I consistently surrounded myself with very competent staff. Although I still take time to review and understand the details, I have learned to trust but verify, allowing me to use my time more productively.

I have used various methods to measure performance from informal goal and target-setting with periodic reviews to establishing benchmarks for specific tasks and expected results. Monitoring financial performance is imperative in this day and age when we are expected to do more with less.

My biggest overall achievement was the successful transition of Clermont from a small agricultural based community to the diversified City that it now is. The planning and construction of new infrastructure to meet the rapid growth was especially challenging and while there were numerous projects, I am especially proud of being able to construct a new \$19 million wastewater treatment facility without requiring the City to take on any new debt. I am also proud of the parks that were developed under my leadership including a multipurpose trail that spans the entire City limits from east to west and the construction of two regional recreational facilities. I was successful in obtaining significant grant funds including \$11 million in grants toward the purchase of a \$16 million passive recreation site. The new east side of the City that was once frozen out citrus land is now approximately two thousand acres of vibrant activity including a new hospital, the world-class National Training Center where Olympic athletes have trained, hotels, restaurants and numerous other commercial enterprises. This was a success due to careful planning and my working closely with land owners, developers, our residents and

WAYNE SAUNDERS, ICMA-CM

regulatory agencies. All this was accomplished while providing superior levels of service and maintaining the lowest ad valorem tax rate of all full-service cities in Lake County.

I have had to fire employees during my career. This is never an easy task and I have always used progressive discipline and tried to give the benefit of the doubt. I always felt bad about having to fire someone, understanding the dramatic impact my decision would have on their careers and lives, but at the same time knew that I made the right decision that was in the best interest of the City.

St. Pete Beach's new City Manager will be faced with several challenges. The aggressive plans for capital improvements including the potential repurposing of three of the City's buildings, the Pass-A-Grille improvements, the Corey District improvements, beautification projects such as the Bayway landscaping and infrastructure improvements will take careful and diligent planning and implementation. Funding for such an aggressive plan will be challenging. Municipal financial management is one of my strongest skills. At the same time it will be important to maintain and improve the levels of service and quality of life. Code Enforcement issues have been identified and changes to certain ordinances such as those controlling temporary uses and signage may be necessary. The resolution of the ongoing litigation regarding the Comprehensive Plan will also be an immediate challenge. The rapid growth of Clermont provided me with significant hands-on experience dealing with writing, amending and defending the Comprehensive Plan and Development codes. Creating consensus and keeping the community well informed will be important.

During the first six months on the job I will spend time with each Council member establishing good working relationships and understanding their goals and priorities. I will assess the staff and overall operations in order to get a clear understanding of internal issues and staff concerns. I will establish connections with the residents, community groups and business leaders. I will carefully review the financial position of the City and will make every effort to provide transparency in the overall operations.

I will ensure that timely and accurate information is provided to the media so that the residents are well informed. I will establish a protocol with the Mayor and Commissioners with regard to how they prefer responses to be made to various situations.

I do not anticipate anyone contacting the City with negative comments regarding my performance or conduct.

In my leisure time, I enjoy spending time with my family and playing golf.

WAYNE SAUNDERS, ICMA-CM

SIX ADJECTIVES I WOULD USE TO DESCRIBE MYSELF ARE:

Ethical	Proactive
Competent	Accessible
Dedicated	Straightforward

REASON FOR LEAVING MOST RECENT JOB

As previously stated, my most recent position as Finance Director for the City of Port Orange was meant to be a temporary interim position of two to three months. When the City Manager that recruited me made the decision to leave, I decided to also leave. Prior to that, I retired from the City of Clermont after twenty seven years as City Manager but did not retire from the profession. I am anxious to continue in the profession with a progressive and visionary community such as St. Pete Beach.

MOST RECENT SALARY

My salary with the City of Port Orange was \$112,750
My base salary with the City of Clermont was \$141,000

CB&A Background Checks

**Background Check Summary for
DAVID "WAYNE" SAUNDERS**

Criminal Records Checks:

Nationwide Criminal Records Search	No Records Found
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County

Lake County, FL	No Records Found
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Volusia County, FL	No Records Found
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State

Florida	No Records Found
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Civil Records Checks:**County**

Lake County, FL	No Records Found
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Volusia County, FL	No Records Found
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Federal

Florida	No Records Found
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Motor Vehicle

Florida	No Records Found
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Credit

Excellent

Bankruptcy

No Records Found

Education

Results Pending

Employment

Confirmed

**Background Check Summary for
DAVID "WAYNE" SAUNDERS
Personal Disclosure**

Personal Disclosure Questionnaire

Name of Applicant: Wayne Saunders

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to seek compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

Please explain any yes answers on a separate sheet of paper.

1. Have you ever been charged or convicted of a felony?
Yes ☐ No ☒
2. Have you even been involved in a domestic abuse incident that resulted in you being arrested or that was covered by the media?
Yes ☐ No ☒
3. Have you ever declared bankruptcy?
Yes ☐ No ☒
4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?
Yes ☐ No ☒
5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?
Yes ☐ No ☒
6. Have you ever been convicted of driving while intoxicated?
Yes ☐ No ☒
7. Have you ever sued a current or former employer?
Yes ☐ No ☒
8. Do you have a personal My Space, Face Book or other type of Web Page?
Yes ☐ No ☒
9. Do you have a personal Twitter Account?
Yes ☐ No ☒
10. Is there anything else in your background that might cause a reasonable person concern if he/she became aware of it through the press or any other mechanism?
Yes ☐ No ☒

Attested to: _____

Wayne Saunders
Signature of Applicant

Please email this form via PDF DOCUMENT to kknutson@cb-asso.com or via fax to (888) 539-6531 **no later than 9:00 AM CST 09/08/2014.**

CB&A Reference Notes

Reference Notes Wayne Saunders

Allen Green - Mayor, City of Port Orange, FL 386-322-0247

Mayor Green has worked with Mr. Saunders from January 2013 until July 2014. Mr. Saunders was a semifinalist for the city manager position but was recruited and hired as the city's Finance Director. His extensive financial knowledge was greatly needed by the City of Port Orange as several of the city departments were in turmoil. His calm demeanor and ability to lead proved beneficial in moving the city forward in a more positive direction.

Mr. Saunders began reparations on the various departments he was in charge of by hiring strong knowledgeable individuals. This was a challenge as some remaining employees had worked in the departments for some time and were resistant to change. Mr. Saunders's excellent interpersonal skills helped to slowly create confidence between the department's employees and his leadership resulting in higher performance levels. He is a calm patient individual willing to listen to all input before making decisions. As a good communicator able to interact with various personalities, he proficiently interacted with elected officials, business professionals and citizens during city council meetings. He was well prepared able to articulate clearly to all and adeptly answer questions. If Mr. Saunders did not know the answer to something he willingly researched to find the answers promptly following through with those involved.

Customer service is of great importance to Mr. Saunders. He worked long hours to build trust with elected officials and citizens alike. Mayor Green is confident Mr. Saunders efforts began the healing process the city now experiences allowing for a more confident feel within the city leadership and it's citizens. He is a fiscally responsible individual with a great work ethic. Mr. Saunders was an asset to a troubled city government.

Mayor Green wished he could have retained Mr. Saunders but supported his decision to resign as the city's Financial Director. Although slowly healing, the city is still extremely politically stressful. He is sure Mr. Saunders would be excellent in any city or county position. His vast knowledge and experience, along with his calm patient personality will be beneficial in any environment he works in.

Words or phrases used to describe Wayne Saunders:

- Well rounded,
- Integrity,
- Financial knowledge,
- Leader,
- Calm, and
- Patient.

Strengths: Good fiscal leader able to plan and implement.

Weaknesses: None identified.

Reference Notes Wayne Saunders

Hal Turville - Mayor, City of Clermont, Florida 352-394-4081

Mayor Turville worked with Mr. Saunders from 1985 until Mr. Saunders resigned as the City Manager for Clermont in 2012. Mayor Turville hired Mr. Saunders as financial director first until the need for a city manager arose. The mayor confidently endorsed promoting Mr. Saunders to the city manager position and has never regretted the decision. During this period the City of Clermont moved forward in a positive direction recognized as one of the cities possessing the highest quality of services. Since Mr. Saunders resignation in 2012 the city has remained strong but with little forward motion.

As a strong fiscal leader, Mr. Saunders has the knowledge and talent to confidently guide a city financially. He has the ability to help elected officials recognize the best use of funds, clearly explaining financial terms in a manner all may understand. His talent to see both the present and future implications of fiscal use gives him the ability to express how best to accomplish the council's goals yet remain within budget. With Mr. Saunders expertise policy and budget adjustments were made resulting in a strong modern city.

With the help of Mr. Saunders we grew our infrastructure in addition to constructing a state of the art park system. We now host a variety of championship teams in various sports such as the junior girls college fast pitch. Through his skill and leadership in addition to softball, triathletes come to train and compete within our facilities, resulting in worldwide knowledge of our parks and amenities. As a result of this increase usage the city's economy is financially sound.

Mr. Saunders shows patience and diplomacy at all times when interacting with elected officials. Although with any decision there will be those who disagree, Mayor Turville has the utmost confidence in Mr. Saunders abilities to make accurate decisions resulting in the best consequences for the city. He is always willing to research thoroughly and listen to input from anyone before coming to a conclusion. His interpersonal skills are excellent in addition to remaining calm and collected in any situation.

Mayor Turville is confident in Mr. Saunders' aptitude to be a proficient leader. As an intelligent man with integrity Mr. Saunders would be an asset to any city or county bringing vast experience and knowledge. Mayor Turville respects and admires Mr. Saunders expertise and given the opportunity would quickly hire him back.

Words or phrases used to describe Wayne Saunders:

- Extreme competence,
- Friendly,
- Thoughtful,
- Life experience,
- Fiscally minded, and
- Intelligent.

Reference Notes Wayne Saunders

Strengths: Good financial mind and cares about the needs of the community.

Weaknesses: None identified.

Dennis Kennedy – City Councilman, City of Port Orange, FL 386-405-1415

Mr. Kennedy has known Mr. Saunders for about a year and a half, from 2013 until 2014. Mr. Saunders is very well qualified with vast financial experience and knowledge. He was hired during a period in which the city's finances were in disarray. His integrity and expertise has been an asset to the city leading it forward to becoming more fiscally sound.

As a good leader, Mr. Saunders is detailed oriented, willing to research before making a decision. Aiding the city council in making necessary changes while willing to give suggestions, gave the council confidence in his abilities to implement those changes. His calm patient manner had a comforting effect in city meetings. He was always well prepared and willing to answer any question posed yet humble willing to seek the answer elsewhere when necessary.

Mr. Saunders encouraged his department to meet deadlines and be accountable resulting in a more high performance unit adding to the council's confidence in his leadership abilities. Although Mr. Kennedy did not witness Mr. Saunders interactions on a daily basis he was able to attend some public meetings in which Mr. Saunders was approachable handling himself professionally at all times. He possesses excellent interpersonal skills able to relate to a variety of individuals. Speaking clearly with the aptitude to express information to any audience was of great benefit.

Mr. Kennedy respects and admires Mr. Saunders' talents and experience. He has been an asset to the City of Port Orange and will be of equal benefit to any other city or county he serves in. His honesty and knowledge give Mr. Kennedy the confidence and desire to highly recommend Mr. Saunders.

Words or phrases used to describe Wayne Saunders:

- Honesty,
- Interpersonal skills,
- Vast knowledge,
- Experience
- Communication, and
- Fiscal knowledge.

Strengths: Detail oriented and very honest.

Weaknesses: None identified.

**Reference Notes
Wayne Saunders**

Drew Bastian – City Councilman, City of Port Orange, FL 386-299-7943

Mr. Bastian has worked some with Mr. Saunders from early 2013 until mid 2014 when Mr. Saunders resigned as City Financial Director. He was an excellent manager serving the city well. Mr. Saunders is a reasonable individual possessing good interpersonal skills. His ability to explain clearly financial information in a manner easily understood was greatly appreciated by Mr. Bastian. He is a very hard working professional man able to calmly handle any situation.

During council meetings, Mr. Saunders made appropriate suggestions and voiced intelligent concerns, which the council respected. His financial knowledge gave credence to the best use of city funds while remaining within the budget. He was well prepared able to answer most questions and those he could not at the time he willingly researched the answers for following up with those involved in a timely manner. Mr. Saunders is approachable with an open door policy giving confidence to anyone seeking his time. Within the community, he was liked and respected remaining professional at all times.

The City of Port Orange has a \$93 million budget, which often lent to interactions with government officials. He displayed patience and diplomacy while networking for different needs for the city. He is an adept negotiator with the wishes of the citizens and council in mind.

Mr. Saunders is a man with integrity. At the time he was interviewing with the city's officials for employment, there was an alleged issue with his previous employer and their police department. Nothing of concern was found which would have prevented the council from hiring him. Mr. Bastian has confidence in Mr. Saunders' vast knowledge and experience believing he will be an asset to any city or county government. His time and efforts have greatly benefited the City of Port Orange.

Words or phrases used to describe Wayne Saunders:

- Knowledgeable,
- Professional,
- Fair,
- Reasonable,
- Calm, and
- Good decision maker.

Strengths: Complete professional and good communicator.

Weaknesses: None identified.

Reference Notes Wayne Saunders

Greg Kisela – City Manager, City of Port Orange, FL 850-837-4242

Mr. Kisela recruited Mr. Saunders as the Finance Director for the City of Port Orange in January 2012 and has worked with him until July 2014 when he and Mr. Saunders resigned from their city positions. Mr. Saunders brought extensive knowledge in finance and management to the city. He is fiscally responsible and a man with integrity. Mr. Kisela was grateful for Mr. Saunders vast experience and assistance in rebuilding the city management often consulting with him about various city matters.

Mr. Saunders is an experienced leader coming into the finance department able to rally his new employees and those who had occupied their city positions for some time, towards a common goal. He skillfully selected knowledgeable individuals to add to his departments creating a strong high performance division. A forensic and internal audit had been performed in June 2013 resulting in several issues needing to be addressed and then solutions found to deal with the problems. He and his team adeptly developed a matrix, which was presented in a clear concise manner to the council. By September 2013 several of the concerns were dealt with and plans were well under way in resolving those issues still outstanding. He is a skilled communicator able to speak clearly to any audience.

As a loyal member of his community Mr. Saunders was often found out attending community meetings professionally representing the city leadership. He is approachable and willing to listen to the public able to address their thoughts and concerns. This talent was often scene when interacting with elected officials as well. Mr. Kisela admires Mr. Saunders capacity to openly listen to different ideas while expressing his own thoughts helping all to come to the best decisions for the city's wellbeing. He shows patience and diplomacy respecting city leadership while persistently moving change forward.

The City of Port Orange was experiencing some challenges at the time Mr. Saunders was hired. Mr. Kisela is confident Mr. Saunders efforts benefited the city helping to aid in city reparations. His vast experience in finance and previous city management was an asset to both the city and Mr. Kisela. He is a calm honest man with excellent interpersonal skills. His talents and abilities will strengthen any city or county he is a part of.

Words or phrases used to describe Wayne Saunders:

- Integrity,
- Trustworthy,
- Dependable,
- Straightforward,
- Reliable, and
- Competent.

Strengths: Excellent work ethic, integrity. Extensive knowledge and experience

Reference Notes Wayne Saunders

Weaknesses: None identified.

Tracy Ackroyd – City Clerk, City of Clermont, FL 352-241-7331

Ms. Ackroyd was Mr. Saunders clerk from 2009 until 2012 while he was manager for the City of Clermont. He is a very professional man with excellent leadership skills. His financial knowledge and experience was of great benefit to the city. Mr. Saunders is organized and believes in a high performance level of operation. The longevity of his employees in their positions is a testament to his ability to hire those with expertise and loyalty creating this level of performance.

Mr. Saunders possesses excellent interpersonal skills able to interact with various individuals from the elected official to the everyday citizen. He is patient and calm able to express information to the council in a clear concise manner while respecting city leadership and their goals. His methodical nature and willingness to research all aspects, allowed for good decisions. When building a new community center, Mr. Saunders' negotiating skills were of great benefit interacting smoothly with the engineers and chamber to successfully complete the project. He is loyal to his community creating an open door policy for anyone seeking his time. On several occasions Ms. Ackroyd witnessed other city managers seeking Mr. Saunders advice and expertise.

When Mr. Saunders resigned as city manager there were some individuals vocal in their opinions of his leadership but Ms. Ackroyd is confident this is a common occurrence for anyone holding a public position. His years of experience and knowledge made him a valuable asset to the city where his leadership is missed. Mr. Saunders will be a valuable resource for any city or county position. He is a calm articulate individual with integrity instilling trust with those he works and serves.

Words or phrases used to describe Wayne Saunders:

- Experienced,
- Professionalism,
- Communicator,
- Committed,
- Disciplined, and
- Highly competent.

Strengths: Fiscally responsible with excellent knowledge of city and government.

Weaknesses: Time is taken to ensure precision, which may be seen as a weakness by some.

Reference Notes Wayne Saunders

Mark Johnson – City Manager, City of Minneola, FL 352-394-6198

Mr. Johnson has known Mr. Saunders on a professional and personal level since about 2010 until the present 2014. Mr. Saunders vast experience as a city manager and his extensive financial knowledge made him an excellent resource to several city managers within the county. Previous employees and professionals throughout hold him in high regard often seeking his advice.

Mr. Saunders is a skilled individual able to thoroughly research before making a decision. He is adept at viewing the present and future consequences a plan may have allowing for the best possible choice to be made. His knowledge of business recruitment and retention along with the public works infrastructure aided in a community growth of a few thousand to thirty thousand during his time as City Manager. Such things as a new community center, the recruitment of various retail businesses and construction of a new sewer plant while keeping within a solid city budget, have all enhanced the City of Clermont's continued success. Mr. Saunders financial expertise enabled this growth while maintaining the lowest property taxes within the county.

Mr. Johnson admires Mr. Saunders' interpersonal skills. He often witnessed this talent while attending community meetings and events with him. Mr. Saunders is a calm approachable individual able to communicate clearly with a variety of persons. The City of Clermont has several 50 and over communities, which are very politically active. He patiently interacts, willing to give of his time, thus building trusting relationships between the citizens and city leadership.

As a manager, Mr. Johnson has had the opportunity to interact with various city managers and he endorses Mr. Saunders as a knowledgeable experienced individual who would be an asset to any city or county position. His excellent interpersonal skills and calm demeanor instill sureness in whomever he interacts with. He is a man with integrity respected and trusted by those he works with.

Words or phrases used to describe Wayne Saunders:

- Knowledgeable,
- Honest,
- Intelligent,
- Creative,
- Loyal, and
- Experienced.

Strengths: Vast knowledge of fiscal and city government.

Weaknesses: None identified.

Reference Notes Wayne Saunders

**Debbie Connors – Executive Director, City of Port Orange Chamber of Commerce, FL
386-761-1601**

Ms. Connors has known Mr. Saunders since about 2013 until the present. He is an excellent director possessing extensive financial and managerial knowledge. The finance department was experiencing some challenges at the time Mr. Saunders was hired requiring his financial expertise. He is a man with integrity able to remain calm as controversial issues arose requiring his attention. He possesses excellent interpersonal skills able to clearly converse with any audience.

Mr. Saunders is organized and maintains a high performance level within his departments. Although Ms. Connors had limited interaction with his employees she is confident he was respected and admired. He has an open door policy encouraging anyone seeking his time to feel at ease in approaching him. His ability to speak clearly was greatly appreciated by Ms. Connors when she required more in depth explanations.

As a community service oriented individual, Mr. Saunders worked effortlessly in repairing the community's relationship with the city leadership. At the time of his hire, community activists were voicing their concerns over several issues one of which was how billing of the water was being handled. Mr. Saunders expertly renovated formulas and the methods used in billing. His expert interpersonal skills often helped to diffuse the intense environment experienced within the city meetings. He calmly addressed the public's concerns clearly explaining plans to rectify the various issues. His efforts have helped to restore trust between the citizens, employees of Port Orange and their city leadership.

Ms. Connors participated in the regular city council meetings with Mr. Saunders. He was always prepared and able to address the issues at hand. She admired his ability to be patient yet diplomatic attentively listening to all involved while persistent in striving to move forward in a positive motion. Mr. Saunders widespread knowledge and experience was beneficial for the City of Port Orange and will be equally as much of an asset to any other city or county he serves in. He is an excellent communicator able to clearly converse with any audience keeping a calm professional demeanor at all times.

Words or phrases used to describe Wayne Saunders:

- Good communicator,
- Knowledgeable,
- Professional,
- Confident,
- Calm, and
- Reassuring.

Strengths: Very professional and calm.

Weaknesses: None identified.

**Reference Notes
Wayne Saunders**

Donald Burnette – Vice Mayor, City of Port Orange, FL 386-756-8228

Mr. Burnette assisted in hiring Mr. Saunders as the Finance Director for the city from 2013 until recently in 2014. Mr. Saunders is a strong manager possessing extensive knowledge in financial and city government. He came into a volatile situation handling the issues with a calm expertise assisting the city manager in restoring strained relations between the city leadership and community.

His vast experience proved beneficial in rebuilding and modernizing the financial department creating a high performance team. Possessing strong communication skills, he aided in building trust between new employees and those who had been in their positions for several years. Mr. Saunders is a calm patient individual with an approachable nature allowing improved interaction between the city leadership and citizens. Mr. Burnette appreciated this approachable nature seeking information or input from Mr. Saunders on many occasions. He found him to be clear and easily understood when clarification was needed.

Mr. Saunders had originally been considered for the city manager position but was offered the finance director job instead due to the city's fiscal challenges at the time. Mr. Burnette interviewed Mr. Saunders questioning him about any previous allegations and found him to be a man with integrity, open and honest with nothing of concern in his background. He would highly endorse Mr. Saunders for any city or county position regretting his resignation for the City of Port Orange. He has been an asset for the city and will be an asset wherever he is employed.

Words or phrases used to describe Wayne Saunders:

- Good communicator,
- Amicable,
- Patient,
- Full disclosure,
- Honest, and
- Integrity.

Strengths: Good communication skills.

Weaknesses: Staying on top of new technology.

Gail Ash – City Council Member, City of Clermont, FL 407-614-2634

Ms. Ash, as a citizen for the City of Clermont, came in contact with Mr. Saunders while she attended city meetings from 1998 until about 2000 when she was elected as a city council member. As part of the city leadership Ms. Ash worked with Mr. Saunders from 2000 until 2005. Mr.

Reference Notes Wayne Saunders

Saunders was a very good manager for the city. He is detail oriented always well prepared for any meeting.

As an excellent communicator, Ms. Ash found him approachable and knowledgeable able to answer most any question pertaining to city functions. He was always willing to research and spend the proper amount of time required before making a decision. Ms. Ash appreciated his ability to voice his opinion yet willingness to listen to all input and details even if contrary to his decision. She then admired his capacity to change his opinion if in the best interest of the city. After attending the City of Orlando's fire department practices, Ms. Ash felt the need for a change in the type of oxygen tanks the City of Clermont's fire department used. Mr. Saunders was open and approachable to the new oxygen tanks keeping in mind the city's budget constraints. He successfully created a plan over a two-year period to slowly purchase and replace Clermont's old oxygen tanks with the lighter more efficient ones.

Often due to city meeting time constraints certain issues could not be addressed at the meetings. Mr. Saunders held workshops in which these unattended topics could be dealt with by those involved. He was clear and articulate easily understood by all. She is very confident in Mr. Saunders' capacity to lead and help move a city forward in a positive direction. His knowledge and experience will be an asset to any city or government he works with.

Words or phrases used to describe Wayne Saunders:

- Well prepared,
- Systematic,
- Good communicator,
- Integrity,
- Hard working, and
- Able to look at multiple aspects.

Strengths: Detail oriented, willing to study and research.

Weaknesses: None identified.

Prepared by: Beth Nestman
Colin Baenziger & Associates

CB&A Internet Research

**Internet Research
Wayne Saunders
(*Articles are in reverse chronological order*)**

Daytona Beach News-Journal (FL)
August 20, 2014

Port Orange suspends controversial budget board

Author: Lacey McLaughlin

PORT ORANGE — In an attempt to calm the political climate in Port Orange, council members have suspended a citizen-led board that oversees the city's finances. The 4-to-1 vote Tuesday night to indefinitely suspend the city's Audit and Budget Advisory Board comes two weeks after Vice Mayor Don Burnette called for the removal of board chairman Ted Nofall. Nofall came under fire from some city leaders for his criticism, sometimes personal, of city employees following \$411,500 in unauthorized water meter purchases. Burnette was the lone councilman to vote against suspending the board. "I was in favor of the action, but procedurally, it should have been put on the agenda for future discussion," Burnette said.

Councilman Drew Bastian made the motion to suspend the board. "I am thinking that maybe we temporarily give the board a hiatus," Bastian said. "Maybe we put it on the back burner. Perhaps this time next year, when we get everything else handled, we can see where we can go from there." In the midst of city elections for two council seats, city leaders are working to adopt a budget, hire a new city manager and fill five other positions left vacant by department heads who have resigned in the last two months. Council members agreed that the controversy surrounding the board was causing further strain and would be restarted at their discretion. "It's not the results of what they accomplished that were a problem," Mayor Allen Green said. "It's the delivery."

Nofall said he respected the council's decision, but felt that by suspending the board, the council would fail to address important financial issues the board was responsible for bringing to the council's attention. He also said he would continue to serve as a watchdog for taxpayers despite losing his role on the board. "I think they are continuing to avoid difficult decisions that are before the city," Nofall said. "If they want to defer those decisions for a week or a month or a year, that's their choice, but the tough decision will be postponed."

Several council members and citizens have accused the budget board of creating factions in the city, but several board members and supporters claim the board is adding an additional layer of oversight and transparency that's needed. The council created the board in the spring of 2013 in response to a debacle over \$1.2 million in lost revenue as a result of water billing errors. Nofall often sent emails to staff members criticizing their job performance and often cited them by name on his blog. Nofall said he was frustrated with the city and his scrutiny was warranted. The board's monthly meetings often lasted several hours and frequently resulted in disagreements between members and former finance director **Wayne Saunders** and former City Manager Greg Kisela.

Internet Research**Wayne Saunders*****((Articles are in reverse chronological order))***

Board member Sonya Laney, who is running for the District 1 council seat, said the seven-member board became dysfunctional and submitted her resignation Aug. 7. “It wasn’t a professional board,” she said. “I think there is talent on this board but things got so visceral.”

Other members, like Mark Schaefer, said the board and Noftall are getting too much of the blame for the city’s problems. He said board members were often frustrated with delays in getting information from the city’s finance department. “It’s not going to change what we do as citizens for the city,” he said. “We didn’t cause any of the issues. We just shed light on the things that were already going on.”

Internet Research
Wayne Saunders
((Articles are in reverse chronological order))

Daytona Beach News-Journal (FL)
July 1, 2014

Port Orange sees 5th resignation in 2 weeks
Author: Lacey McLaughlin

Port Orange Finance Director **Wayne Saunders** announced his resignation Tuesday as the mayor and council members grapple with loss of three other department officials and the city manager. **Saunders**, who was hired by City Manager Greg Kisela in January 2013, is the latest staff departure. Kisela announced his resignation Monday night and has accepted a position to manage Destin after being approached last week by officials from the Panhandle city. Port Orange's fire chief, purchasing manager and public utilities director have also resigned since June 19.

Kisela said it's normal for department officials to leave when a city manager steps down, but the number of Port Orange's departures is highly uncommon. Two finance employees have also resigned in the past three months due to a difficult environment, Kisela said. "This is pretty dramatic when you see the number of people we have lost," Kisela said. "All I can say is that anytime you see this much change, you need to understand what has happened. If you dig a little deeper, you will see why this many people are leaving."

Council members and Kisela were often at odds over the daily operations of the city, but the discovery of an overspent water meter contract last month created further tension between department heads and the council. The city's charter designates the city manager as the chief executive officer of the city who oversees daily operations — but some council members have wanted more oversight and have pushed boundaries, Kisela said. Kisela also said that heavy criticism of city employees by a small group of citizens created a tense environment. "If you are completely happy where you are, when someone calls with another job offer you aren't going to be receptive," Kisela said.

Saunders will leave July 22. His departure comes as the city works to finalize its budget for next year. Kisela said all open positions will be filled by interim employees as council members spend the next three to six months hiring a new city manager. "I think **Wayne** did a tremendous job in a difficult situation," Kisela said. "He dug in and worked endless hours to resolve issues."

Mayor Allen Green said he predicted **Saunders'** resignation and said there will likely be even more to come. He also echoed Kisela's reasons for the staff departures. In his four terms as mayor, Green said he hasn't experienced a political situation of this magnitude. "The ripple effect of what is happening is going through the entire city," Green said. "Under this type of mistreatment, there is no reason for staff to put up with this type of thing."

**Internet Research
Wayne Saunders
(*Articles are in reverse chronological order*)**

Daytona Beach News-Journal (FL)
July 24, 2013

Port Orange holds line on tax rate

Author: Ray Weiss

PORT ORANGE — With a final budget still being tweaked, Port Orange leaders have tentatively approved a property tax rate for fiscal year 2013-14 that would generate the same amount of money. But Mayor Allen Green, the lone dissenter, urged his colleagues to put more money toward goals such as hiring more police officers, adding ball fields and reducing \$40 million in liability in employee pension funds. "If you want to start addressing the problem, you need to start addressing the problem," Green said after several years of cutting budgets. "You're not covering your costs. You're delaying."

A proposed rate of \$4.69 per \$1,000 of taxable value was tentatively approved 4-1 Tuesday night. The owner of a \$125,000 house with a homestead exemption of \$50,000 would pay \$352, or \$8 less than this year. According to city officials, the rolled-back rate that goes into effect Oct. 1 would produce about \$10 million, using new assessments of the same properties. Public hearings at City Hall to formally adopt the proposed tax rate, and a city budget, are scheduled for Sept. 3 and 17 at 6:30 p.m. The tax rate at that time still can be lowered but not raised, if deemed appropriate by the City Council.

Initially, city leaders were considering a rate of \$4.80, a 2.26 percent increase. To meet the lower rate, city departments must cut an additional \$244,000 from the budget. Recently hired Finance Director **Wayne Saunders** said, "We have identified sufficient cuts in departments to accomplish that in the next week or so." He added that as of June the city was "right on target or doing a little bit better on all of our major funds."

"Our general fund is about 2.8 percent above where we expected to be," he said. "Our expenditures are holding the line" at about 1 percent below what was budgeted.

Vice Mayor Don Burnette acknowledged the time is approaching when property taxes must increase to meet the higher costs of running a city of almost 57,000 — but not yet. "It may be necessary for us to raise it next year. My problem is that moving forward it might be good policy, but I don't think this is the year," he said. "Things have not taken off, really flourished yet in our overall economy. ... I think we have a duty to those people out there who are still hurting to hold the line one more year."

Councilman Drew Bastian added: "I'm worried moving forward next year that we're not going to be able to do the roll-back. We have to tow the line at some point."

**Internet Research
Wayne Saunders
(*Articles are in reverse chronological order*)**

Daytona Beach News-Journal (FL)
January 16, 2013

New Port Orange manager learns the ropes

Author: Ray Weiss

PORT ORANGE — Incoming City Manager Greg Kisela took center stage Tuesday night, formally being introduced to residents at the City Council meeting. Although he doesn't take over for retiring Ken Parker until March 1, Kisela, 58, started work as a consultant Monday with the intention of learning the specifics of the Port Orange job to make the transition more seamless. "We're excited about the opportunity to live and work in Port Orange," he said. "Was here (Monday) morning and briefed on a number of issues. Some of it I have retained. And some of it I haven't. But I am looking forward to enjoying what you all have enjoyed for some time" being a Port Orange resident.

Kisela and the City Council agreed to a contract with an annual base salary of \$135,000. He was the board's unanimous selection from 67 original applicants to replace Parker, who retires Feb. 28 after nearly 29 years on the job. Most recently, Kisela was Walton County's administrator, resigning last June after realizing he was not "a good fit." Before that, he was Destin city manager from 2004 to 2011, and Fort Lauderdale's assistant city manager for five years. He also had almost 14 years of experience as vice president of operations and engineering with a 225-employee utilities company in Miami.

At Tuesday's meeting, he made his first Port Orange announcement, the hiring of **Wayne Saunders** as interim finance director, replacing John Shelley who officially left the job Jan. 11 as the result of water-billing gaffes the department oversaw. **Saunders** had been a candidate for Parker's job. "He's very excited about being here, and he'll be here at least through the next two months, maybe longer, depending on how long it takes us to recruit," Kisela said of finding a permanent finance department director. "He'll be here bright and early Monday morning."

Mayor Allen Green asked Kisela to step to the podium and introduced him with a quip: "Why were you selected?" filling the chambers with laughs.

"As you know, we went through a long protracted process," Green said, dating back to when Parker announced his retirement last April. "We spent a lot of time with (the final five) grouping. And this council unanimously selected you as No. 1 for your background and what you can bring to this community." Looking out at a couple of outspoken audience regulars, Green jokingly added: "And I don't want anyone picking on him until he gets settled. And then you can do anything you have to do."

**Internet Research
Wayne Saunders
(*Articles are in reverse chronological order*)**

Daily Commercial, The (Leesburg, FL)
July 28, 2012

Clermont to hold meeting about investigation

Author: Roxanne Brown

Clermont Mayor Hal Turville has called a special council meeting to discuss an independent investigation of the police department. The meeting is open to the public and has been scheduled for 7 p.m. Monday in the council chambers of City Hall, at 685 W. Montrose Street.

"We'll be trying to define a scope of work so the third party investigators that are secured will know exactly what they are looking for," Turville said. "For instance, it could be that they would be looking at policies and procedures of the department and whether or not those procedures were adhered to in overall instances. We'll define guidelines and they could then expand the scope if they need to based on what they find after they initially look into it."

The decision to call for a "complete and thorough" investigation by an outside party comes after numerous accusations from six former police officers who they were wrongfully terminated and that there is ongoing corruption and wrongdoing within the department. Those officers and their supporters have been seen at recent city council meetings holding signs calling for the termination of City Manager **Wayne Saunders**, Police Chief Steve Graham and police Capt. Jon Johnson. They also want an independent investigation of the police department.

About two weeks ago, **Saunders** voluntarily retired after 3 of 5 council members voiced a "no confidence" sentiment, raising questions as to whether he had the right "vision" for the future of Clermont.

At a meeting last week, council members also asked **Saunders** to consider an investigation, after listening to the many appeals by former officers and their families. Councilman Keith Mullins said previously that he hopes that, with **Saunders** and Graham leaving, the investigation would put a stop to further accusations and disruptions. On Thursday, **Saunders** acknowledged the former officers' claims in a press release from his office that said Graham welcomed and supported the investigation.

By the end of the day, the city announced the voluntary retirement of Graham, effective Oct. 26. "I think everybody is hoping that the investigation will bring answers to the questions and concerns being raised," Turville said, adding however, that he is not sure an investigation by a third party will be entirely sufficient. "I think it has to be more involved than that. I think it should be an investigation done by a third party, picked by a third party," he said.

**Internet Research
Wayne Saunders
(*Articles are in reverse chronological order*)**

Orlando Sentinel
July 15, 2012

Clermont should keep longtime City Manager Wayne Saunders

Author: Lauren Ritchie

City managers have a common failing that nearly always gets them fired: They align themselves with some political faction in town — maybe it's the one that wants to fire the police chief or the group that believes the city must build a new library. Then, an election comes along and the balance of power tips, and the city manager slides off the table into the garbage can along with the library proposal. Not so in Clermont.

Wayne Saunders ran the city's finances for six years, starting in 1979, and then all city operations for the next 27 years as manager, scrupulously keeping his nose out of politics. With an iron calculator, he rigorously enforced his personal policies of fiscal conservatism, steering Clermont away from foolishly expensive projects and onto a straight path of financial stability.

When a City Council member brought up some scheme that involved spending cash for anything other than a purely necessary service, **Saunders** would sit there like a silent Buddha, staring a hole into the person.

Result: Clermont is in peak financial condition, with little debt and the lowest property taxes of any full-service municipality in Lake County at a time when cities across the U.S. are beginning to file for bankruptcy and even neighboring Mascotte is on the verge of financial collapse.

So, of course, **Saunders** has been fired. Oh, technically, the savvy 63-year-old city manager resigned or retired or whatever you want to call it. He negotiated a decent departure package and as of the first of 2013, **Saunders** will slip from the position of manager to "consultant." From there, it's a slow slide to gone.

The problem was simple. The very qualities that kept **Saunders** employed for so long finally backfired on him. This council wants someone who is more political — someone with a "vision" for the city, someone who will bring that vision to the council and someone with the talent and drive to push it through and get it done. **Saunders** just wants to make sure that the toilets flush when you depress the handle. He doesn't think he needs to put bows on the tank. He has been left stunned by the notion that he ought to be setting the policies and goals. But that's the way it is.

Here is Councilman Ray Goodgame's take: "I love **Wayne Saunders**. But we just don't have the lively, spirited leadership that I think we deserve. I want to see a city manager offer some directions. I will go in there and say I'd like to see something done, and he'll say, 'That's a good idea.' I'll bring it up at the next meeting, and **Wayne** sits there like a knot on a log. This is the time for leadership."

Internet Research**Wayne Saunders*****((Articles are in reverse chronological order))***

Goodgame said that he and council members Jack Hogan and Rick VanWagner read about doings in Tavares, for example, which reinvented itself as "America's Seaplane City" and about July 4th celebrations in Mount Dora and Leesburg. In Clermont? Nothing. The city should be having movie night or bingo games or theater productions at its empty pavilion on the lake front. The Fourth of July should have featured a picnic dinner and country-Western music, Goodgame said.

Councilman Keith Mullins, who doesn't want **Saunders** to leave, said Goodgame and his colleagues brought up various projects, but they simply got voted down through no fault of **Saunders'**. "All this about visioning and doing things — a lot of that just comes back to us as a council," Mullins said. For example, he said, the complaint bandied about that Clermont is not "business friendly" is the council's responsibility, not **Saunders'**. "We don't let them cut down all the trees and put up big ugly signs," Mullins said. "We have some strict rules, and we hold to them. **Wayne** didn't write the rules." And, he said, Clermont is far from stagnant. Rather, construction is "going gangbusters" with new parks, a water-treatment plant and a new police station. The city recently built a \$19 million sewage treatment plant — and paid cash.

That's rare. Clermont has been so spoiled by excellent management that that it has failed to appreciate what it has in **Saunders**. The council's dissatisfaction with **Saunders** could have been solved in a variety of ways that would have allowed the city to keep its remarkable manager. Perhaps it could have been something as uncomplicated as hiring an event planner.

The timing of **Saunders'** departure, however, sets up a scenario in which there is a chance that he could stay on. Consider that Hogan, one of the council members who pushed **Saunders** out, is not seeking re-election in November. Some of the four candidates who want his seat believe **Saunders** should stay.

So, if one of them wins, things could flip-flop.

**Internet Research
Wayne Saunders
(*Articles are in reverse chronological order*)**

Daily Commercial, The (Leesburg, FL)
July 13, 2012

For protesters, city manager's resignation is just the beginning

Author: Roxanne Brown

With Clermont City Manager **Wayne Saunders** agreeing this week to step down, angry residents have set their sights now on Police Chief Steve Graham and Capt. Jon Johnson. Six police officers filed a complaint against Graham with the Florida Department of Law Enforcement about three years ago and, since then, four have been fired, one quit and another retired. One of those fired, former Sgt. Kim Meintzschel, talked with reporters at the meeting this week where **Saunders** resigned, saying she and the others were let go in retaliation for their complaints against Graham.

Directly following the meeting, protesters consisting of former city employees and their supporters, held up signs calling for the removal of not only **Saunders**, but Graham and Johnson, too. The protesters said they would not quit until the chief and captain are gone as well. "No, we are in no way done. This is not over yet," protester Allison Auld said.

Also picketing was Jeff Redi, another one of the six officers who complained to the FDLE about Graham. "I laid low for a while, trying to put all this behind me, but I decided to be here tonight because, hopefully, something will finally happen," he said. "It brings back some bad memories, and I didn't really want to stir all that up, but something needs to happen. Everything's been brought up and now it's up to the city to do the right thing and get rid of some people that are behind all this. It's been a long battle."

Redi was the only officer to resign after making the FDLE complaint. He said he was getting written up "every time I turned around" and realized he didn't have much of a future with the department after watching his fellow complainers systematically being fired. "Maybe I should have gotten fired like everyone else, but the writing was on the wall," he said. "I knew what was going to happen eventually, and it was too much stress and pressure."

Two of the other fired officers, Kyle Bermingham and Cecil Garrett, have both sued the city, saying they were wrongfully terminated. "The officers' civil rights do not evaporate just because they are police officers," Derek Brett, Bermingham's lawyer, has said. Graham has said the retaliation allegations are unfounded.

Sgt. Mark Edwards was the only one of the six complainers who remained for any time with the department. Previously demoted, later just suspended, he was one of three off-duty officers in personal vehicle who decided to prank an on-duty officer last week with a high-speed car chase. Edwards and officer Marc Thompson got the ax last week because of the incident, while Officer Dennis Hall was suspended for a day without pay.

Internet Research

Wayne Saunders

((Articles are in reverse chronological order))

Meintzschel said having **Saunders** resign was a good first step. "Everything is not going to be resolved until he is out of the picture completely," she said of the city manager. However, it appears that **Saunders** will be in the picture for another 17 months. A "retirement agreement" the council agreed to will keep him on the job until Jan. 1, when he will remain on the books as a consultant to the next city manager until Jan. 14, 2014 -- all at his full \$141,772 annual salary.

"That's an inflated salary to begin with, then to pay him that after he retires?" Clermont resident Thomas Spencer asked after the meeting. "First of all, I have never seen where an entire council was so controlled by one person. He was a czar doing what he wants at all times and still managed to do that tonight."

Gail Lindauer, a city employee who was laid off in October, 2011, said she was "shocked" at **Saunders'** terms, especially since she received no severance after 22 years of service. "They're gonna pay two city managers? What is that going to do to the tax dollars of our citizens?" she asked.

**Internet Research
Wayne Saunders
(*Articles are in reverse chronological order*)**

Daily Commercial, The (Leesburg, FL)
July 13, 2012

Saunders and his golden parachute

Author: William Koch

Clermont City Manager **Wayne Saunders** resigned. But that's not the biggest news coming out of Lake County's largest city. The benefit package **Saunders** negotiated with the city council ought to stir the same spirit of dissatisfaction that rattled Wall Street last year.

Saunders has led the city for more than a quarter century. He abruptly said he would resign from the top post at Tuesday's public meeting.

It would be unfair to read anything into the timing of **Saunders'** resignation. But several residents at the meeting were pointing at **Saunders** and other officials for the city's current woes. Former city employees and city residents held up signs calling for the termination of **Saunders**, police Chief Steve Graham and police Capt. Jon Johnson. They said they were unhappy with **Saunders'** management style.

Saunders apparently knew his time had come. He presented the council with his "volunteer retirement agreement," drawn up by City Attorney Dan Mantzaris, that includes provisions that make his resignation effective Jan. 1, 2013, but essentially keep him on the books as a consultant to the next city manager until Jan. 1, 2014.

The board approved by a 3-2 vote the terms of the agreement, which stipulate **Saunders** stay at the city's helm, receiving his full salary, until Jan. 1, 2013. After that, he will continue earning the same salary for the next six months and a reduced salary for the six months that follow. The city attorney quickly stepped in to clarify terms -- or to placate potential unrest? -- saying either party could terminate the agreement at any time "for cause" or in the event **Saunders** accepts another position.

This is a win-win situation for **Saunders**. And a lose-lose situation for Clermont taxpayers. It also wreaks of so many other "arrangements" top troubled local city officials have made in Lake and Sumter counties recently. Recall Bushnell's former police chief, Joyce Wells, sudden retirement following a public safety scandal in Sumter's county seat.

So, **Saunders'** makes \$141,000 a year. He gets to leave his job with a six-digit bankroll in his pocket. That's a sweet deal -- especially for a city of 13,465. Lest we forget, **Saunders'** handsome pay checks come from public coffers. That means, if you live in Clermont, you pay the bill.

**Internet Research
Wayne Saunders
(*Articles are in reverse chronological order*)**

McClatchy-Tribune Regional News (USA)
July 12, 2012

Clermont city manager blamed for turmoil in Police Department resigns
Author: Ludmilla Lelis

July 12--CLERMONT -- When **Wayne Saunders** first began working for the city in 1979, Clermont was a village of fewer than 6,000 people amidst rural rolling hills of orange groves. **Saunders** soon will close out a 33-year career, the last 27 as city manager. He made the surprising move Tuesday night to resign, just a couple of weeks after some City Council members openly talked about replacing him and one day after news broke that two police officers had been fired over a high-speed prank they pulled on a fellow officer.

His detractors blame him, and his management style, for the ongoing turmoil at the police department in the city of nearly 29,000. But **Saunders** will remain as city manager until Jan. 1 and continue to work after that as a consultant until Jan. 1, 2014, under terms of an agreement approved by council members on a 3-2 vote. "This is somewhat of a victory for a long-term struggle of conscientious citizens to clean up city government," said Derek Brett, an attorney representing two former Clermont police officers who say their dismissals were unjust. "Hopefully, this will be the start for Clermont to attempt to get its house in order."

Saunders has been the longest-serving city manager in Lake County. He became the city's finance director in 1979 and was chosen as the new city manager in 1985. He deserves credit for his leadership as the city made a dramatic transformation during his tenure, said Ray San Fratello, president of the South Lake Chamber of Commerce. "This little village turned into a city overnight and **Wayne** was the shepherd that moved the government and city through this process and did it, while managing to keep taxes low and provide services for a growing city," San Fratello said.

In recent years, however, friends and family of former police officers have regularly called for the ouster of police Chief Steve Graham. That anger has also been vented toward **Saunders**, the chief's boss.

The final straw occurred a couple of weeks ago when officials discussed the city's future growth during a workshop. Three council members, including Rick VanWagner, openly talked about replacing **Saunders**. The city is looking at a major new phase of development, about 15,000 acres along U.S. Highway 27 to be annexed. VanWagner said it would be better to have a "fresh set of eyes" that would manage that growth.

"We have some issues in the city and there is some warrant to it," VanWagner said. He was responding to a question about the police department, where off-duty officers led an on-duty officer on a chase on U.S. 27 that reached speeds of more than 90 mph in what was intended as a joke. But VanWagner said he's focused on the future development plan. "Ultimately, though, it comes down to leadership," he said.

**Internet Research
Wayne Saunders
(*Articles are in reverse chronological order*)**

My News 13
July 12, 2012

City Manager's retirement more about progress than police prank

Author: Dave D'Marko

CLERMONT, FL -- As Clermont's City Manager laid out his exit strategy this week, protesters packed City Council meeting, being mostly unhappy with the police department. They assumed the news of joyriding fired police officers that broke earlier that day was the final straw for the city and **Wayne Saunders'** leadership. But calls for **Saunders'** departure actually began a couple weeks earlier as the council worked on its vision for the future.

"Part of the agenda item was where were we going with our vision, and I brought up the conversation that we needed to make sure we had the right leadership to carry out the vision," Councilman Rick VanWagner said.

Ironically Tuesday, the same day as **Saunders'** retirement announcement, Lake County approved a sector plan study that includes 15 thousand acres that Clermont would like to annex in an area known as Wellness Way south of the city, creating thousands of new homes and jobs in the area.

That would likely spur the most comprehensive growth since **Saunders** oversaw a plan to turn an economy built around orange groves when he took office 27 years ago, to the modern-day diverse economy that's become the largest city in the county. "I think you are seeing the end of an era for one vision, and I think the council is in a position where they are trying to prepare for the next 20 years," South Lake Chamber of Commerce President Ray San Fratello said.

Saunders will stay on through the rest of the year, and then will be paid his full annual salary of \$141,000 to serve as a consultant for his replacement the following year.

"He's done some wonderful things, my hope is to add to that and infuse it with some more energy and life," VanWagner said of finding a new city manager. "I'm just grateful for everything he's done."

"Change is tough, the city is going through a lot of change. **Wayne** is going through a lot of change, and I don't think anyone knows how it's going to play out yet," San Fratello said. "All we know is the ties are cut, the city will move forward and I think **Wayne** will too."

Saunders did not respond to requests to be interviewed for this story.

**Internet Research
Wayne Saunders
(*Articles are in reverse chronological order*)**

Daily Commercial, The (Leesburg, FL)
July 11, 2012

Clermont's top man resigns

Author: Roxanne Brown

In a surprise move, Clermont City Manager **Wayne Saunders** -- who has held the position for more than 25 years -- opened Tuesday's city council meeting with a "thank you" to the board and to the community, before announcing his resignation.

Saunders also presented the council with his "volunteer retirement agreement," drawn up by City Attorney Dan Mantzaris, that includes provisions that make his resignation effective Jan. 1, but essentially keep him on the books as a consultant to the next city manager until Jan. 1, 2014.

According the terms, which passed with a 3-2 vote, **Saunders** will stay on as city manager, receiving his full salary until Jan. 1, after which he will continue earning the same salary for 6 months and a reduced salary for the 6 months that follow.

Mantzaris however, clarified that terms of the agreement can be terminated by either party at any time "for cause" or in the event that **Saunders** accepts another position.

Saunders' resignation comes in the wake of a question raised by Councilman Rick Van Wagner at a visioning workshop last month as to whether **Saunders** was the right person to lead Clermont forward.

According to Van Wagner, Clermont needed "a change" in its leadership.

In addition, former city employees and other members of the community -- holding up signs on Tuesday calling for the **Saunders'** termination, along with that of Police Chief Steve Graham and Police Captain Jon Johnson -- were unhappy with **Saunders'** management style and were convinced that **Saunders** is to blame for many of the city's problems.

Councilman Keith Mullins called **Saunders'** resignation "honorable" and "in the best interest of the city," since it sidestepped further turmoil.

**Internet Research
Wayne Saunders
(*Articles are in reverse chronological order*)**

WFTV
July 11, 2012

Clermont residents, officers demand firing of city manager, police chief

Author: Staff

One-hundred residents and Clermont officers attended a council meeting on Tuesday to demand that the city fire its city manager and police chief. However, the city manager asked to retire, which made the crowd angry. "We can put this chapter behind us and the city of Clermont can move on," said Clermont City Manager **Wayne Saunders**.

Residents believe **Saunders** was responsible for police cover ups and the firing of officers because they complained to the Florida Department of Law Enforcement about the police chief. Those firings have the city facing a lawsuit. "It's a good 'ole boy system and it needs to stop, the good 'ole boy system needs to go," said Allison Auld, wife of former police officer.

The council voted to allow **Saunders** to stay on until January, then another year as a consultant to the new city manager, all at his current salary.

Residents told WFTV, not only are they not happy with the terms of this retirement package, they think he will still be in control, even while consulting. "The terms seem like he's still controlling the strings on the puppets," said one resident.

Kim Meintzschel, a former employee for the city for over 10 years, was one of the people fired after she went to the FDLE, and she said the council shouldn't have kept **Saunders** on even one more day. "I think it's time to let him go, they need to let him go so the city can heal," said Meintzschel. Residents told WFTV they are going to keep fighting until Police Chief Stephen Graham and Capt. Jon Johnson are gone too.

**Internet Research
Wayne Saunders
(*Articles are in reverse chronological order*)**

Daily Commercial, The (Leesburg, FL)
December 9, 2011

Former cop may sue city

Author: Roxanne Brown

Cecil Garrett, fired from the Clermont Police Department on Oct. 31 for allegedly charging a teenager with possession of cocaine falsely, obtained a report from the Florida Department of Law Enforcement Monday that he says blows the allegations -- and the cause for his termination -- out of the water. In fact, Garrett said the document is proof to him that he was wrongly terminated, incentive enough to fight even harder than he's already been doing to clear his name, and to possibly bring a lawsuit against the city. Garrett claims Police Chief Steve Graham fired him and has either fired or demoted four other officers, in retaliation to a complaint about Graham they collectively made to the FDLE in October, 2009.

Garrett has secured an attorney. "I feel vindicated because that's what I've been saying this whole time, that I did not lie, that I didn't do anything wrong," Garrett said, adding he will appeal his termination to the Clermont city manager. According to information in Garrett's original arrest report, he stopped the teen driving a friend's car for having a defective tail light. The car was occupied by the driver and three other people. Garrett initiated the stop on eastbound State Road 50 and the defendant pulled into a Staples parking lot. Garrett's report said he saw five bags of "cocaine" fall from the teen's lap, but the dash camera tape showed the bags were thrown from the left rear passenger side of the car by a passenger sitting behind the driver's seat.

In addition, a field test another officer conducted of the bag's contents indicated traces of cocaine, though more intensive testing of the contents by FDLE later showed what was in them was crushed aspirin. Also, according to initial interviews of the officers with Garrett at the scene during the arrest, some claim Garrett reviewed the tapes and could have determined where the bags came from.

However, Garrett claims he based the arrest on probable cause and not the tapes, which he says he did not watch in full at the scene. In addition, he claims in-depth Internal Affairs Investigation Reports contain conflicting statements from Garrett's fellow officers, as to whether they were sure Garrett reviewed the dash cam tapes or not. Still, after his termination, department officials maintained their belief that Garrett knowingly charged the teenager with a serious crime that did not occur. "To terminate any employee is a serious matter, but for an officer to falsify a document or be untruthful about an arrest is a serious infraction," Clermont Police Chief Steve Graham said previously. "It's one thing if an officer makes a mistake, but to knowingly charge a defendant with a serious crime that you know didn't occur, that's different." Police department spokespersons could not be reached for comment Thursday.

In the report, provided to Garrett by the State Attorney's Office, Chief Inspector Cindy Sainz from the Office of Executive Investigations, recommends no action be taken against Garrett. "In August of 2011, you requested that the Florida Department of Law Enforcement conduct a

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Wayne Saunders
((Articles are in reverse chronological order))

review of a traffic stop and arrest involving Clermont Police Department Officer Cecil Garrett," the report reads. The report then details every concern the Clermont PD had concerning Garrett's actions that night and offers the FDLE's view. In one portion of the report, Sainz concludes that though it was obvious Garrett was incorrect when he reported that the bags fell from the teen's lap, no evidence was given that shows Garrett intentionally falsified any report. "The determination was made, however, after several viewings of the video on a larger monitor than the one in Officer Garrett's vehicle," the report said. "No evidence was revealed which would indicate that Officer Garret intentionally falsified the probable cause affidavit."

The report also says Garret had probable cause to believe the bag contained cocaine based on the initial on-scene testing -- which gave a false positive indication of the drug. "In conclusion, although the probable cause affidavit relating to the arrest of (the defendant) did, in fact, contain inaccurate information, we found no evidence indicating that officer Garrett intentionally falsified this document or acted with deceptive intent," the report says.

The document was dated September 16 and addressed directly to Graham. Nevertheless, Garrett was fired more than one month later. "After getting that letter from FDLE. Chief Graham still fired me. What does that say?" Garrett said.

Although the case was forwarded to the State Attorney's Office by the Florida Department of Law Enforcement for consideration of possible criminal charges against Garrett, the SAO closed the case after concluding that there is no cause for prosecution and no findings of intentional or criminal wrong in regards to falsifying a probable cause affidavit. "Per the request of the (FDLE), our office was asked to review case to confirm their findings. After reading the report submitted by FDLE, I would concur with their assessment of this case and decline to file charges in this matter," Assistant State Attorney Mark Simpson wrote in a memo to the Clermont PD on Nov. 1.

Released Monday was City Manager **Wayne Saunders'** decision to uphold Graham's decision to terminate Garrett. Garrett, who said he received the letter from **Saunders** on Saturday, also said he cannot see how **Saunders** could have upheld Graham's actions after FDLE's September findings, clearing him of any wrongdoing. "That leads me to believe that he (**Saunders**) didn't know about the FDLE report. That's the only thing I could think of since, as a city manager, you would think he would have wanted to make things right and avoid any potential for lawsuits that could be brought against them."

On Thursday Garrett said he will not stop until this wrong against him is righted. At a recent city council meeting in Clermont, Garrett, joined by dozens of citizens and fellow officers from Clermont and other departments, called for the resignations of **Saunders** and Graham. "I wonder how if they (Clermont PD officials) are willing to go this far to do this to an officer in their own department, what are they willing to do to a citizen off the street?" Garrett said. "They probably thought I'd just go away after being fired. But being that I didn't do anything, I am going to make some noise."

**Internet Research
Wayne Saunders
(*Articles are in reverse chronological order*)**

Daily Commercial, The (Leesburg, FL)
October 24, 2010

Are city managers worth their pay?

Author: Brad Buck

It pays to be a city manager. Salaries range from a high of \$142,600 in Tavares to a low of \$76,500 in Minneola. The highest-paid city managers in Lake and Sumter counties are in Tavares, Eustis, Clermont, Leesburg and Mount Dora, in that order. But larger population in a city doesn't always mean a bigger salary for the boss. Sometimes, managers in smaller towns wind up with more money. Take Tavares City Administrator John Drury, on the job since September 2006. He has been with the city for four years, and he managed to get a \$10,000-a-year raise in August, and that was down from the original suggestion of about \$20,000. He now makes \$142,600, in a city of 13,344, according to 2008 estimates from the University of Florida.

Bear in mind who determines the pay for the top executives: city councils and commissions. Mayor Robert Wolfe wanted to give Drury more than the \$10,000 raise. "He's done an excellent job, bringing business into town," Wolfe said. "We wanted to keep him. There's only so many people who can do the job to the magnitude he can." Drury was being recruited by cities in Virginia and South Florida, although he never indicated he would leave Tavares. Wolfe said he compared Drury's pay with that of the county manager and other city managers in Lake County and thought Drury should get a raise. The council considered several options before coming to a consensus on the \$10,000 salary hike. Council member Sandy Gamble wanted to give Drury a 2 percent cost of living adjustment -- the same amount city employees received in this year's budget.

A city very close in size to Tavares is Auburndale, in Polk County, with a shade over 14,000 residents, according to UF. Auburndale's city manager, Robert Green, makes \$124,951, fairly close to the salary of Mount Dora's Michael Quinn, who makes \$122,000. Quinn has been with Mount Dora since October 2005. Quinn was approaching his annual review last week, leaving Mayor Melissa DeMarco initially hesitant to comment about him. But she said she likes his fiscally conservative approach to budgeting and the fact that he managed to balance the spending plan without laying anyone off. "I think he's done a good job," DeMarco said. Green, a former mayor of Auburndale, has been city manager of that town for about 20 years, and it's his first and only city manager job, said Mayor Richard Hamann. Green started at about \$40,000 a year, coming in just a little less than the going rate for a city manager of a city of Auburndale's size in 1990, Hamann said. To determine its manager's salary, Auburndale relies heavily on an annual study by the University of South Florida that looks at gross pay for public and private chief executive officers, "which is what a city manager is," Hamann said.

In Clermont, with a population of about 24,000, City Manager **Wayne Saunders** makes around \$141,000. **Saunders** has been city manager in what is now Lake's biggest city since 1985. To serve as city manager for 25 years is almost unheard of these days, said Mayor Hal Turville.

**Internet Research
Wayne Saunders
(*Articles are in reverse chronological order*)**

"We've been very fortunate to have Mr. **Saunders**," Turville said. Before **Saunders** was promoted to city manager, he was Clermont's finance director, so he's good with money, the mayor said. In addition, **Saunders** married a woman from Clermont with local roots. That's probably part of the reason for his longevity, Turville said.

Leesburg City Manager Jay Evans, hired in May 2007, gets a paycheck of \$135,012 a year. He's worth every penny, says Leesburg Mayor David Knowles. "We want to run a very, very tight budget," Knowles said. Evans does that, many times to the point of bringing proposed expenditure to city commissioners, even when the amount is within his authority to spend. Evans also is not afraid to do some dirty work, Knowles said, citing Evans' practice of cleaning his own office and bathroom.

In Minneola, with about 9,000 residents, new City Manager Mark Johnson makes \$76,500. That salary only comes after Johnson volunteered to take a 10 percent pay cut to keep in line with the pay cuts of his staff endured in the painful resolution to this year's budget. He signed on for the job in September at \$85,000, still comparably low in Lake and Sumter. Minneola is hardly the smallest city in Lake County. But some smaller towns pay their managers more than what Minneola is willing to spend. You have to go down to Fruitland Park, with about 3,900 people, to find a city manager who makes less than six figures. There, Ralph Bowers makes about \$96,000 a year.

Some cities and towns do without a city manager. Astatula, Center Hill and Montverde come to mind. Lady Lake combined its town clerk and town manager job into one position. Kris Kollgaard does the work that she and Bill Vance used to do, and the town saves thousands of dollars in the process. In Groveland, City Manager Polly Miller makes \$104,500, but she works as both manager and finance director. Groveland officials say the combined position saves the city about \$72,500 a year. Mayors contend they pay what they must to get the best city managers. Eustis Mayor Karen Leheup-Smith thinks Paul Berg, hired in May 2007, is worth every penny of his \$140,000 annual salary, and she wishes the city commission could have given him a raise this year. "You get what you pay for," Leheup-Smith said. "He works hard. I appreciate everything he does. Every day, his value is in his knowledge." Serving as mayor presents more than its share of challenges, she said, so, "You couldn't pay me enough to be city manager."

Mount Dora City Manager Michael Quinn makes about \$122,000 a year. That city has about 11,290 residents. You could try to compare the city managers' salaries in Clermont and New Smyrna Beach. Both have 23,000 to 24,000 residents, for example. In New Smyrna Beach, City Manager Pam Brangaccio makes about \$120,000 a year. She had worked for six months as interim city manager, making \$10,000 a month and wound up getting a contract as permanent city manager at the same gross pay, city official said. Mayor Adam Barringer said Brangaccio earns her paycheck. "I have a very strict business background," Barringer said. "I believe in pay for performance." As examples, Barringer cites the fact that Brangaccio cut \$5.5 million from this year's budget and 44 positions through attrition and early retirements.

Internet Research**Wayne Saunders*****((Articles are in reverse chronological order))***

So, why do we see these disparities in salaries from one city to the next, and why would someone who manages such a small city make more than someone in charge of a larger city? Lynn Tipton with the Florida City County Managers Association, says you have to keep in mind the services a city provides. Some municipalities provide water, sewage and/or electricity. Some have airports. Others may or may not have police or fire departments. The more functions a person must manager, the more he or she might tend to make. Salary is not necessarily a factor of a city's population, Tipton said. Barringer of New Smyrna Beach said times have changed, and the public does look at the bottom line, regardless of how long someone had held his or her job. "Let me tell you, citizens are upset, and they want to know" things like how much a city manager makes and why, he said.

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Wayne Saunders
(*Articles are in reverse chronological order*)**

South Lake Press (Clermont, FL)
December 4, 2009

City gets AA bond rating
Author: Roxanne Brown

CLERMONT -- Standard and Poor's Rating Services has given the city a "AA" score for the proposed refinancing of its water and sewer utility bonds. It's been approximately two weeks since Clermont learned that it aced its first financial rating and officials still are pumped. "We're very excited about it. It's an indication of the financial stability of Clermont," Assistant City Manager Darren Gray. "You can see it as an excellent credit score."

According to a press release, Standard & Poor's report credits Clermont for its responsible budget reserves and for keeping water and sewer rates low. High marks were also awarded for the city's increasingly diversified utility customers, an indicator that Clermont has been able to attract substantial commercial and professional development to pay for utilities and help balance its tax base. "Good management of public funds is a top priority for any government," City Manager **Wayne Saunders** said.

Gray said one way Clermont has managed to save money over the years is by refusing to borrow. Gray said Clermont has a hefty reserve, eliminating the need for loans or resulting debt.

Clermont is considered the biggest city in Lake County, with approximately 25,000 residents, 18,000 of which Clermont provides with water and sewer service.

As a result of the rating, Clermont may be able to save more than \$1.5 million after it refinances about \$16.9 million to take advantage of lower interest rates that may now be available. "Like many household and businesses, Clermont has cut back their budget, but we're still financially strong as a city," Gray said. "And that's what we strive to maintain, especially in these economic times."

**Internet Research
Wayne Saunders
(*Articles are in reverse chronological order*)**

Daily Commercial, The (Leesburg, FL)
November 9, 2007

City receives \$3.3 million from state
Author: Roxanne Brown

CLERMONT- The city received a \$3.3 million grant Wednesday to help with the purchase of land it hopes one day to convert to a park.

The state's Department of Community Affairs awarded the money to Clermont to aide in purchasing approximately 128 of the 220 acres near Lake Minneola formerly owned by the family of Lake County Commissioner Bob Pool.

Clermont officials also applied for the grant last year, as well, but were denied, causing worry on the part of some councilmen that the city would be forced into an alternate plan to purchase the land. "This is terrific news," said Councilman Ray Goodgame in an e-mail Wednesday.

The \$3.3 million is part of \$76 million in DCA Florida Forever funds for new local land acquisition projects. The allotments were determined Friday and made known to its recipients on Wednesday. According to the state, a record 118 applications were received.

"I am pleased to see so many of Florida's communities submitting projects to preserve their natural, cultural and historical resources and I applaud the grant recipients for their commitment to enrich the quality of life for all Floridians," said Gov. Charlie Crist in a press release.

When originally negotiated, the city agreed to pay \$16.5 million for the land with Lake County contributing \$2.5 million. The city plans to request another \$2.5 million within the next few months to help pay for the balance of the land. The proposed park includes 2,000 feet of lakefront exposure, a stand of oak trees and room for what the city hopes will one day provide recreational trails for both residents and visitors.

"(City manager) **Wayne Saunders** and his staff have worked diligently preparing the necessary documentation for this grant. We are truly fortunate to receive this award," said Goodgame.

**Internet Research
Wayne Saunders
(*Articles are in reverse chronological order*)**

Daily Commercial, The (Leesburg, FL)
December 1, 2006

Firefighters punished for Internet misuse

Author: Roxanne Brown

CLERMONT - The city has decided on disciplinary actions for at least a half-dozen Clermont Fire Department employees after an investigation found they used city computers to access inappropriate Web sites at work. The reprimands come after the city last month received investigation results that supported allegations made in June.

"As a result of the investigation, three employees received one-day suspensions, three received written reprimands and others received warnings," City Manager **Wayne Saunders** said in an e-mail Tuesday.

The names of the reprimanded employees were not available from **Saunders'** office or Finance Director Joe VanZile's office Wednesday afternoon or Thursday. Allegations implicated Fire Chief Carle Bishop for misuse of the computers, but **Saunders** said Bishop was not one of the employees reprimanded. "Chief Bishop was interviewed during the process, but at no time was he under investigation. There was no indication of the chief accessing any inappropriate Web sites," **Saunders** wrote in an e-mail Oct. 20 after the report was first released.

According to the attorney report, investigators found few pornographic sites. However, attorney Joseph C. Godwin said a couple of the sites had links on the home pages to pornographic content, and that findings indicated the use of entertainment, gambling and even white supremacist Web sites. Godwin went on to say that three employees they interviewed had accessed the sites, and that one employee had one of the sites bookmarked. "There were several Web sites accessed that, by reasonable standards, should not have been accessed on city computers, not related to pornographic content, but due to containing material that could be considered offensive or in poor taste," Godwin's report states. "One Web site noted on one individual's usage report which is particularly disturbing was ... a white supremacy site."

Allegations began when city officials received an anonymous tip via e-mail in June saying that firefighters were using city computers to access adult-oriented and gambling Web sites. The tip was forwarded to city, county and union officials and to the media.

"We have no idea who sent the e-mail reporting the allegations, so it's hard to tell with something like this if it's legitimate or not," **Saunders** said at the time. Bishop said in July he did not know who sent the e-mails, but speculated that they could have come from disgruntled employees.

**Internet Research
Wayne Saunders
(*Articles are in reverse chronological order*)**

Daily Commercial, The (Leesburg, FL)
August 10, 2006

Clermont's Saunders to stay on job

Author: Roxanne Brown

CLERMONT - After more than 20 years as Clermont's city manager and a unanimous vote Tuesday night, **Wayne Saunders** will continue his tenure. Council members approved a new five-year term for **Saunders** and a salary increase, effective when his current contract expires in 2007.

"I did not know **Wayne** or my fellow council members very well when I came on, but I have had the greatest experiences with all them since doing so," said Jack Hogan, who has served in Seat 1 since a special election in March. "But **Wayne** is the primary reason I decided to run for the next term. He has great integrity, is fair minded and I enjoy working with him. One of his main interests, like mine, is the desire to improve the community for everyone to the best of his ability."

Saunders' annual base salary will increase by 8 percent, bringing it to \$125,000. In addition, council members agreed to provide **Saunders** with a \$650 car allowance in lieu of a city vehicle. The car allowance will be eligible for a 2.5 percent increase each October.

According to officials, **Saunders** did not feel comfortable with using a city vehicle because he often travels to North Carolina to visit his parents.

Hogan said **Saunders** requested an allowance for use of his own car, with paid mileage for city related business. "We requested he be paid a little more than he himself even requested because he's done such a fantastic job," said Hogan.

Another councilman, Keith Mullins, said he has worked with **Saunders** for seven years while serving on the council, but has known him since 1988 when he first came to Clermont. Mullins said he feels Clermont is in good hands with **Saunders** overseeing the city's 268 employees. "He's an extremely competent manager. That makes the council's job easy. When we set a rule or a policy, we turn it over to **Wayne** and he and his staff make it happen," said Mullins. That's the way it should work and it usually goes without a hitch. "Everybody likes **Wayne**. He runs a good city by having assembled a good team. That's what managers do."

**Internet Research
Wayne Saunders
(*Articles are in reverse chronological order*)**

Daily Commercial, The (Leesburg, FL)
July 23, 2004

City's budget bodes well

Author: Pete Skiba

With a workshop and two public hearings left in the process, the Clermont City budget promises no real estate tax rate increase for fiscal 2004-05. "We had an increase of about \$1 million in income from the (real estate) tax last year because of new construction and increased property values," Finance Director Joe Van Zile said. "For the fifth year in a row the rate remains at 3.729 per \$1,000 of assessed value." In the proposed budget a property tax of \$3.73 for each \$1,000 of property value would be applied. At that rate, the owner of a \$125,000 home claiming the \$25,000 homestead exemption would pay \$373 in property taxes. The rollback rate would be set at \$3.393, Van Zile said. The roll back rate is the tax rate that would provide the city with the same revenue it received from the property tax during this past fiscal year. There are no guarantees in the budgeting process, and the Council could alter the budget, but the fiscal year 2004-05 budget could be a shoo-in.

"We find ourselves in a very enviable position with money to finance our capital projects," Mayor Harold Turville said.

Considering that in July 2003 the proposed budget for the last fiscal year included tapping into reserves, this year everything is coming up roses. Well, more like sewers. The city socked away \$12.6 million to expand its East Water Reclamation Plant on Hancock Road, south of Hancock Park, to provide residents with re-use irrigation water. The funding came from impact fees and user funding, officials said. "This is the culmination of a plan began five years ago," City Manager **Wayne Saunders** said. "The West Plant is old and worn out. This will be a tremendous benefit to that part of town. They won't have to use drinking water for irrigation."

Plans call for the West Plant, at 12th Street next to the Public Works Department and built around 1970, to be phased out. Revenues to the general fund expect to balance \$12.5 million in expenditures. **Saunders** said the city should carry a healthy balance in all reserve accounts totaling about \$4 million. The proposed total budget for the year is \$49.9 million, an increase of about \$20.6 million from the previous year. Capital projects such as those above, an increase in fire and police department staffs and outlays for cars and trucks in various departments account for most of the increase. The proposed budget also allocated \$280,000 for architectural design for a future community center at Lake Drive and Second Street. The center should occupy the Bell Ceramics factory site, which was sold to the city for \$1.5 million over two years.

The city has the money set aside, **Saunders** said, and it will not need to float a bond to buy the site. There should be recreational impact fees available when the city begins to demolish the ceramic company's warehouse and build its community center. City Council and staff members seemed satisfied with the budget. A short workshop is scheduled for Monday at 6:15 p.m. at City Hall on Montrose Street. The public may attend. Public hearings are tentatively scheduled at City Hall for Sept. 9 and 16.

**Internet Research
Wayne Saunders
(*Articles are in reverse chronological order*)**

Daily Commercial, The (Leesburg, FL)
May 1, 2003

Whoops, we're off by \$244,000

Author: Pete Skiba

Somebody moved the decimal point. In possibly the easiest slashing of an impact fee, Clermont City Manager **Wayne Saunders** made a phone call to the consultant company that set up the fee structure and found it incorrectly placed a decimal point -- again. That phone call, before Thursday night's city council workshop meeting, saved anyone wanting to build a theater in the city what amounts to a small fortune to most folks. "Instead of an impact fee of about \$287,000 for a 24,000 square-foot theater," **Saunders** said, "it is actually about \$43,000."

The decimal numbers in question were a .30 that should have been a .03 in the Impact Fee Schedule received from the Hartman and Associates consulting firm. **Saunders** said to the council that the .03 in the formula for impact fees on sewer and water results in the lower number.

"Then the fees for police, fire and other impacts are figured," **Saunders** said, "and added with about \$43,000 total."

A few years ago, when Blessed Sacrament Catholic Church was planned, it was impacted by a similar mistake, **Saunders** said. The decimal point mistake was discovered and the church paid a smaller impact fee, he said.

Two years ago proposals for theaters got to council approval but didn't pan out. One planned theater behind Sonny's Barbecue restaurant on State Road 50 succumbed to a lack of financing, Frank Caputo, councilman, said. The other project was converted to a planned office building.

Every council member seemed elated at the lowered impact fee and the prospect of a movie theater in Clermont. Impact fees are one-time fees paid by builders before construction and are meant to cover the impact of their project on the area's services, such as sewer and water, to residents. The county's impact fees are calculated for movies on a per screen basis and are in the \$11,500 range per screen.

**Internet Research
Wayne Saunders
(*Articles are in reverse chronological order*)**

Daily Commercial, The (Leesburg, FL)
November 29, 2001

Clermont chief given raise

Author: Jacob Ogles

Despite a year of intense scrutiny and public embarrassment, the chief of police in Clermont received a raise of more than \$2,100 this year. Chief Randall Story's raise included a 2.5 percent cost of living adjustment and a 2 percent merit increase. This boost in pay came despite a highly critical evaluation from City Manager **Wayne Saunders**.

"You have not placed enough emphasis on significant problems that now exist..." the evaluation reads. "... It is evident you have relied too heavily on others within the department to make significant decisions regarding how the department operates or how certain issues are handled." The evaluation, which is dated on Oct. 1, came following a year marred by publicized personnel issues within the Clermont police.

Lt. Danny Cheatham resigned in January after the Florida Department of Law Enforcement began a probe concerning whether he falsified his high school equivalency diploma. FDLE eventually revoked Cheatham's credentials. While with the department, Cheatham handled several high-profile cases, including the Kayla McKean murder. Detective Sgt. Dewey Mullins was fired in August after he was discovered to have had an extramarital affair with dispatcher Belinda Owens, who was terminated a few weeks before. Sgt. Elijah Wells also brought forth a discrimination lawsuit against the department after he was fired. Wells said he had been treated unfairly within the department, get passed over for promotions and eventually terminated the same day as Owens, the only other black employee of the department.

And Tuesday, public critics of the force brought forward concerns about whether Story had the necessary credentials to be hired as Police Chief in 1996. An advertisement listed a bachelor's degree as a requirement, and Story had no degree at the time. He earned an Associate of Science degree in 1998 from Lake-Sumter Community College.

Neither Story nor **Saunders** could be reached for comment Thursday. Questions about Story's credentials have been dismissed by some members of the Clermont City Council, at least until the city can conduct its own investigation. "Municipalities often will take into consideration other experience and other training in lieu of a bachelor's degree when they hire a chief," said Councilman Frank Caputo, a retired police officer who served in New Jersey. "Whether there is illegality or fraud with it when the requirement was advertised, I'm not willing to say that without a lot of further investigation."

Mayor Hal Turville said that the city usually reserves the right to substitute other attributes in job applicants if they fall short in certain arenas. But concerning the raise given to Story this year, Caputo admitted some surprise. "We're not going to micro-manage the police department," Caputo said. "But if I gave someone a marginal or poor job evaluation, I'd question giving them a

Internet Research**Wayne Saunders*****((Articles are in reverse chronological order))***

merit raise." Turville said that merit is often based on performance prior to the time being evaluated, and that it could have determined based on how well Story adhered to previous recommendations. "Typically, a job appraisal doesn't find someone to be perfect in every way," he said.

The raise brings Story's salary up to approximately \$49,000 annually. As a point of comparison, Leesburg's police chief makes \$78,500, and Mount Dora's public safety director makes \$74,800 (the Mount Dora job oversees rescue operations in the city as well as police).

Mount Dora Chief Randy Scoggins said that the public, when looking at salaries, should remember that running a municipal police department is a larger job than some understand it to be. Although he refused to comment on Story's salary, he said that running the department is more than a full-time job. "If a chief is doing their job appropriately, they are definitely earning their salary, no matter what it is," he said. "Police chiefs have a lot of responsibility and the community puts a lot of trust in them. In this day and time, police generally earn their money."

**Internet Research
Wayne Saunders
(*Articles are in reverse chronological order*)**

Orlando Sentinel
May 16, 2001

**IT'S GOOD FOR US ALL TO PLAY BALL OUR POSITION: CLERMONT'S CITY
MANAGER WAS WISE TO RESOLVE A DISPUTE OVER SOFTBALL GAMES.**

Author: Staff

Clermont City Manager **Wayne Saunders** did the right thing.

He could have stuck to his guns and kept, by his account, a raucous weekend softball gathering from using city fields.

After all, the organizer of the pickup games, Clermont resident Walter Wilkerson, ignored city rules by not reserving playing fields in advance, Mr. **Saunders** said. There were complaints of drinking, loud music and cars parked in yards.

But banning those games, and Mr. Wilkerson, from city parks smacks of discrimination. Those who attend Mr. Wilkerson's informal tournaments -- which some weekends draw as many as 200 people -- are black. Mr. Wilkerson says he tried to work within the system and reserve playing fields but was always told the fields were booked.

Issuing Mr. Wilkerson a trespass warning, which the city did earlier this month, was the wrong way to handle the situation.

The city has a right to police its parks and enforce its rules against alcohol. Cars parked on lawns should be ticketed and those who play loud music should be asked to turn it down. The city, in other words, should punish the offenders, not those who want to enjoy a Sunday afternoon playing or watching softball.

Fortunately, Mr. **Saunders** quickly defused a situation that could have increased racial tensions in the fastest-growing part of the county. He lifted the trespass warning and allowed Mr. Wilkerson and his friends back into city parks. Mr. Wilkerson, in turn, promised to pay the proper fees and to reserve the fields in advance.

Both sides deserve applause for turning down the rhetoric and finding a congenial way for everyone to play ball.

**Internet Research
Wayne Saunders
(*Articles are in reverse chronological order*)**

Daily Commercial, The (Leesburg, FL)
January 20, 2001

Clermont police probe unsettling

Author: Staff

If Clermont winds up awash in lawsuits from people who say they've been falsely arrested, it will be because leaders refused to acknowledge widespread complaints that the police department bullied people and made arrests for personal reasons. In fact, they still don't respond. As it happened this week, Clermont Police Lt. Danny Cheatham quit on Wednesday, a scant 45 minutes before an auditor from the Florida Department of Law Enforcement asked for Cheatham's file.

Even Thursday, with the presence of investigators still in the air, the city was in denial. Police Chief Randall Story said the FDLE had made a random audit, checking the accuracy of paperwork. Its visit had nothing to do with Cheatham, but his file happened to be among those pulled at random. Which is close. But the FDLE also said it was investigating whether there were falsified documents in Cheatham's personnel file. Story would not confirm that. Instead, Story praised his former second-in-command, and said that it will be difficult to find an officer of the same caliber to replace him.

Likewise, City Manager **Wayne Saunders** lauded Cheatham's dedication, saying that he accelerated through the city ranks in record time. And **Saunders** said, "There has never been any validity to anything bad said about Lt. Danny Cheatham. The attacks are just what happens when you're a good officer. You are sending people to jail and you are making enemies."

Although no one would confirm an investigation was taking place, it seemed the damage control had begun. As it stands, there is a suspect 1980 high-school diploma in Cheatham's file that bears the signature of Commissioner of Education Betty Castor, who didn't take office until the mid 1980s.

How it got there, no one is saying.

It was a document the even the FDLE may have overlooked in 1992, when former Clermont officer Carl Caples accused Cheatham of planting drugs on suspects and Cheatham accused Caples of stalking him. Eventually, the FDLE investigated both charges, which would have meant it looked at Cheatham's file, which included the suspect documents. As it happened, the FDLE could not find evidence to back up either Caples' or Cheatham's complaints, although Caples reportedly still has a civil suit against Clermont over the stalking charge.

But complaints about Cheatham's police work did not end there. For everyone who thought Cheatham was a star, there was someone who said he was a loose cannon. Which is what **Saunders** said. But now, the fact that Clermont has refused to put any credence in any of the warnings could put the city in a tough situation.

Internet Research**Wayne Saunders*****((Articles are in reverse chronological order))***

After all, one has to have a high-school diploma to be a police officer in Florida. Usually, one must be a police officer before one begins to arrest people. In the end, the responsibility for those arrests falls back to the city. Cheatham made a lot of arrests. He led the city investigation that resulted in the arrest Richard "Ricky" Adams, who today serves a life sentence for killing his daughter, Kayla McKean. Jeff Pfister, the attorney who represented Adams, said, "Arguably, it may be something to go look at. You might justify it on the grounds of a citizen's arrest. But when your looking at someone doing life, there's not much to lose."

The results of the FDLE investigation into Cheatham's background remain to be seen. For the taxpayers sake, and for Cheatham's, hope that a logical explanation can be found. But, whatever the result, Clermont is no longer in the driver seat. It's chance to respond to problems as they happened is long gone.

**Internet Research
Wayne Saunders
(*Articles are in reverse chronological order*)**

KNIGHT RIDDER/TRIBUNE BUSINESS NEWS
December 5, 1998

CITY MANAGER REJECTS WAL-MART ZONING REQUESTS IN CLERMONT, FLA.
Author: Christopher Boyd

Dec. 5--A Central Florida city manager recommends that Clermont reject five zoning variances that are crucial to Wal-Mart Stores Inc.'s plans to build an enormous supercenter.

In a seven-page memorandum, city Manager **Wayne Saunders** picked apart Wal-Mart's variance requests, concluding none would benefit the city. The Clermont city council is scheduled to vote on Wal-Mart's proposal to build a 187,500-square-foot store following a public hearing on Tuesday.

Wal-Mart has offered to spend more than \$1 million realigning roads as part of its construction plans. But **Saunders** concluded that part of that work, a realignment of Grand Avenue, would actually create new traffic problems.

Saunders also rejected a Wal-Mart proposal to install fewer parking spaces than the law requires and to make half of those spaces narrower than prescribed.

The manager also turned thumbs down on a proposal to clear more trees from Wal-Mart's property, which is bounded by S.R. 50, U.S. Highway 27 and Hook Street. And **Saunders** had problems with the giant retailer's request to build a storm-water retention pond on a property across the street. "The staff is recommending denial of this project," **Saunders** said.

Wal-Mart has met with resistance to its stores in many communities. Several Clermont city council members have expressed reservations about the supercenter's effect on traffic.

**Internet Research
Wayne Saunders
*((Articles are in reverse chronological order))***

Miami Herald, The (FL)
September 8, 1986

CITRUS HILLS FLATTENED BY MINING

Author: Associated Press

Landowners who once made their living from citrus have recently struck pay dirt on that same property, much to the dismay of some of their neighbors.

Since freezes killed the citrus trees two years ago in Lake County, former growers have turned over the land to clay and sand mines. At least 13 mines over some 1,000 acres have been dug by landowners who sell the clay for use as road and building foundations, then sell the leveled land to builders.

Clay miner Bob Wade said each month he digs 30,000 tons of dirt on 30 acres. Of that, he said one-third is pure clay, worth \$1.75 a ton.

But some neighbors dislike the clay mining. They say Clermont's rolling terrain is being stripped and flattened by miners, who then turn around and sell the mined property to developers from Orlando. "The topography's being mutilated," Lake County resident Cecil Smart said. "I call it strip mining."

"We've been the gem of the hills for years," noted Clermont City Manager **Wayne Saunders**. "People have a lot of emotion tied up in this." Protesters are zeroing in on the latest clay leveling operation. Called Highland Growth, it is proposed for 52 acres on State Road 50, one mile from Clermont.

Last month the Clermont City Council passed a resolution asking county commissioners to be more vigilant in approving mining operations. They want stronger enforcement of reclamation promises and a definite plan for development once the clay is mined. "We don't think the county will listen," Clermont Mayor Bob Poole said. "But we want to get our two cents in."

**Internet Research
Wayne Saunders
(*Articles are in reverse chronological order*)**

Orlando Sentinel
May 23, 1985

Clermont picks Wayne Saunders for city manager
Author: Staff

Acting City Manager **Wayne Saunders** has been chosen to replace former City Manager George Forbes, who resigned last month.

City officials are negotiating with **Saunders**, one of 57 applicants for the job, over the salary he will be offered. Mayor Bob Pool said the city hopes to formally name **Saunders** to the post Tuesday.

"The council was unanimous in its choice, we've all worked with **Wayne** for some time, he has filled in before when Mr. Forbes was out. And he's familiar with the city," Pool said.

Saunders, previously city finance director, has been with the city for six years. Forbes resigned to become city manager of Boulder City, Nev.

City officials advertised nationally for a permanent replacement and have been looking through the applications to get their top five candidates, but Pool said they quickly settled on **Saunders** as their top choice.

Pool said **Saunders** represented continuity in the operation of city hall. He said there was no need to bring in someone from the outside who is unfamiliar with Clermont or its needs.

Research Compiled by: Sadie Lowry
Colin Baenziger & Associates



Section 10

E. Ann Toney-Deal

*St. Pete Beach City Manager
Candidate Report*

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Resume

Elizabeth Ann Toney-Deal **3212 Lake Breeze Drive, Haines City, Florida 33844**

Home: (863) 422-9242

E-Mail: 3anntd@tampabay.rr.com

SUMMARY

More than 25 years of local government experience with expertise in the following areas:

- Economic Development
- Community Development
- Community Redevelopment
- Customer Service
- Human Resources/Labor Relations
- Strategic Planning and Operations Analysis
- Financial Operations and Budget
- Community Involvement
- Intergovernmental Relations
- Team-Building

RELEVANT LOCAL GOVERNMENT EXPERIENCE

City Manager City of Haines City **03/1992 - 04/2011**

City Manager Designee/Assistant City Manager **12/1991- 03/1992**

The City of Haines City is a City of 20,000-plus population. I was responsible for the financial and operational aspects of the City. The City had a budget of over \$40 million and over 245 full time employees.

Duties and Responsibilities as City Manager:

- Chief executive officer of a municipal government with over 245 full time employees and over \$40 million budget. Oversight responsibility for fire, police, water, wastewater, parks, recreation, library, public works, code enforcement, economic development, planning, building and zoning, finance and Section 8 Housing.
- Implementation of City Commission directed policies.
- Preparation and administration of the City's capital and operating budgets.
- Administration of the City's day-to-day operations.
- Negotiation with public and private sector entities on a variety of issues ranging from economic development matters to interlocal agreements and service contracts.

Achievements as City Manager:

- Taxes reduced from 8 mills to 6.99 mills.
- Led the effort to expand the Community Redevelopment Area so that millions of tax increment dollars, which would otherwise go to the County, accrued to Haines City for allocation.
- Created an environment for enhanced and envied Parks and Recreation programs and Special Events.

- New Parks and buildings include the Police Department, Oakland Gym, Oakland Senior Center, Oakland Auditorium, 8 Acre Park, Cook Field Press Box, Lake Eva Park, Lake Eva Banquet Facility, Aquatics Center, Amphitheater, Fishing Pier and Boat Ramp at Lake Eva, New Wastewater Treatment Facility, East Park Softball Complex and Larry Parrish Baseball Complex.
- Led the successful efforts to establish a Chapter 180 Utility Service Area to protect the City's utility investment.
- Successfully achieved adoption, by the Florida Department of Community Affairs, of a Selected Area Plan, which included a Joint Planning Agreement with Polk County, which will allow for land use designations to be in place when a property owner annexes into Haines City.
- Had oversight of the City's HUD Section 8 Rental Housing Program.
- Successfully applied for millions of dollars in grant money from the Federal, State and County Governments. Examples of projects utilizing the grants are Ingraham Ave and Rail Road Park Street Scape, Rail Spur, Tennis Courts, 8 Acre Park pavilions, elements of the Lake Eva Project, DOT sidewalk and landscaping projects, SWFMD 50/50 funding and Federal Utility Stimulus money to name a few.
- Successfully utilized State Revolving Loans from DEP to build a new and expanded Wastewater Treatment Facility. The loan's interest rate was 2.59% during a time of much higher interest rates with other financing options.
- Led a financial team that consistently received positive audits indicating strong financial positions as it relates to reserves and debt coverage.
- The City received the Government Finance Officers' Association Certificate of Achievement for Excellence in Financial Reporting. This is the highest financial reporting award that a city can receive.
- Annexed over 7000 acres between 2000 and 2011. This included Heart of Florida Regional Medical Center, Ridge Community High School, the business and light industrial area where the Aldi headquarters and distribution center is now located, Commercial properties along U.S. 27, etc.
- Established Haines City's first Citizens' Academy where residents and business owners actively learn about the history and operation of the City.

Deputy City Manager City of North Miami Beach

11/1989 - 11/1991

The City of North Miami Beach was a City with a 36,000-plus population. I was in charge of day to day operations and personnel decisions for the 400+ employees. I assumed the duties of the City Manager during his absence.

Assistant City Manager City of Boynton Beach, Florida

02/1989 - 11/1989

Assistant to the City Manager City of Boynton Beach

10/1986 - 02/1989

Boynton Beach was a city of 50,000-plus population. I was one of two assistants in the City Manager's Office. I was responsible for the Community Development and Land Use and Zoning operations. I also

had general oversight of the other operational aspects of the City which included negotiations with the City's four employee unions.

Management Intern City of West Palm Beach**04/1984 - 10/1986**

The City of West Palm Beach was a city of 60,000-plus population and I reported directly to the City Manager. I was responsible for numerous special projects dealing with all aspects of the operation of this full service city.

OTHER PROFESSIONAL EXPERIENCE

(2011 to Present)

Executive Project Manager for the Florida Veterinary Medical Association 01/2014-Present

The Florida Veterinary Medical Association is a non-profit organization with over 3,600 members. My primary responsibilities include duties related to governmental, regulatory and legislative matters. I also perform human resources functions as it relates to development of personnel rules and regulations, updating and creating new job descriptions and employee recruitment.

Consulting for the International City and County Management Association, 2011-2013
Legislative Consulting for the Florida Veterinary Association, and work in
local schools.

EDUCATION

Completion Date	Issuing Institution	Qualification	Course of Study
1984	University of Florida	Master's Degree	Political Science/Public Administration
1982	University of Florida	Bachelor's Degree	Political Science
1980	Polk Community College	Associate's Degree	Political Science
1978	Fort Meade High School	High School Diploma	Advanced Placement Curriculum

PROFESSIONAL CERTIFICATION

Title	Issuing Organization	Date
ICMA Credentialed Manager	International City/County Management Association	05/2002-Present

HONORS and ACTIVITIES

(Past and Present)

- International City/County Management Association (ICMA).
- President of the Florida City/County Management Association (FCCMA).
- Board Member (ad-hoc) The Florida League of Cities.
- Chairman of the Polk County City/County Management Association.
- President of the Palm Beach County City/County Management Association.
- Board Member Central Florida Development Council.
- City Representative to the East Polk County Committee of 100.
- Board Member (ad-hoc) Haines City Economic Development Council.
- Haines City Chamber of Commerce Governmental Affairs Committee Chairman.
- Haines City Chamber of Commerce Economic Development and Education Committee.
- FCCMA Ethics Committee Chairman.
- FCCMA "Lifesaver" Award.
- Hall of Distinguished Graduates of Fort Meade High School.
- Member of the American Legion Auxiliary.
- Chairman of Florida Girls State.
- Florida American Legion Auxiliary Finance and Legislative Chairman.
- Member of the Polk County Impact Fee Advisory Committee.
- Chairman of the Polk County- County Attorney Selection Committee.
- Member of the Polk County Library Cooperative Board of Directors.
- Chairman, Vice-Chairman and Member of the Polk County Transportation Planning Organization Technical Advisory Committee.
- Finance, Stewardship, and Staff-Parrish Committees' Chairman, First United Methodist Church, Haines City.

PERSONAL INTERESTS

- Reading
- College Football
- Cooking
- Visiting Historical Sites

Candidate Introduction

ELIZABETH ANN TONEY-DEAL, ICMA-CM

EDUCATION

Master's Degree in Political Science/Public Administration, University of Florida; Bachelor's Degree in Political Science, University of Florida; Associate's Degree in Political Science, Polk Community College; International City/County Management Association Credentialed Manager.

EXPERIENCE

Executive Project Manager for the Florida Veterinary Medical Association	2014-Present
Consulting for the International City and County Management Association, Legislative Consulting for the Florida Veterinary Medical Association, and work in local schools	2011-2013
City Manager City of Haines City	1992-2011
City Manager Designee/Assistant City Manager, City of Haines City	1991-1992
Deputy City Manager, City of North Miami Beach	1989-1991
Assistant City Manager, City of Boynton Beach, Florida	1989-1989
Assistant to the City Manager, City of Boynton Beach	1986-1989
Management Intern, City of West Palm Beach	1984-1986

BACKGROUND

The City of Haines City is commonly referred to as “the Heart of Florida” due to its central location in the State of Florida. Because of the tremendous growth of the community over the past decade and a half, Haines City with a population of over 20,000 is the third largest community in Polk County. Polk County is larger than the state of Rhode Island and is equal in size to the state of Delaware. The beauty of this community is that while it was growing and diversifying its tax base it did not lose its “small town charm”. Haines City is rich in old Florida history and has a Historic District that protects its historic assets.

The City had a general fund budget of over \$20 million and a total budget, including all funds, of over \$40 million. The audit that was presented at my last meeting as City Manager reported that the assets of the City exceeded its liabilities by \$82,761,179 (net assets). That amount included

ELIZABETH ANN TONEY-DEAL, ICMA-CM

\$62,966,502 invested in capital assets net of all related debt. Of this amount, unrestricted net assets totaled \$12,311,941. The City's total net assets increased by \$3,833,421 or 5% over the prior year. The City's governmental funds reported combined ending fund balances of \$14,964,939, a decrease of only \$18,396 from the prior year. Of this amount, unreserved fund balance totaled \$13,662,599. The City's total debt (including compensated absences) decreased by \$1,033,684 (2.3%) during my last fiscal year. This is important to note, because the economy was at one of its low points during that fiscal year.

Haines City employed over 245 full time and 34 part-time employees. All employees reported to me except the City Clerk. The City Attorney was a contracted position.

The three most significant issues facing the City are:

- Availability of a “work ready” work force. It has been a challenge to offer a ready workforce in some of the desirable light industrial and manufacturing recruitments. A proactive relationship with Polk State College and Ridge Vocational/Technical School has been forged to help address this matter.
- Lack of community leadership. The City has very few people who could be identified as “community leaders”. As the traditional leaders have retired, moved, or gone on to their greater reward, there is a void in persons capable and willing to “take their place”
- Need to further diversify the tax base. Over the years Haines City depended on a relatively small commercial tax base and a residential tax base where a significant number of property owners paid little in property taxes due to low valuations.

GENERAL MANAGEMENT STYLE AND EXPERIENCE

St. Pete Beach is a community with endless possibilities. It is strategically located and has elected officials who have the best interests of the community at heart. In Haines City I was blessed through most of my career to have City Commissioners who planned and dreamed big and saw that it was possible to implement their vision, even with limited resources. They were willing to take a chance and “bet” on the City that they served and loved. In my research into St. Pete Beach, I felt that same fire, and I am excited about having an opportunity to contribute to many positive initiatives in St. Pete Beach. I have a proven track record as a City Manager that is innovative and has an uncompromised work ethic. One only has to look at the Haines City of 1992 and the way it was when I ended my career with the City. The transformation is a testament to not only my varied skills but my commitment to the community which I serve.

ELIZABETH ANN TONEY-DEAL, ICMA-CM

My management style is one that acknowledges that the City team is responsible not only for day-to-day operations but that it is also called upon to be visionary in carrying out the policy direction of the elected officials. I am very resourceful and have been able to retain and recruit excellent team members. My management style is to work very closely with the collective city commissioners in developing visions, programs, etc. that are in keeping with their collective desire. I am a very effective facilitator and have enjoyed much professional success in community and intergovernmental partnerships.

I have a history of recruiting and retaining excellent staff. Should you ask them about me they would tell you that I am a “straight shooter” and I expect and appreciate hard work. I want them to do their jobs in a manner that I do not need to be involved in the day to day processes of the area for which they have responsibility. I do, however want them to be cognizant of times when I need to be in the loop. I want the employees that report to me to feel that they can do things a different way or implement new ideas. I know employees will make mistakes. I expect them to correct a mistake that they make and that it not be repeated. They will tell you that I am a team player and I expect them to be loyal to me and to the City. In turn they have my commitment and loyalty to them.

My elected officials will tell you that I am a hard worker and that I love my community. I have always represented the City well and they have always had confidence that I would do what was best for the community. They would also tell you that I did not feel comfortable taking credit for our many successes and would always push the credits to where they rightfully belonged...to the Commissioners.

I have many strengths that I believe would be great assets for the City of St. Pete Beach. I am a dedicated and hard working person. I have superb negotiation and consensus building skills, I am a people person, I have a proven record of successful city management, and I have an excellent sense of humor.

My major weakness is that I sometimes get frustrated with people who do not believe that a vision or project can be done. I have had to work hard to be patient with those who could be classified as “nay sayers”. I realize that not everyone will share certain optimism, but I certainly feel a great sense of accomplishment when just one is converted!

It is important to establish performance criteria so that not only does the City Commission have a matrix for determining the progress or success of programs or projects but also to provide the management team with a blue print of expectations. Every project or area of focus is usually unique. Part of the implementation stage is when the indicators needed to measure the progress or success of a program have to be identified. After they are identified, a tracking mechanism needs to be put in place and monitored.

My career in local government has been very rewarding, and I have experienced many successes. One of the most significant was from land assembly to completion of the Lake Eva Complex. The project is located in the heart of Haines City on the lakefront of Lake Eva. It has an aquatics center,

ELIZABETH ANN TONEY-DEAL, ICMA-CM

a community center that includes a gymnasium, fitness facility and community room, outdoor basketball courts, tennis courts, outdoor amphitheater, two fully furnished play grounds, a boat ramp and fishing pier, a 500+ seating banquet and conference facility, a pedestrian and bike path through the park, a variety of covered picnic pavilions, a renovated two story historic building that was part of the former Haines City Armory which was on the National Register of Historic Places, and dedicated landscaped parking for all of the facilities. All of this was accomplished through a variety of grants and financing through the Community Redevelopment Agency using tax increment financing to pay the debt service.

With successes also comes what you view as a failure or something that you in hindsight wish you had done differently. Early in my career in Haines City, I had a vacancy for a Main Street Director and I was in need of an Assistant to the City Manager (a position that I had to eliminate for financial reasons during my first budget with the City). I made the decision to combine the positions and hire an Assistant to the City Manager/Main Street Director. This was a true case of a servant being unable to serve two masters. Much of the person's time was spent on Main Street. However the Main Street Board felt that they needed a full time person because of the work load and there was certainly plenty to do in my office. I acquiesced, as I believed that the person's work as the Main Street Director was more crucial for the organization. My idea, while it sounded good at first, simply did not result in the benefit I had anticipated. After a few years I was able to recommend full funding for both positions and rectify an idea that simply did not work as well as I had hoped.

As a City Manager and as a Deputy City Manager, I have terminated the employment of city employees. There were some who were fired because of offenses they committed and others whose employment was terminated because of position elimination. When I fired a person for cause I provided an opportunity for them to tell their side of the matter before I made my final decision. I was always courteous and open minded during the hearings. Even when a person truly deserved to lose their job, it always gave me pause to think about the gravity of my decision. By far the hardest employment termination is when a position is eliminated and, through no fault of their own, an employee loses his or her job. I never delegated the meeting to advise the employee to anyone else. Even though it is perhaps the hardest employment matter I ever had to handle, I felt it important to meet with the employee face to face and let them know from me.

One of the opportunities I see facing the next City Manager of City of St. Pete Beach is to be able to work with a relatively short tenured policy making body to facilitative a common vision and policy direction for the new Manager to administer. I believe that a challenge that the new Manager will have to address is the need to maintain and expand the City's infrastructure. This is not always one of the most glamorous projects, but it is a major element of the quality of life in the community.

During the first six months my efforts will involve:

- Meeting with the City Commissioners, Staff, civic and business organizations and attending all City Board and Committee meetings to understand the uniqueness of the operation of St. Pete Beach and to immerse myself into the community.

ELIZABETH ANN TONEY-DEAL, ICMA-CM

- Facilitating a goal setting/visioning retreat or meeting(s) with the City Commissioners to understand their collective vision and to set tangible goals and objectives for accomplishing the vision.
- Meeting with each employee group and becoming familiar with all of the employees so that they know that they are an important part of the St. Pete Beach team that will carry out the policies of the City Commission.
- Reviewing and assessing all of the financial aspects and contractual arrangements of the City.
- Reviewing the Personnel Rules and Regulations and all of the Employee Union contracts.

I have enjoyed successful media relations for most of my career. It is important to keep the media informed of activities, events and successes. It is also important to provide them with accurate, useful, and understandable information. In the past few years one of the newspapers covering my community closed and the other two remaining papers merged. In the last several years of my tenure with Haines City we had a revolving door of reporters. They were spread very thin covering several communities and often did not even call for “comment” and only looked for persons who would make the most sensational comments. There were some news articles about the community and me that contained interviews of people who were known to have negative or controversial viewpoints. I have also previously advised of the ethics allegations that were made against me and reported in local news, but ultimately dismissed.

There is a possibility that a couple of people may contact Commissioners if they became aware that I am a candidate for the St. Pete Beach City Manager job. The ones I speak of had, and continue to have, personal agendas or “axes to grind” that are not in the best interests of me or the citizens of Haines City. I would hope that should Commissioners receive such a call they would weigh all of my dedication and successes in contrast to the call.

In my free time I like to spend time with my family and attend school and church activities with my children. I love college football and visiting historic sites.

SIX ADJECTIVES OR PHRASES I WOULD USE TO DESCRIBE MYSELF

- Knowledgeable and Experienced
- Hard Working
- Very Honest
- Highly Ethical
- Great Sense of Humor
- Innovative and Resourceful

ELIZABETH ANN TONEY-DEAL, ICMA-CM

REASON FOR DEPARTING CURRENT/MOST RECENT CITY MANAGER POSTION

An election occurred, and I was of the belief that my employment would have been terminated upon the seating of the new commissioner. Therefore, after over 19 years of serving as City Manager of Haines City, I thought it to be in my best interest and the City's for me to resign. I negotiated a separation package with the City Commission and resigned my position before the new Commissioner took office.

CURRENT/MOST RECENT RELEVANT SALARY

\$137,416.18

CB&A Background Checks

No Records Found

County

Polk County, FL

No Records Found

State

Florida

No Records Found

Civil Records Checks:

County

Polk County, FL

No Records Found

Federal

Florida

December 1999 – Job discrimination law suit filed against the City of Haines City, FL and Ms. Toney-Deal individually and in her capacity as City Manager

Disposition = June 2001-Terminated

November 2004 – Civil rights law
suit filed against the City of Haines
City, FL and Ms. Toney-Deal
individually and in her capacity as
City Manager

Disposition = November 2004–
Terminated

See page two (2) of the Personal Disclosure for candidate explanation for records found.

Motor Vehicle

Florida

No Records Found

Credit

Excellent

Bankruptcy

No Records Found

Education

Confirmed

Employment

Confirmed

**Background Check Summary for
ELIZABETH ANN TONEY-DEAL
Personal Disclosure**

Personal Disclosure Questionnaire

Name of Applicant: **Elizabeth Ann Toney-Deal**

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to seek compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

Please explain any yes answers on a separate sheet of paper.

1. Have you ever been charged or convicted of a felony?
Yes ☐ No ☒
2. Have you even been involved in a domestic abuse incident that resulted in you being arrested or that was covered by the media?
Yes ☐ No ☒
3. Have you ever declared bankruptcy?
Yes ☐ No ☒
4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?
Yes ☐ No ☐ Not Known ☒ (Please see attached sheet for explanation)
5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?
Yes ☐ No ☒
6. Have you ever been convicted of driving while intoxicated?
Yes ☐ No ☒
7. Have you ever sued a current or former employer?
Yes ☐ No ☒
8. Do you have a personal My Space, Face Book or other type of Web Page?
Yes ☐ No ☒
9. Do you have a personal Twitter Account?
Yes ☐ No ☒
10. Is there anything else in your background that might cause a reasonable person concern if he/she became aware of it through the press or any other mechanism?
Yes ☒ (Explanation Attached) No ☐

Attested to: Elizabeth Ann Toney-Deal
Signature of Applicant

Please email this form via PDF DOCUMENT to kknutson@cb-asso.com or via fax to
(888) 539-6531 no later than 9:00 AM CST 09/08/2014.

(Note: Please be sure to sign the form with your actual signature if you are sending Fax or PDF Document)

**Background Check Summary for
ELIZABETH ANN TONEY-DEAL
Personal Disclosure Explanation**

4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?

I served as City Manager for over 19 years. In today's litigious society, the City was sued several times and I was named in my capacity as the City Manager. It is possible that one or more those lawsuits involved a civil rights violation. I believe that all these suits were frivolous and to the best of my recollection, all were dismissed on summary judgment prior to any trial.

10. Is there anything else in your background that might cause a reasonable person concern if he/she became aware of it through the press or any other mechanism?

In an abundance of caution, I would like to bring several matters to your attention.

Ethics Complaints: Unfortunately, the Ethics complaint process in Florida is frequently abused. I have had disgruntled employees file three such complaints during my career.

The first instance was when I was an Assistant to the City Manager in Boynton Beach in the 1980s. The filing employee also simultaneously filed complaints against the City Manager, Assistant City Manager and the Deputy Building Official. All were dismissed.

While in Haines City, I had an ethics complaint filed against me by a Streets Division employee whose employment I had terminated for being intoxicated on the job. He also filed complaints against the Street Superintendent (his supervisor) and the Public Works Director. All of his complaints were dismissed.

The final ethics complaint was by a former Police Lieutenant alleging that I had not correctly handled a Sexual Harassment complaint (The complaint did not involve him.). The Lieutenant also filed a complaint against the Police Chief. Both complaints were ultimately dismissed.

Departure from Haines City: Some controversy occurred when I left Haines City. The sitting City Commission at the time voted to increase my severance pay from 6 months to 12 months and to increase the number of months for which my insurance would be paid after my departure. That was before the State Law changed to limit severance packages and it was not uncommon for Managers with tenure as long as mine to receive similar severance packages.

The changes also included a provision that I continue to provide assistance to the City for a period of 18 months after my departure with matters about which I had special or particular knowledge. I did so with some frequency and in some cases well beyond the end of the agreement. For example, a few months ago I prepared for and completed a deposition on behalf of the City. My testimony was used by the City as the basis of a motion for summary judgment in the associated matter. All of these efforts were done on my own time and resulted in uncompensated time away from my current employment.

In any case, after my departure, the City Commission had a new majority and it sought the return of part of the payout for my accrued vacation time. They took the matter to court and the judge ruled in my favor on summary judgment. His opinion was in fact quite critical of the City for taking the legal action against me.

CB&A Reference Notes

Reference Notes Ann Toney-Deal

Tom Cloud – Former City Attorney, Haines City, FL 407-244-5624

Mr. Cloud has known Ms. Toney-Deal since 2003. He is now a Partner in the law firm GrayRobinson, working in Orlando, Florida.

Ms. Toney-Deal came into a city that had been constantly in debt and turned it completely around. They now have a large reserve fund, which puts them into a much more secure financial position. Mr. Cloud has worked with over 50 cities in Florida and he has not seen that same level of growth and financial stability that he saw with Ms. Toney-Deal.

Ms. Toney-Deal was dedicated to finding new ways for the City to increase revenues without having to increase taxes. She found innovative ways to either save money, get a grant, or get a cheaper loan. She created lasting value for the City.

Unfortunately, in Haines City there is a section of the population who do not support women in leadership positions. A few of them entered the City Commission and changed the whole nature of the Commission and so Ms. Toney-Deal thought it best if she moved to another location.

Ms. Toney-Deal handled the situation with grace and the utmost professionalism. It was a disappointing situation but she felt it best to move on after having been the City Manager for almost 20 years.

Ms. Toney-Deal accomplished amazing things during her time with Haines City. She will continue to be an asset wherever she goes.

Words or phrases used to describe Ann Toney-Deal:

- Hard working,
- Dedicated,
- Highest integrity,
- Smart,
- Professional, and
- Financially savvy.

Strengths: Ability to balance a budget.

Weaknesses: None identified.

Ron Conrad - Partner, Cherry Bekaert LLP, FL 407-423-7011

Mr. Conrad has known Ms. Toney-Deal since 2001. He is the managing partner in charge of the Haines City audit. Ms. Toney-Deal improved the City immensely, especially compared with other

Reference Notes

Ann Toney-Deal

cities in Florida. She came into the area when the City was in trouble financially but Ms. Toney-Deal left Haines City in excellent financial shape.

Ms. Toney-Deal was the City Manager for almost 20 years. That is a testament to how well she gets along with people and how valuable she was to the community. She developed the City over time and grew the community services including expanding the Parks and Recreation Department. Ms. Toney-Deal is detail oriented and ready to take action and make a difference. She will be a quality City or County Manager in any location.

Paul Senft - President, Haines City Economic Development Council, FL 863-422-2525

Mr. Senft has known Ms. Toney-Deal since 1991. They have worked together under several different circumstances. Mr. Senft was the County Commissioner and also owned an insurance agency business. He is very familiar with the interworking of the City and has only good things to say about Ms. Toney-Deal.

Ms. Toney-Deal improved their economic development standpoint by annexing a large amount of infrastructure. She worked with a willing, but amateur economic development team and put them in a position where they are more permanent and stable. They can now attract more industries into Haines City to further improve their economic position.

Ms. Toney-Deal helped begin the Haines City Economic Development Council as an independent organization to work with the City to improve their economic development. Letting them operate as an independent organization helps them maintain their confidentiality and be stronger and more professional.

Ms. Toney-Deal left the City in excellent financial shape, with a large reserve dedicated to helping the City through any problems they might encounter. She is well respected in the professional community. Ms. Toney-Deal was raised in Polk County in Florida and she is well known and supported by the locals. She will be a valuable asset as City or County Manager wherever she goes.

Words or phrases used to describe Ann Toney-Deal:

- Professional,
- Efficient,
- Firm,
- Strong,
- Good manager, and
- Experienced.

Strengths: Financial management.

**Reference Notes
Ann Toney-Deal**

Weaknesses: When she first became City Manager Ms. Toney-Deal was quite stern and did not have very good people skills. However, as she grew, she matured and experience taught her how to better handle people. She has now turned this into a strength.

Mike Herr – Former County Manager, Polk County, FL 863-701-3512

Mr. Herr has known Ms. Toney-Deal from 2003 to 2010. He is currently the Administrator of Public Works and Utility Services for the City of Tampa.

Ms. Toney-Deal is innovative. She has a vision for the City and knows what steps she needs to take to make that vision a reality. She put in a lot of time and effort redeveloping the downtown area of Haines City. It had a lot of old dilapidated structures, but she worked through all of the difficulties to reach the end goal. She enlisted the help of the private sector and gradually either improved or replaced old buildings. She is the type of person who stands up to challenges and does not run away from controversy. She is a strong advocate for her City. In everything she does, her community comes first.

Ms. Toney-Deal cooperates well with other adjoining cities and with the County. Because Haines City annexed a lot of land and property under her management, she coordinated a fair amount with the County in dealing with growth management, utility issues and service agreements. She did a good job in that regard.

Because of the above mentioned qualities, and her years of experience as City Manager, Ms. Toney-Deal will be an asset to any municipality who hires her as City or County Manager.

Words or phrases used to describe Ann Toney-Deal:

- Fair,
- Respectful,
- Strong financially,
- Professional,
- Humble, and
- Honest.

Strengths: Good understanding of annexation laws in Florida.

Weaknesses: Likes to win. Needs to know when to hold and when to fold.

Reference Notes Ann Toney-Deal

**Kelly Callihan – Former Director of Parks and Recreation, Haines City, FL
863-307-7747**

Mr. Callihan has known Ms. Toney-Deal since 1991. During her time as City Manager she has made many improvement and additions to Haines City. She has helped the City grow primarily by annexing neighboring communities including an industrial park. She has been instrumental in bringing in a new police station, new sewer plant and park and recreation facilities. She has had a huge impact in her community.

Haines City uses annexations as a way to diversify its tax base and grow their community. Ms. Toney-Deal was a key factor in expanding their city limits through annexations. She brought together the Chamber of Commerce, the community leaders and the Economic Development team to strategize and decide on how to proceed. She set up meetings with potential areas they wanted to annex and would reach out to the community and property owners who would be affected so that the process would go smoothly. Ms. Toney-Deal led the way to make sure the citizens had all the correct information on how the annexations would affect them.

Ms. Toney-Deal is an experienced leader. She meets regularly with the department heads and community leaders. She is very civically involved. She has made the City better than it has ever been before.

Any municipality that is looking for a manager who could move them forward would be fortunate to have Ms. Toney-Deal join their team. She works well with the community leaders and city staff. She will make an excellent City or County Manager in any location.

Words or phrases used to describe Ann Toney-Deal:

- Strong leader,
- Energetic,
- Involved,
- Encouraging,
- Customer service oriented, and
- Financial knowledge.

Strengths: Allows her department heads to work independently and then come together as a strong team.

Weaknesses: None identified.

**Reference Notes
Ann Toney-Deal**

Joy Pruitt – Executive Director, Auburndale Chamber of Commerce, FL 863-967-3400

Ms. Pruitt has known Ms. Toney-Deal since 1992. She was originally Ms. Toney-Deal's Administrative Assistant and was then promoted to be the Director of Haines City's Main Street Program in 2000.

Ms. Toney-Deal has always been fair with her employees. Even when her employees do something careless, she is always fair and understanding and uses good judgment when dealing with them.

Ms. Toney-Deal has exceptional financial skills. Before she came in as City Manager there were some financial problems that had not been addressed properly. She was able to turn around the City from being in a deficit to having a reserve fund. She is frugal with tax payers' money and creates a workable budget for the City. She knows what will and will not work with the budget.

Ms. Toney-Deal is on the cutting edge of technology and innovation. She brought new and exciting energy to the City. She is customer service oriented and strives to do what is best for the community. She will be an asset for any municipality.

Words or phrases used to describe Ann Toney-Deal:

- Strong,
- Frugal,
- Innovative,
- Cutting edge,
- Fair, and
- Customer service oriented.

Strengths: Leadership skill, especially dealing with budgets.

Weaknesses: Some tend to view her as not a people person. This may be because she does not waste her time talking about the weather. She prefers to stay on task and use her time wisely.

**Joanna Wilkinson – Former Mayor and County Commissioner, Haines City, FL
863-422-5635**

Ms. Wilkinson has known Ms. Toney-Deal since 1992. She has done very well in her position and helped move the City to a better financial place. She surrounds herself with good people and hires quality staff. She is an excellent leader and knows her business as City Manager. Her employees are generally happy with their positions, which has resulted in a low turn-over rate.

Reference Notes Ann Toney-Deal

Ms. Toney-Deal has excellent negotiation skills. She negotiated the extension of the Community Revitalization Area and in annexing several sections of neighboring communities. Her negotiation with property owners was crucial in acquiring those areas.

Ms. Toney-Deal works diligently for Haines City. She does not stop until she reaches her goals. She attends community events and functions and represents the City well in that regard. She knows when to spend and when to hold back and is innovative in how she creates and spends the City's budget.

Ms. Toney-Deal has turned Haines City around and will be an asset to any municipality as the City or County Manager.

Words or phrases used to describe Ann Toney-Deal:

- Self-motivated,
- Financially smart,
- Business centered,
- Leader,
- Witty, and
- Diligent.

Strengths: Financial ability.

Weaknesses: Some say she does not have good communication skills with the community but Ms. Wilkinson does not personally agree with that sentiment.

Jim Freeman – County Manager, Polk County, FL 863-534-6444

Mr. Freeman has known Ms. Toney-Deal since 1997. They would coordinate on issues that were pertinent to both the County and the City. She is highly competent in representing the needs of the City.

Ms. Toney-Deal is a passionate advocate for her City. She attends community events and actively participates in educating the citizens about what is going on in their City. Once a year Haines City Chamber hosts an event for the community members to come and learn more about upcoming events and plans for the City. As City Manager, Ms. Toney-Deal would be one speaker, and Mr. Freeman, as County Manager, would be the other speaker. She presents her information well and is an accomplished public speaker. She has good command of the facts she presents.

Ms. Toney-Deal has excellent financial skills. She is competent in handling the City budget and has improved the City's financial position quite a bit. Ms. Toney-Deal coordinated a joint planning agreement with her staff and commission, the County staff, property owners, developers, and

Reference Notes Ann Toney-Deal

lawyers, among others. They successfully implemented the annexation of outside areas due largely to Ms. Toney-Deal's leadership.

Ms. Toney-Deal expresses her opinions strongly. She is an advocate for the City she is a part of and does all she can to help it succeed. She will do the same for whatever municipality she enters as City or County Manager.

Words or phrases used to describe Ann Toney-Deal:

- Passionate,
- Knowledgeable,
- An advocate,
- Experienced,
- Competent, and
- Strong.

Strengths: Overall knowledge of public administration and issues relating to public government.

Weaknesses: None identified.

Prepared by: Amanda Jenkins
Colin Baenziger & Associates

CB&A Internet Research

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
October 22, 2013

Ruling Favors Former City Manager of Haines City

Author: Tom Palmer

Haines City officials had no basis for claiming they overpaid former City Manager **Ann Toney-Deal** for accrued vacation when she left in 2011, a judge has ruled. The decision Monday by Circuit Judge John Radabaugh granted a motion for summary judgment following a hearing Sept. 18. At issue was whether **Toney-Deal** was entitled to the \$44,214 in accrued vacation pay she received after she resigned in April 2011. Haines City sued in February 2012 to recover the money, arguing she was not entitled to the money under the city's personnel policy. But in Monday's ruling, Judge Radabaugh wrote that the facts are that **Toney-Deal** was not bound by the city's personnel policy. Instead, the documents that governed her compensation were her employment agreements the City Commission approved in 1991 and agreed to amend in 2011 as she was leaving her post.

Additionally, the judge cited the city's position in another lawsuit filed by local businessmen John Webb and Warren McKnight in 2011 following **Toney-Deal's** departure that challenged her compensation package. In that lawsuit, which the city won, Haines City officials defended **Toney-Deal's** severance package. The judge wrote that under a principle known as judicial estoppel, litigants can't take inconsistent positions in different lawsuits. As a result, that 2011 agreement is an "enforceable contract," the judge concluded.

The ruling may close the book on the legal battles that began in 2011 when **Toney-Deal** faced the possibility of being fired after the April 5 municipal election that year. Her severance package that the commission approved and the way the vote was handled led to two other lawsuits — the one filed by the two businessmen and one over an attempt to recall two city commissioners.

In the 2011 municipal election, now Mayor Don Mason defeated then-incumbent Philip Hinkle, leading to the widespread belief that the 3-2 City Commission majority supporting **Toney-Deal** would become a 3-2 majority in favor of firing her once Mason assumed his seat on the commission in May 2011. Before the change occurred, the commission voted 3-2 to let **Toney-Deal** resign with a \$312,000 severance package, including more than \$181,000 in severance pay, and unused sick and vacation time. The city later claimed that she had been overpaid for the vacation time and sued — a suit which ended in Monday's ruling. The resignation deal was made with no advance public notice and was not on the commission's agenda published before the meeting.

Hinkle and City Commissioners Horace West and Joanna Wilkinson voted for the deal.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

West and Wilkinson were targeted for recall in August 2011 by a group of residents who call themselves the Haines City Recall Committee after residents learned that **Toney-Deal** was collecting unemployment compensation along with the severance package.

West and Wilkinson sued to stop the recall.

In August 2012, the 2nd District Court of Appeal in Lakeland upheld a Circuit Court ruling in October 2011 by Judge Randall McDonald, which found that the recall petitions were invalid.

McDonald ruled the votes to approve **Toney-Deal's** severance package did not rise to the level of misfeasance, the legal threshold needed to proceed with the recall.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
March 23, 2012

Candidates Agree, They Won't Support Rehiring Toney-Deal

Author: Mary Hurst

HAINES CITY | Former City Manager **Ann Toney-Deal** will not be getting her old job back, the three candidates for Seat 3 on the City Commission said during a forum Thursday night.

The three contestants -- incumbent Adam Burgess, and challengers Ronne Cotton and Joe Hamilton - all were vehement in their statements that they would not vote to rehire her. "I am a man of few words," said Ronnie Cotton, retired city public works director, who is challenging the incumbent, Adam Burgess. "Absolutely not," he said.

Joe Hamilton, a former 9-year city commissioner who wants his old job back, said there has been a character assassination against him during the campaign regarding the issue. He vehemently denied he would rehire her.

Campaign contributions indicate that Hamilton accepted money from businesses associated with City Commissioner Joanna Wilkinson and rumors swirled around whether Hamilton would be influenced to return **Toney-Deal** to the post because Wilkinson and **Toney-Deal** are personal friends. "It is not, nor has it ever been my intention, to rehire **Ann Toney-Deal**," he said. "The city has gone through too much."

Incumbent Adam Burgess agreed. "I would never vote to bring back **Ann Toney-Deal** as city manager of this city," he said.

Toney-Deal resigned in April 2011 following Don Mason's victory in that year's commission election. He was widely expected to be the third vote on the commission to fire her. While the three candidates for the only contested seat on the five-member commission faced 16 questions Thursday, it was the one about **Toney-Deal** that drew the hottest response from all three. About 30 people attended the forum, sponsored by the Haines City Northeast Polk County Regional Chamber of Commerce. The moderator was Polk State College Vice President David Steele. This is the first time in about five years the Chamber of Commerce has hosted a forum. The audience provided the questions for the candidates. "We are soliciting input from the audience," Steele said. "In the political arena, this can be very tense because people care about the outcome."

Many questions involved - in one way or another - jobs and economic development.

All three candidates put heavy emphasis on the expectations they had for the downtown redevelopment effort by Main Street and the Haines City Economic Development Council to bring businesses, industry and good paying jobs to the city.

Internet – Newspaper Archives Searches
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"The city pays \$160,000 to the EDC and \$60,000 to Main Street," Cotton said. "Main Street needs to fill up these 22 empty stores downtown and fill up the industrial park."

Burgess pointed to economic development by these entities as ways to help the city avoid having to raise property tax rates.

He also said he voted to build the new City Hall and Public Library downtown as evidence of the city's commitment to revitalize itself.

Hamilton said the greatest challenge was to reduce Haines City's 13.3 percent unemployment rate.

"The EDC is crucial and it is crucial we join forces to market our city," Hamilton said.

Other questions covered communications between city officials, staff and city residents. All agreed all parties had to work harder at it. All agreed, too, that the City Commission and city staff would have a challenge trying to fund debt service on the Lake Eva Park when Community Redevelopment Area funds run out in 2014.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Lake Wales News, The (FL)
January 18, 2012

City to sue Toney-Deal

Author: Bill Quinlan

At the Jan. 5 city commission meeting, Mayor Roy Tyler chaired the one hour and 41 minute meeting and preceding workshop. The other four commissioners attended both sessions.

The commission decided by a 3-2 vote (Tyler, Burgess and Mason for and West and Wilkinson against) to file suit against former city manager **Ann Toney-Deal** to recover about \$51,000 in unused vacation leave to which she is allegedly not entitled. This is money West, Wilkinson and former Commissioner Phillip Hinkle voted to pay **Toney-Deal**. City Attorney Tom Cloud advised that West and Wilkinson had no conflict of interest and need not recuse themselves.

The commission accepted WELBRO Building Corporation's proposal to build the new city hall and library for a guaranteed maximum price of \$8,229,552.

The Commission also:

- Unanimously approved a 'Consent Agenda' comprised of 14 items including, purchase of about 37 acres of vacant land on S.R. 544 in Haines City Commerce Park for \$240,000, approval of an agreement with David P. Simpson Consultants, LLC for marketing and logistic strategies for potential rail customers at the cost of \$17,400, confirmation of the appointment of Jared Pratt to the General Employee Pension Board, and approval of a contract with Robson Corp. for the \$20,226 purchase of an electronic LED marquee for the Bethune Neighborhood Complex;
- Unanimously approved Ordinance No. 12-1416, adopting a new five-year plan for capital improvement projects. No one spoke at this public hearing
- Unanimously approved Ordinance No. 11-1415, amending the city's retirement trust fund agreement to allow the fire chief to opt out. No one spoke at this public hearing
- Unanimously appointed Theophilus Anderson, Jr. and James Fitch as alternate members of the city's Board of Adjustment
- Unanimously approved Resolution 12-987, establishing minimum financial reserves in compliance with standards set by the Governmental Standards Board
- Unanimously agreed to continue public hearings on Ordinance No. 12-1417 which would approve amendments to the city's land use regulations
- Unanimously approved an easement at the Lake St. Charles subdivision so that the city can provide water
- Heard from two citizens who have concerns about the roadway improvement construction project underway in the Oakland section of the city.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
December 16, 2011

Haines City Commissioners: Reclaim Lost Funds Given to Former City Manager

Author: Mary Hurst

HAINES CITY | City Commissioners told special counsel William Grob to try negotiating to get back part or all of \$44,214 they feel was overpaid to former City Manager **Ann Toney-Deal** in unused vacation time.

Grob, of Tampa, investigated whether the city could go after the money, and found she did not follow the city's policies and procedures. Grob told commissioners Thursday she approved, in writing, her own extension of vacation time she hadn't used and that of others.

City policy allows a maximum of 35 days per year to be carried forward. "For those years she did approve her own, she's entitled," Grob said. "From a legal standpoint, the years she didn't approve we can go after." Grob wrote in a Dec. 7 letter to commissioners, **Toney-Deal** had accrued 55 1/2 days of vacation, which would have equated to a payout of \$29,307. Grob found she received \$73,521 for 139 days of unused vacation time.

Toney-Deal approved her own carry-over of vacation days at the end of each year in amounts exceeding the maximum allowed by city policy from 2003 through 2010, Grob's Dec. 7 letter said. He told commissioners **Toney-Deal's** lawyer, Robin Gibson, said she had a defense. "The defense will be other employees benefitted by the carryover," Grob said. He said he did not investigate the payouts to other employees.

Commissioner Joanna Wilkinson asked whether seeking overpayment would obligate the city to go after other employees. Grob told Wilkinson that **Toney-Deal** should have enforced the rule. "Those who benefitted did so by no fault of their own." Grob wrote a same-day response to a Dec. 12 letter written by Gibson. "...I cannot emphasize this enough, your client was the highest management authority in the city for the duration of her employment," Grob wrote. "... It was entirely her responsibility to enforce the rules and personnel policies contained in the City Rules and Regulations. The buck stopped with her office."

Gibson maintains in his Dec. 12 letter full documentation was produced, the city's calculation was correct and proper payment made. He said independent audits, interoffice memos, and payroll records track unused sick and vacation time. Gibson's letter referenced her severance agreement, stating she would be paid all accrued sick and vacation time, which the city's finance and personnel offices calculated and the City Commission approved the amounts, and authorized payment," Gibson's letter said.

Grob's response was no procedural safeguards can be effective "unless the city manager actually enforces the policy."

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

If negotiations don't work the commission will have to decide whether to file a lawsuit to recover the money.

"And it isn't a slam dunk," Grob said.

The vacation payment was part of a package totalling \$312,000 the commission approved, 3-2, in April when **Toney-Deal** resigned.

The payment issue came to light during successful litigation, which stopped a recall effort against Commissioners Horace West and Wilkinson, the two commissioners still in office who voted for the severance package.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
October 14, 2011

Recall Committee Says Toney-Deal May Have Been Overpaid by \$47,500

Author: Mary Hurst

HAINES CITY | Former City Manager **Ann Toney-Deal** may mistakenly have been overpaid nearly \$50,000 in sick and vacation time after she resigned in April, according to a memorandum filed in Circuit Court by the Haines City Recall Committee.

The memorandum said the mistake was made "due to the speed with which (West and Wilkinson) moved to approve" **Toney-Deal's** compensation package. The memorandum cites the deposition of City Finance Director Donald Carter when mentioning **Toney-Deal** was overpaid \$2,643 in sick leave, and \$44,936 in vacation time. "Thus, Mrs. **Toney-Deal** received an extra \$47,579 in sick time and vacation payout that was not due her," the memorandum said. The memorandum said that over multiple years, **Toney-Deal** approved carry over of vacation and sick time in excess of what was allowed in personnel policies.

Cliff Shepard, the lawyer or the recall committee, said Tuesday he would like to see the City Commission ask acting City Manager Ken Sauer to investigate how it happened, and review policies and procedures on how the city manager is allowed to OK his or her own carryover of vacation and sick pay. "As the city manager's boss, the City Commission should be responsible for any kind of approvals like this," Shepard said. He said he would also suggest the city send a letter to either **Toney-Deal** or her lawyer, Robin Gibson, asking that the money be returned.

Sauer said he didn't want to comment on the memorandum because the city has a legal agreement with **Toney-Deal** not to discuss her situation.

City Commissioners Horace West and Joanna Wilkinson sued the recall committee Aug. 31 to try to stop the recall drive aimed at them. The recall was mounted over their approval of **Toney-Deal's** separation agreement and how it was handled.

Circuit Judge Randall McDonald, who heard arguments from both sides Oct. 6, is expected to decide soon whether the actions of the commissioners in approving a generous severance package for **Toney-Deal** rose to the level of misfeasance. That charge was made in the first round of recall petitions signed by more than the 10 percent of registered voters in Haines City required to go to the second step in the recall process. When **Toney-Deal** resigned in April, she received a severance package of more than \$330,000, which included a cash payout of a year's salary, and accrued sick and vacation time of more than \$181,000 after taxes. In addition, she will receive 18 months of health, life, disability and dental insurance.

The recall committee formed in July after learning that, in addition to the severance package, she was collecting \$275 a week in unemployment compensation.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

She resigned after Don Mason defeated then-Commissioner Philip Hinkle in the April 5 election. She said in sworn depositions she knew the majority on the commission would be changing in May when Mason took his seat.

She said she had told West, Wilkinson and Hinkle before the April 21 meeting about her intention to resign and that she planned to submit a severance package larger than what her contract with the city allowed if she was to be fired.

She did not give them the details at that point.

She said she warned them because she didn't want to blindside them, saying those were the three commissioners who supported her.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Polk County Democrat, The (Bartow, FL)
July 13, 2011

Judge orders payout to former Haines City manager

Author: Bill Quinlan

On June 23, Polk County Circuit Court Judge Michael Raiden the City of Haines City to pay former city manager **Ann Toney-Deal** \$312,430, the severance package it had approved on April 26. Raiden's order was based in part on his finding that the city commissioners did not violate the Florida Sunshine Law in its deliberations.

It did not go over well with some. 'The former commission won and the citizens lost,' said Commissioner Don Mason. However, Raiden made it clear in his ruling that he was not endorsing the wisdom of the city's action, and had particular concern about the city charter provision that only three hours notice of commission meetings need be given. 'The three-hour notice policy is plainly and simply a disaster waiting to happen,' Raiden wrote in his order. It is a matter Interim City Manager Ken Sauer said he would make sure the city's newly-established Charter Commission looks at.

However, the lingering effects of the judge's decision and the events that led up to it have left some bitter feelings among those involved. '**Ann** didn't have the authority to grant herself all that extra vacation leave we agreed to pay her (a substantial portion of the pay out). We shouldn't have agreed not to oppose her if she files for unemployment compensation. Covering her under the city's health insurance plan may cause premiums to increase over the next four or five years if she gets sick,' Mayor Roy Tyler told The Herald.

'There's no legal remedy for stupid. It was a travesty, done under the shadow of darkness. I hope it never happens again,' Warren McKnight said in reference to the city's action. Knight and another Haines City businessman, John Webb, were the plaintiffs in the failed law suit to stop the payment.

The city commission's approval of the severance package by a 3-2 vote preceded by about a week Mason's tenure on the commission. He had won a landslide victory over incumbent Philip Hinkle who had voted for the package. In May, Raiden had ordered that the payout to **Toney-Deal** be held in escrow. Following the judge's order and after consulting William Grob, its attorney in the case, the city on May 10 wired \$181,480.20 to an account controlled by **Toney-Deal**. Her attorney, Robin Gibson, said she did not touch the money until after Raiden ruled on June 23. The balance of the \$312,000 payout is money withheld for taxes and employer contributions to her pension and health and life insurance.

Commissioner Horace West, a key figure in engineering the payout to **Toney-Deal** did not return a phone call by press time. **Toney-Deal** has changed her home and cell phone numbers and could not be reached for comment.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
April 21, 2011

Toney-Deal Resigns as Haines City Manager

Author: Mary Hurst

\$363,353 severance package

HAINES CITY | The City Commission on Thursday night voted to accept the surprise resignation of Haines City Manager **Ann Toney-Deal**.

In a 3-to-2 vote, the commissioners agreed to most of **Toney-Deal's** terms for her to resign from the city top administrative post. The deal will give the longtime city manager a total severance package of \$363,353. Her resignation will be effective Wednesday. The job paid her \$137,416 a year.

Voting to accept her resignation were Mayor Horace West and Commissioners Phillip Hinkle and Joanna Wilkinson. Voting no were Commissioners Adam Burgess and Ron Tyler.

The terms were contained in a supplement to her 1991 employment contract. In the supplement, **Toney-Deal** had proposed that she get 18 months' severance pay. Her contract with the city called for six months' severance if she were fired.

Mayor West made a motion to give her 15 months' pay instead. As the commission began to vote, **Toney-Deal** interrupted, saying she would accept 16 months in severance pay, medical and dental benefits, a 13 percent lump sum contribution to her retirement plan, and payment of accrued vacation and sick leave. The commission accepted her offer.

Toney-Deal's original employment contract had never been changed since it was first signed 20 years ago, and had no expiration date.

West said he first learned about her plans to resign Wednesday when he had been called to **Toney-Deal's** office. He said he asked her to put a proposal together, which was given to him about 6:30 p.m. Thursday. None of the other commissioners had seen the document until just before the end of the commission meeting Thursday night. Some commissioners requested a 10-minute recess to review her proposal. Tyler was not happy. "This document is too in-depth ... to ask for me to read it in 10 minutes," Tyler said.

Hinkle said word on the street was that the city manager was going to be fired once newly elected Don Mason was sworn as a city commissioner in the first meeting in May. Mason defeated Hinkle in the April 5 election. "It's a voluntary resignation by our CEO," Hinkle said. "I don't want to see our CEO brought before a slaughter block."

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Tyler said he hoped the city doesn't do business based on rumors. "I don't think it's in the best interest of my citizenry to take 10 minutes to make a decision costing hundreds of thousands of dollars," he said.

Toney-Deal said she wanted commissioners to make a decision that night. "I was up all last night," she said. "This is the toughest decision I've ever made in my life."

Hinkle, West and Wilkinson praised her dedication to the city, her leadership and her energy. "This is a sad day for Haines City," Wilkinson said.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Lake Wales News, The (FL)
February 10, 2011

Ethics panel clears city manager

Author: Bill Quinlan

In a case that had dragged on for more than two years, Haines City Manager **Anne Toney-Deal** was cleared Feb. 4 by the Florida Ethics Commission of any violation of law in a case involving her investigation of a personnel matter within the city's police department.

The Ethics Commission took that action by a unanimous 6-0 vote on the recommendation of State's Attorney Diane Guillemette, the commission's advocate in the case.

Former Haines City Police Lt. Darren W. Freeman had filed a complaint on Oct. 8, 2008, alleging that **Toney-Deal** failed to follow "Police Officer's Bill of Rights" procedures in the matter under investigation.

In her Dec. 2, 2010, memorandum for the commission, Guillemette reversed her previous recommendation, in which she had written that there was probable cause that **Toney-Deal** had violated the law.

Guillemette wrote that she reversed herself on whether **Toney-Deal** had violated the law based on "the legal understanding that a Police Officer's Bill of Rights type investigation would be mandated has only recently been established by relevant case law."

The crux of the matter, according to Kerrie Stillman, spokesperson for the Ethics Commission, is that **Toney-Deal** didn't act corruptly because she didn't know in advance that to handle the investigation herself would be a violation of the law.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
January 30, 2011

Advocate Says Chief, Manager in The Clear

Author: Kevin Bouffard

HAINES CITY | The chief lawyer for the Florida Commission on Ethics has recommended dismissing complaints against City Manager **Ann Toney-Deal** and former Police Chief Morris West because there's no evidence they acted corruptly.

The commission will meet Feb. 4 to consider Chief Advocate Diane Guillemette's recommendation to dismiss a charge that **Toney-Deal** and West improperly handled a 2008 sexual harassment complaint filed by Officer Nicole Gusaeff against former Capt. Mervin Stewart, who resigned in June in a plea deal with the State Attorney's Office in Bartow.

Former Haines City police Lt. Darren Freeman, Gusaeff's supervisor who first received her harassment allegations, filed the complaints against **Toney-Deal** and West in October 2008. Two years later, the ethics commission accepted Guillemette's finding that probable cause existed for a full hearing against **Toney-Deal** and West. Since that time, however, Guillemette looked more closely at how the law defines public corruption, a key element of the case, according to her Dec. 2 memorandum obtained from the Ethics Commission.

"In order to have acted 'corruptly,' one must have acted with reasonable notice that the conduct was inconsistent with the proper performance of her public duties and would be a violation of the law or the code of ethics," wrote Guillemette, a lawyer in the Florida Attorney General's office in Tallahassee. "The facts do not establish that (**Toney-Deal's**) actions were 'inconsistent with the proper performance of her public duties.'" Gusaeff charged that Stewart, then second in command at the Police Department, made repeated sexual advances toward her, according to city records.

Toney-Deal insisted on conducting the investigation herself instead of referring it for a law enforcement internal affairs investigation.

The city manager's investigation absolved Stewart, who was later charged with perjury in his grand jury testimony about the Gusaeff case and a sexual relationship with another female officer. The charges were dropped in the plea deal. A 1991 2nd District Court of Appeal ruling cited by Guillemette holds corruption requires a public official get some kind of personal gain from misusing public office, said Peter Antonacci, **Toney-Deal's** lawyer. There's no evidence she derived any personal gain in her handling of the Gusaeff complaint, he said.

Freeman also charged that **Toney-Deal** violated state law called "the Police Officers' Bill of Rights," by not allowing a law enforcement agency to investigate the Gusaeff complaint. The city manager insisted she acted on legal advice that she could conduct the investigation.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Guillemette said in her Dec. 2 memo she still thinks the investigation should have been conducted by law enforcement but "the legal understanding that a Police Officers' Bill of Rights investigation would be mandated has only recently been established by relevant case law."

Guillemette adopted similar reasons in dismissing the complaint against West.

In response to Guillemette's October finding of probable cause to proceed against him, West wrote in a Nov. 1 letter that he advised **Toney-Deal** of the Officers' Bill of Rights and recommended the investigation be turned over to an outside law enforcement agency.

Antonacci said he expects the commission will accept Guillemette's recommendation.

"Clearly, her (**Toney-Deal's**) conduct was inappropriate," Freeman said in response to the recommendation.

Toney-Deal did not return calls seeking comment on this article.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
October 27, 2010

Panel Says Haines City Manager and Police Chief Violated Ethics Laws

Author: Kevin Bouffard

HAINES CITY | The Florida Commission on Ethics has found probable cause City Manager **Ann Toney-Deal** and former police Chief Morris West violated state ethics laws in their handling of a 2008 sexual harassment complaint by a female police officer.

A commission advocate found **Toney-Deal** improperly conducted her own investigation of the complaint by Officer Nicole Gusaeff against former Capt. Mervin Stewart, who resigned in June in a plea deal with the State Attorney's Office in Bartow. Stewart was suspended without pay in November 2008.

Diane Guillemette, an Ethics Commission advocate with the Florida Attorney General's Office, also found **Toney-Deal** and Stewart may have benefitted by her improper investigation.

The statement released Wednesday by the commission is the equivalent of an indictment, stating enough evidence exists to support a violation occurred short of actually proving it.

Toney-Deal and her lawyer, Peter Antonacci in Tallahassee, can either settle the case with Guillemette or seek a full hearing before the Ethics Commission, said Kerrie Stillman, a commission spokeswoman. The hearing would occur either in Tallahassee or locally.

If the commission finds against **Toney-Deal**, it could recommend removal from office or a fine up to \$10,000, she said.

"Absolutely I look forward to the hearing," **Toney-Deal** said Wednesday. "I'd accept a settlement only if the settlement said I did nothing wrong."

The city manager said she was confident of eventual victory because the commission split 4-2 on approving Guillemette's probable-cause recommendation.

"I find that encouraging," **Toney-Deal** said.

In the June deal on the perjury indictment against Stewart, the state attorney agreed to drop two felony perjury counts, one involving the Gusaeff complaint and the second involving sexual misconduct for a consensual affair with former Haines City police Cpl. Emelynda Hernandez, by June 2012. Stewart also agreed not to file civil charges in connection with the case.

Former Haines City police Lt. Darren Freeman, Gusaeff's supervisor who initially got her harassment allegations, filed the complaints against **Toney-Deal** and West on Oct. 14, 2008. West, charging Freeman had failed to notify him properly about starting his private security business, forced the lieutenant to resign in May 2008.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

The commission dismissed Freeman's complaints against West that he had improperly promoted Stewart to captain in February 2008 and that he had improperly used a city cell phone.

Gusaeff on April 23, 2008, wrote a six-page memo outlining several allegations that Stewart had sexually harassed her during the past month.

After conducting her investigation, **Toney-Deal** wrote Gusaeff on June 9, 2008, that she could not sustain any violations of the city's sexual harassment policy.

Freeman charged in his complaint that **Toney Deal** violated a section of the Florida law called "the Police Officer's Bill of Rights," which provides that all complaints involving police officers must be conducted by a law enforcement agency.

He also charged **Toney-Deal** had mishandled the Gusaeff investigation by not recording all interviews, the normal procedure in a law enforcement internal affairs investigation.

Freeman normally handled internal investigations for the department, but West refused to let him investigate Gusaeff's complaint, Guillemette said.

"Chief West and City Manager **Ann Toney-Deal** appeared to me to have covered up the complaint to stop it from going any further," Freeman said.

Toney-Deal told the commission's investigator she handled the Gusaeff complaint "because she historically has investigated all alleged violations of the city's sexual harassment policy," according to the investigator's report. "She confirmed that she did not record the interviews and that the only records of the investigation that she maintained are the above-referenced handwritten notes."

Toney-Deal told the investigator she did not record interviews on the advice of a former labor lawyer for the city. "I always followed the advice of our labor attorney lawyers," she told The Ledger.

The city manager "denied that the allegations were purposefully not sustained in order to prevent embarrassment to her or Chief West," the report says.

Both West and Stewart refused to talk to the commission investigator.

Advocate Guillemette agreed with Freeman. "Since the complaint was against a law enforcement officer, the investigation should have been conducted in accord with the Police Officer's Bill of Rights," Guillemette said in a July 15 recommendation. "The investigation should have been conducted by the Haines City Police Department, not respondent (**Toney-Deal**)."

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Toney-Deal had also violated the bill of rights in handling allegations against former police Lt. Fred Daniell, whom she dismissed after investigating a sexual harassment complaint against him. She sustained that complaint and fired him.

"According to the statute cited above (the Bill of Rights), it is a mandatory requirement that a law enforcement agency conduct the investigation. Moreover, even if the complaint was filed with the city manager, she would be required to send it to the law enforcement agency to conduct the investigation," Judge James Yancey of the 10th Judicial Circuit Court in Bartow wrote in his Aug. 21, 2008, ruling upholding Daniell's challenge. "There is little doubt that law enforcement is to conduct the investigation."

Yancey ordered a new investigation, which sustained the complaint and upheld Daniell's firing. Daniell has challenged that investigation.

Guillemette also suggested there was reason to support Freeman's charge of a cover-up, or at least that **Toney-Deal** had a conflict of interest.

"Respondent may have received a benefit by sparing herself the publicity, embarrassment or scrutiny regarding her role in the promotion of Capt. Stewart that may have occurred if the sexual harassment complaint had been investigated by complainant (Freeman)," she wrote in her recommendation.

Antonacci, **Toney-Deal's** lawyer, rejected that the bill of rights applied to the Gusaeff complaint because Stewart had waived his rights under that law.

And although **Toney-Deal** approved Stewart's promotion in a "ministerial" role, West made the decision, Antonacci wrote in a Sept. 29 response to the advocate's report.

"It is not plausible to assume, without any facts in support, that respondent would face scrutiny or embarrassment as a result of misconduct on the part of an individual she played no substantive role in promoting. The respondent simply had no personal stake in the outcome of the investigation," he said.

Guillemette's report on West regarding the Gusaeff investigation dealt with the same facts and reached the same conclusion that the former chief had violated the officer's bill of rights.

Neither West nor a representative appeared at Friday's private Ethics Commission hearing to consider Guillemette's recommendation on the complaints against him and **Toney-Deal**, Stillman said. **Toney-Deal** and Antonacci attended.

Attendance is not legally required, Stillman said.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Former Chief West resigned Oct. 31, 2008, in a deal with the state attorney, which agreed to drop three misdemeanor counts of soliciting prostitution from a female parolee. West also surrendered his law enforcement credentials.

The state attorney charged West and Stewart following the release of a scathing grand jury report criticizing their management of the Haines City Police Department. That prompted City Commissioner Roy Tyler to call for **Toney-Deal's** resignation.

The commission voted 3-2 to retain **Toney-Deal** in December 2008. Only Commissioner Adam Burgess joined Tyler in seeking to fire **Toney-Deal**.

Tyler and Burgess on Wednesday declined to comment on the ethics complaints and findings until the commission makes a final decision. City Commissioner Joanna Wilkinson agreed. Mayor Horace West, the former chief's brother, and Commissioner Phil Hinkle could not be reached to comment.

Burgess said **Toney-Deal** had briefed him on the complaint and that she would seek a full hearing on the allegations.

"Regardless of what the Ethics Commission's findings are, I believe the City Commission and the people of Haines City are well aware of room for improvement at City Hall," said Burgess, who declined to elaborate.

But Tyler said that if the Ethics Commission finds against **Toney-Deal**, the Haines City Commission would have to consider once more firing her.

"I'm disappointed in a number of things, and this only adds to it," Tyler said. "I certainly would entertain that idea (firing **Toney-Deal**) with my fellow commissioners. In the category of ethical conduct, we have to be above reproach."

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
June 2, 2010

Deal Closes Haines City Scandal

Mervin Stewart agrees to resign, escape charges, not file action.

Author: Kevin Bouffard

HAINES CITY - A deal between the State Attorney's Office and the former second-in-command at the Haines City Police Department appears to be the last chapter in a 2008 scandal that roiled the city.

Suspended Capt. Mervin Stewart agreed to resign from the Police Department by June 9 and not to file any civil actions against the city, Polk County or the State Attorney's Office, according to the agreement released Tuesday by the State Attorney's Office. Stewart has not worked at the department since November 2008, when he was suspended without pay.

In return, the State Attorney's Office agreed not to prosecute two felony perjury charges against Stewart for the next two years. If Stewart complies with the provisions of the agreement for the two years, the state will be barred permanently from prosecuting the perjury charges.

"I think it's a good resolution for the agency and for him," said Haines City Police Chief Rick Sloan.

Stewart's law enforcement career effectively ended in late 2008, when the State Attorney's Office released a "letter of no confidence" against him. The letter barred using Stewart as a witness in any court case because his truthfulness was compromised.

The agreement also puts in the past the nearly 2-year-old scandal for the city and the Police Department "as far as I'm concerned," Sloan said.

A grand jury indicted Stewart on the perjury charges in November 2008 and he was suspended from his \$57,995-per-year job.

A report issued by the grand jury detailed many instances of mismanagement of the Haines City department by former Chief Morris West and Stewart.

West resigned Oct. 31, 2008, in a deal with the State Attorney's Office that also included surrendering his law enforcement credentials. In return, the State Attorney dropped three misdemeanor counts of soliciting prostitution.

The state attorney agreed to Stewart's deal because it is consistent with how West's and other similar cases have been handled, spokesman Chip Thullbery said.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

The perjury counts against Stewart stemmed from his suspected sexual misconduct with two female officers under his command. Both counts were based on his testimony before a grand jury.

Stewart was accused of having had an affair with Cpl. Emelynda Hernandez, who resigned in November 2008. Officer Nicole Gusaeff accused Stewart of sexually harassing and groping her, but City Manager **Ann Toney-Deal** cleared him after her investigation.

City Commissioner Roy Tyler, then the mayor, called for **Toney-Deal's** resignation because of her handling of the Police Department and statements in the grand jury report he linked to the city manager.

Tyler was outraged by comments in the grand jury report that **Toney-Deal** was constrained in taking a firmer hand with West and the department because of "political interference" by Tyler, Commissioner Horace West, who is the chief's brother, and former Commissioner Joe Hamilton, who lost re-election in April 2008. **Toney-Deal** declined to confirm or deny making such a statement.

The City Commission voted 3-2 to retain **Toney-Deal** in December 2008. Only Commissioner Adam Burgess joined Tyler in seeking to fire **Toney-Deal**.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
March 20, 2010

Haines City Manager Touts Parks

Author: Michael Freeman

HAINES CITY - Citing an improved quality of life for city residents and a municipal workforce committed to providing excellent service, City Manager **Ann Toney-Deal** said Haines City has made a lot of progress in the past year, despite the weak economy.

"We believe here in the city of Haines City, one of our goals has been to provide you with a quality of life," **Toney-Deal** said. She was the guest speaker Thursday at the Haines City/Northeast Polk County Chamber of Commerce's monthly meeting at the United Methodist Church. She had been invited to provide the State of the City address to the Chamber.

The city manager said Haines City has expanded the amount of social and recreational activities available to residents, including the completion of major renovations to Lake Eva Park, which now has a banquet facility that has hosted a growing number of public and private functions.

In addition, she said, "we opened an aquatic center and have served over 44,000 swimmers this year."

Haines City also offers youth and adult volleyball, ballroom dancing, summer recreation programs and special events designed to draw people to downtown.

"We had our first arts and crafts festival," she said. "Movies in the Park, we just had our first one. All the movies are family-appropriate, because it's not a date night."

Other events that are helping to provide the city with a good reputation include Ribs on the Ridge, Taste of Haines City, the Annual Easter Egg Hunt, and the July 4 Thunder on the Ridge celebration.

The city also renovated Railroad Park in downtown, which hosts popular events like Bike Fest and the weekly Farmer's Market.

"The park is beautiful," **Toney-Deal** said. "It has many venue opportunities."

Haines City also expanded its public library and now draws in more than 100,000 visitors annually, she said.

"Last year, almost 150,000 adults and children visited our library," she said. "Thirty percent of our patrons live in the city, and 70 percent live in the county. We had 185 library programs offered last year."

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Linda Franz, the chairwoman of the Chamber, agreed with **Toney-Deal** that the city has done a good job giving area residents more ways to enjoy themselves in their hometown.

"The city has done such great things," she said. "Lake Eva is beautiful."

But even as the city was celebrating the expansion of recreational opportunities, building permits continue to fall to a tiny fraction of what they were earlier in the decade.

In 2004, Haines City issued 631 single-family home building permits. The numbers fell to 521 in 2005 and have been falling steadily ever since: to 438 in 2006, 184 in 2007, 64 in 2008, and just 21 in 2009.

The housing boom served as an economic engine for the entire Central Florida region, and when it came to a painful halt by 2007, the state suffered and now has an 11.9 percent unemployment rate.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
July 3, 2009

City Struggles to Balance Budget

Author: Kevin Boffard

HAINES CITY - If you get a traffic ticket in Haines City after Oct. 1, you might console yourself that you're helping balance the municipal budget.

The city could raise an additional \$100,000 to \$200,000 next year through an enhanced traffic enforcement program that would involve installing cameras at major intersections to catch red-light crashers, City Manager **Ann Toney-Deal** told the City Commission at a Thursday evening budget workshop. That was the biggest "revenue enhancement" suggestion **Toney-Deal** raised at the workshop, which the commission called to set budget priorities for the 2009-10 fiscal year, which begins Oct. 1.

Despite a \$943,465 million drop in projected property tax revenue for next year at the current tax rate, growth in other revenue sources could put Haines City's general fund in the hole by just \$122,635, **Toney-Deal** said.

That also assumes the city spends nothing on new buildings, equipment and other capital outlays, she said. The city will spend \$1.5 million on capital items this year. The general fund pays for such services as police, fire, and parks and recreation.

But City Commissioner Roy Tyler objected to the prospect of balancing the budget on scofflaws. "If we have traffic light violations, should we not do that anyway as a matter of safety? When my citizens see something different (in traffic enforcement) than before, the first conception is they're taking money from me," Tyler said. "That's like going to the chief and saying, 'We're a little short in this fund, so can you increase the number of traffic tickets,' " he said. "I don't care of what kind of perfume you put on a pig, it's a pig."

Other commissioners agreed the program should go forward for safety reasons, not "revenue enhancement." "It looks like a poor choice of words. We should have slapped them on the hands years ago," Commissioner Philip Hinkle said. Commissioners also agreed laying off city employees or cutting their benefits and raising property taxes should be the last options for balancing the 2009-10 budget.

The city would have to raise the property tax to \$8.07 per \$1,000 of taxable value to collect the same \$8.4 million it got from this year's rate of \$6.99, **Toney-Deal** said.

The Polk County Property Appraiser's Office reported total property value in Haines City declined 11.7 percent to \$1.05 billion as of Dec. 31 compared to \$1.18 billion a year earlier. The commission also instructed **Toney-Deal** to eliminate all but essential capital spending, such as fixing broken equipment, next year.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
March 5, 2009

Officials to Toney-Deal: Fix Relations

Author: Kevin Bouffard

HAINES CITY | During the city manager's review Thursday night, city commissioners agreed **Ann Toney-Deal** needs to improve the city's public relations with citizens, business people and others who do business with the city.

As an example of the enmity between business and development leaders and **Toney-Deal's** administration, Mayor Roy Tyler mentioned a claim against the city manager.

Tyler said a contractor has threatened to sue the city because **Toney-Deal** tried to steer legal business to a family member, suggesting that would help the company get city approval for the development.

Details about the allegation weren't available Thursday night, but Tyler said the contractor claims he lost business and wasn't hired by the developer.

Toney-Deal denied the charge repeatedly. "I value my ethics, and I'll leave here with my ethics and integrity," the city manager said.

Tyler said he did not believe the charge.

"If that's credible and true, my vote changes tomorrow," Commissioner Philip Hinkle said of the allegation.

Hinkle was referring to a 3-2 vote at the Dec. 18 commission meeting on Tyler's motion to fire **Toney-Deal** after she declined the mayor's invitation to resign. Tyler and Commissioner Adam Burgess voted to fire her while Hinkle was in the majority.

"The areas where the city may be deficient is in the PR. We need to develop a better decorum with ourselves," Commissioner Adam Burgess said. "You can't make everyone happy, but we've got to treat each other better."

Burgess spoke at a Thursday evening workshop called to give **Toney-Deal** her annual evaluation. Other commissioners agreed the city needs a better image, but Tyler questioned whether **Toney-Deal** was the person to do it. "**Ann's** been with the city for 16 to 17 years. Why are we talking about having to repair this?" Tyler said.

The mayor said developers have told him they fear reprisals if they complain about **Toney-Deal's** micromanagement of development reviews. "I'm telling you now, the perception of **Ann** is she will make them pay if they speak out," Tyler said.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

The council was divided on the question of whether **Toney-Deal** micromanages matters is best left to department heads and other subordinates.

"Information needs to be pushed to the lowest level. Ann needs to do better about letting department heads do their jobs," Vice Mayor Joanna Wilkinson said.

She suggested **Toney-Deal** give Assistant City Manager Ken Sauer more authority over daily operations.

"I would say she needs to give him more authority to make those decisions with department heads, and that would give her more time," Wilkinson said.

But then Wilkinson and other commissioners said the most frequent criticism from people doing business with the city is that **Toney-Deal** doesn't return phone calls.

"At one point we're saying delegate; at another we're saying return all calls," Commissioner Horace West said.

The Dec. 18 vote stemmed from **Toney-Deal's** management of the police department scandal that led to the resignation of former Chief Morris West and the suspension of Capt. Mervin Stewart, the second in command, after their criminal indictments.

West resigned in October as part of a deal with the State Attorney's Office, which dropped an indictment on three misdemeanor counts of soliciting prostitution. Stewart was suspended without pay in November pending resolution of his indictment on two felony perjury counts connected with his grand jury testimony.

Tyler's dissatisfaction with **Toney-Deal** stemmed from a Nov. 13 grand jury report. The mayor has said he was upset by a portion of the grand jury report that exonerated **Toney-Deal's** management of the police department because of suspected political interference by city commissioners, including Tyler and the chief's brother, Commissioner Horace West.

Tyler asked **Toney-Deal** directly whether that statement came from her grand jury testimony. **Toney-Deal** refused to discuss her grand jury testimony because of the oath of secrecy she took.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
March 4, 2009

City Manager Toney-Deal's Annual Review Will Be Tough

Author: Kevin Bouffard

HAINES CITY | After escaping dismissal by a 1-vote margin Dec. 18, City Manager **Ann Toney-Deal** could face a tougher-than-usual annual evaluation after today's City Commission meeting.

Only Mayor Roy Tyler, one of the two commissioners who voted to fire **Toney-Deal**, offered to share the criticisms he will raise during the review.

"Her aptitude is not nearly as much concern as her attitude," Tyler told The Ledger on Wednesday. "How does an arrogant individual accept the fact that she's arrogant?"

Tyler said he based his assessment on his own dealings with the city manager and on conversations with local developers and government officials outside Haines City. They told him **Toney-Deal** is inflexible and overbearing when she disagrees, even on minor matters.

Tyler said he would also raise the oft-mentioned charge that **Toney-Deal** micromanages matters that should be relegated to the staff level.

Of the other four commission members, only Horace West agreed to discuss **Toney-Deal's** performance, and he said he was reluctant to share criticisms before the meeting.

"She has a lot of strengths I want to stress tomorrow night - more strengths than weaknesses," West said. "I do think **Ann** always has to work on employee relations."

The latter was not a criticism, West said, but he will encourage **Toney-Deal** to "show she is a caring individual. I know she is."

West said he has seen improvement on the issues **Tyler** raised.

Vice Mayor Joanna Wilkinson and Commissioners Adam Burgess and Philip Hinkle declined to discuss any recommendations they will make on the city manager's performance. Burgess cast the second vote in December to fire **Toney-Deal**.

Toney-Deal declined to talk about any comments made about her performance before the meeting.

The commission meeting starts at 7 p.m. at City Hall, but commissioners won't discuss her evaluation until a workshop after adjournment.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
December 18, 2008

Haines City Votes To Retain Manager

Author: Kevin Bouffard

Close 3-2 vote saves **Ann Toney-Deal's** job despite mayor's call to fire her.

HAINES CITY | City Manager **Ann Toney-Deal** retained her job Thursday by the narrowest of majorities, 3-2, but even her staunchest supporter acknowledged she had to change her management style.

"I expect changes. I expect positive changes in the event we retain this city manager," said Commissioner Philip Hinkle. "I think the city manager needs to take a new direction in her management style, but I think she needs to be the person to lead us."

Hinkle was joined by Vice Mayor Joanna Wilkinson and Commissioner Horace West in voting to retain **Toney-Deal**. Commissioner Adam Burgess and Mayor Roy Tyler voted to fire her.

"Of course I'm pleased with the decision the city commission made. I'm committed to working with all five equally," **Toney-Deal** said after the 2 1/2-hour city commission meeting, of which all but about 20 minutes dealt with her tenure. "I hold no ill will toward anything said. The beautiful thing about living in America is you can say whatever's in your heart." **Toney-Deal** acknowledged that she has to change, but she declined to discuss specific areas. That will be decided when she faces her annual evaluation, probably next month, by commissioners.

It was glowing past evaluations from commissioners that played a key role in the majority's decision against firing her. **Toney-Deal** has been city manager of Haines City since 1991. "During those (past) evaluations, she received high marks," West said. "To terminate a person without giving her a chance to improve is not right."

Hinkle agreed: "If issues need to be addressed, we need to do that in the review process."
standing-room only

The debate took place in front of about 100 people, leaving standing room only in the commission chamber and spilling out into the hallway. Sixteen people spoke, most in support of retaining **Toney-Deal**. Applause for speakers for and against the city manager seemed to divide equally. "A good leader sets the vision and tone of operation for the organization. **Ann Toney-Deal** has been that type of leader in Haines City," said Ben Graham, a Haines City resident.

"Ms. **Toney-Deal** has not just made mistakes; she has been negligent," said Rufus Mock, a former dispatcher with the city police department, after criticizing her for conducting police internal affairs investigations contrary to Florida law and for micromanaging the department, particularly interfering in promotions and firings.

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Burgess said his vote reflected the desires of the people he represents, not his personal opinion.

"My personal opinion is the city manager should be allowed to take corrective measures," he said.

People complained mostly about **Toney-Deal's** handling of the police department, including micromanagement and her doing internal affairs investigations, Burgess said.

Tyler first called for **Toney-Deal's** resignation Dec. 4. It came at the end of a 90-minute city commission workshop to discuss the Nov. 13 report from a 10th Judicial District grand jury investigating criminality and mismanagement at the Haines City Police Department.

The investigation led to the Oct. 24 indictment of former Chief Morris West, Commissioner Horace West's younger brother, on three misdemeanor counts of soliciting prostitution. Morris West resigned a week later in a deal with the State Attorney's Office, which dropped the charges in return for the resignation and West surrendering his law enforcement credentials.

Mayor speaks

At the Dec. 4 meeting, Tyler declined to give specific reasons for his call to fire **Toney-Deal**, saying at the time he did not want to turn the meeting into a character assassination of the city manager.

But the mayor said Thursday that his not providing specific reasons was misinterpreted as him acting on a whim. So Tyler read a prepared statement outlining more than a dozen problems he found with **Toney-Deal's** management.

Tyler charged that she micromanaged other departments and that she intimidated employees who disagreed with her, leaving them to fear for their jobs. He said he spoke with several top city department managers who said they had left early for those reasons.

Tyler said he also spoke with several government leaders outside Haines City, who told him they have problems with her "timeliness and veracity." They told him she became difficult to deal with after losing an argument.

Local business leaders expressed similar concerns, including having to deal with **Toney-Deal** directly on matters usually handled by staff.

"When I expressed confidence in the aptitude of my manager, I was reminded that cunning treachery is not a substitute for smart," he said.

Tyler repeated his charge that **Toney-Deal** misled the grand jury and that her testimony was behind a section of its report that absolved the city manager from the many management and

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ethical shortcomings in the police department. Instead, it charged that three commissioners had interfered with **Toney-Deal's** supervision of Chief West.

Horace West was identified by name, and the two others appear to be Tyler and former Commissioner Joe Hamilton, who lost his bid for re-election in April.

"When faced with the revelation of impropriety under one's leadership, I feel the proper first step is to accept accountability and seek correction and redemption, not to abdicate and attempt to place the blame on others," Tyler said.

Horace West again denied interfering, but he said his vote was based on a long discussion with his brother, who supports **Toney-Deal**.

issue likely not dead

Tyler told The Ledger he will not ask for **Toney-Deal's** resignation again, but he added the issue is probably not dead. He said he expects it to be an issue in future elections, including next April, when Wilkinson must face the voters.

"I'm afraid for candidates in future elections there will be a single issue," the mayor said. "I emphatically think we will hear more from our citizens. Maybe I'm talking to the wrong people. Maybe I'm out of touch, but I don't think I am."

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(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
December 17, 2008

Toney-Deal Faces Possible Termination

Author: Kevin Bouffard

Mayor said he'll call tonight for a vote to fire the city manager.

HAINES CITY | The beginning of the end for former Police Chief Morris West - and perhaps City Manager **Ann Toney-Deal** - may have happened in early 2007, when the two faced a revolt among police officers over the handling of disgraced former Lt. Michael Green.

Facts

HAINES CITY SHOWDOWN

'I think she holds grudges and uses her office as a place to take care of it. Beat up on people, she sure does. I would not tell a lie on her, as much as I dislike what she's done to me. Haines City will be much better off without her.'

- Bill Combee, whose relationship with **Toney-Deal** and her administration soured after a number of personal and business disputes.

Facts

CORRECTION

This story, published on page A1 on Thursday, incorrectly reported former crime scene investigator Jeff Sauro resigned from the Haines City Police Department after complaints were filed against him. Sgt. Howard Porter resigned after complaints were filed against him. Sauro retired.

Three former police officers interviewed by The Ledger accused **Toney-Deal** of protecting Green to keep him from being fired, and two current city commissioners also questioned how he was treated.

Green's troubles revolved around how he handled a standoff situation in which an officer and a suspect were wounded, with the State Attorney's Office eventually saying Green was untruthful about what had happened and sending a letter saying prosecutors would no longer be able to use him in court.

Tonight, Mayor Roy Tyler has said he will call for a vote on firing **Toney-Deal**. The City Commission meeting starts at 7 p.m. at City Hall.

Toney-Deal declined to talk to The Ledger before the vote.

Following a three-month grand jury investigation of the Haines City Police Department, West resigned Oct. 31. A week earlier, he had been indicted on three misdemeanor counts of soliciting

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prostitution. Two weeks later, the grand jury issued a scathing report concerning West's management of the Haines City Police Department.

An allegation that **Toney-Deal** "micro-manages" city departments has dogged her since she became city manager in 1991. A Ledger examination found accusations that **Toney-Deal** overrode West's hiring decisions and took it upon herself to conduct police internal affairs investigations, which a judge has ruled violated Florida law.

Tyler has told The Ledger his decision to call for the city manager's firing rests on many factors, including his assessment of her handling of employees; her relationships with residents and the business community; and her management of all city departments, including the police.

But a key reason for his decision stems from a section in the grand jury report dealing with **Toney-Deal's** role in the Police Department's management failures, Tyler said. The report absolves the city manager based on alleged political interference from three commissioners, including Horace West, the chief's older brother.

"In the case of Haines City, until recently, three of the elected commissioners were very close to Chief West, this being his brother and two close friends," the report said. "These lifetime relationships between brothers and the other two commissioners who were close friends of Chief West have caused problems. Ms. **Toney-Deal** is not in a position to adequately discipline Chief West for some of his actions because of the feedback from the commissioners and the community. It is obvious that she must tread lightly or risk putting her job in jeopardy."

Tyler acknowledged he's been pegged as one of those two friends, and "until recently" indicates the other is former Commissioner Joe Hamilton, who lost a re-election bid in April.

Tyler and Horace West told The Ledger they think the grand jury based that charge on **Toney-Deal's** testimony. Both deny they interfered in West's or **Toney-Deal's** management of the Police Department.

"That tore me to no end," said Tyler, who added **Toney-Deal** "was not living up to her responsibility" for her role in Police Department mismanagement.

Horace West also denied discussing police management issues with **Toney-Deal** or his brother.

"One of the things I rarely did is talk about police business," Horace West said. "I didn't want him (Morris West) feeling he was working for me."

Hamilton did not respond to The Ledger's request for an interview.

Tyler and West agreed the political interference charge may have stemmed from conversations they had with about a dozen Haines City police officers in early 2007 over the handling of Green, the former lieutenant.

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The Ledger spoke with several former police officers involved in those conversations, including Darren Freeman, a former lieutenant who now runs Freeman Security Services in Haines City; Howard Porter, a former sergeant who also works in private security for a Miami-based company; and Jeff Sauro, a retired crime scene investigator.

Freeman and Sauro resigned from the Police Department in the wake of complaints filed against them.

NO CONFIDENCE

Green, then a sergeant, was the officer in charge during a Dec. 27, 2005, incident in which a Haines City man barricaded himself in his house with a gun. Joseph Franklin's ex-wife called police after he shot at her when she tried to enter the Bartley Street house.

Detective Jason Varnadore was shot in the leg when he attempted to enter the house under Green's instructions. Franklin suffered non-fatal gunshot wounds when another officer returned fire.

The incident resulted in several investigations during the following year and ended with a review by the State Attorney's Office.

A Feb. 14, 2007, State Attorney's Office report found Green had given conflicting accounts to investigators and that accounts from other officers at the scene, including Porter, conflicted with Green's statements. Porter also told the state attorney's investigator Green had attempted to influence his testimony.

Two weeks later, State Attorney Jerry Hill concluded Green was "untruthful or showed a reckless disregard for the truth regarding material facts" in his testimony on the shooting. It also noted Green had been fired from the Polk County Sheriff's Office for untruthfulness before joining the Haines City Police Department.

Because of the questions over Green's truthfulness, Hill said his office could no longer use the officer as a witness in any court proceeding.

Such a so-called "no confidence" letter usually results in an officer's termination because he is ineffective in any law enforcement capacity, even writing a traffic ticket, Hill told The Ledger.

"Whenever it (a no-confidence letter) happens, it renders that person pretty much useless for anything (in law enforcement)," agreed Tom Wheeler, the former Haines City police chief now working as a recruiter for the Polk County Sheriff's Office. "If it happens, you don't have any alternative - that person has to go."

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Acting Haines City Chief Mike Pruitt and Tyler, a law enforcement consultant after a 15-year career with the Polk Sheriff's Office, agreed a no-confidence letter normally results in the officer's termination.

But Green was not fired, and officers alleged **Toney-Deal** overruled West's decision to fire him. Chief West has not responded to repeated attempts to interview him since October.

"**Ann Toney-Deal** had a stranglehold on the Police Department," said Freeman, who resigned in May after being reprimanded for running his security business during off-duty hours because of potential conflicts with his on-duty work. "The whole thing about Green built up to a point where officers wanted something done."

Freeman, Porter and Sauro say **Toney-Deal** protected Green because they were friends. Tyler agreed that was a fair characterization of their relationship.

"It was a morale killer. Every one of the officers had talked to the police chief, who attributed (Green's retention) to City Hall," said Tyler, discussing what officers told him at the time.

"City Hall" meant **Toney-Deal**, he added.

Horace West said he met with several officers at his house, who related the same account that Green kept his job because of "friends at City Hall."

But West said he didn't inquire at the time who those friends were, nor did he discuss the matter with his brother.

"I did not get into that," he said. "My answer to them at the time was that he (Green) must be a valuable employee, but that it was not my decision."

Porter said he talked with Chief West directly over retaining Green after the no-confidence letter. The chief acknowledged Green served no useful function at the department but added, "my hands are tied," referring to **Toney-Deal**, said Porter, who resigned in August 2007 after a fellow officer charged he had viewed pornography on a department computer a year earlier.

Porter charged the complaining officer was a friend of Green who was retaliating for his testimony to the state attorney investigator in the shooting incident.

After the no-confidence letter, West re-assigned Green to a support role that involved overseeing the motor pool and building maintenance. He retained his annual salary of \$47,945.

Green resigned in September 2007 after new allegations from Freeman that he had misled people into donating horses to start a mounted patrol unit in Haines City. Green had kept some of the horses at his home. West told The Ledger at the time he had not authorized starting a mounted patrol unit.

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The Green incident was not the first time **Toney-Deal** had upset police officers regarding her influence on personnel decisions. Freeman, Porter and Sauro charged she was behind the 2005 decision to eliminate the position of deputy chief, thus forcing popular Deputy Chief Wendall Maggard to retire after 27 years with the department.

Tyler, who questioned the decision at the time but voted for it as part of the city's annual budget, told The Ledger recently he thought **Toney-Deal** dumped Maggard because of his independence.

"He was one of the department heads that had his own mind. That's why he was fired," the mayor said.

INTERNAL AFFAIRS

Toney-Deal also angered some Haines City officers when she took over several police internal affair investigations, Freeman, Porter and Sauro said. Normally, department officers, such as Freeman, conduct internal affairs investigations or they are referred to other local agencies, such as the Sheriff's Office.

One internal affairs investigation she conducted resulted in the 2004 firing of former Lt. Fred Daniell on a sexual harassment charge. Daniell sued the city, challenging **Toney-Deal's** authority to do police investigations under a Florida statute known as the "Police Officers' Bill of Rights." Not only did the city manager lack authority, Freeman said, but **Toney-Deal** failed to follow the statute, which requires all interviews be taped and given to the accused.

"There is little doubt that law enforcement is to conduct the investigation," Judge James Yancey of the 10th Judicial Circuit Court in Bartow ruled Aug. 21. "According to the statute cited above (the Bill of Rights), it is a mandatory requirement that a law enforcement agency conduct the investigation. Moreover, even if the complaint was filed with the city manager, she would be required to send it to the law enforcement agency to conduct the investigation."

When questioned by The Ledger on Yancey's decision, **Toney-Deal** said she was standing by the city's lawyer in the Daniell case. "The judge is wrong," she said.

Former Chief Wheeler also objected to **Toney-Deal's** handling of Daniell, particularly her insistence in the officer's termination letter that he is an "at-will employee," meaning he could be fired without cause.

"He got a raw deal," Wheeler said. "You don't just fire someone because you can."

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(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
June 9, 2008

Haines City Manager Updates Goals Progress

Author: Amber Smith

HAINES CITY | When city commissioners set the city manager's goals for the year, they also told **Ann Toney-Deal** they expected quarterly updates on her progress.

Toney-Deal updated the commissioners on how she's doing at a workshop meeting Thursday night.

Toney-Deal said she was still working on her first short-term goal: evaluating the location, layout and staffing of the city manager's office.

"I think with the budget constraints we have, I would not recommend a receptionist," **Toney-Deal** said, adding that she might be looking at changing people around now that the Main Street office in City Hall is empty. "I am still working on this."

Toney-Deal's short-term goals included:

Reviving the city monthly newsletter. The first newsletter of the year went out in March, **Toney-Deal** said.

Organizing a 2008 Citizens' Academy. She said this is scheduled for September.

Hiring a project manager to oversee all city projects. **Toney-Deal** recommended freezing this position because of budget issues, and the commissioners agreed.

Revisiting the Main Street organization. **Toney-Deal** said the Main Street board is looking at this with the recent resignation of the director.

Creating a citywide vacation policy. **Toney-Deal** said a draft policy has been prepared saying salaried employees of more than a year would be required to take two weeks' vacation each year and hourly employees of more than five years must take two weeks' vacation each year.

Mayor Roy Tyler said he did not want to see a vacation policy that was too inflexible, allowing employees to take more time.

He also said he did not want to see employees save up 10 years of vacation and have to be paid for it when they left the city.

Commissioners also said they were in favor of a workshop to further discuss the reorganization of the Main Street program.

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Tyler said he would like to see what suggestions the Main Street board comes up with as well. **Toney-Deal** also updated the commissioners on her long-term goals, which consist of:

Code enforcement in the city limits. **Toney-Deal** hired a new supervisor and the department has created quarterly activity summaries.

Code enforcement in the county near city limit entrances. **Toney-Deal** said she met with County Manager Mike Herr about the issue and would be following up on the issue.

Identify property for a new City Hall, Fire Department, library, historical society and other offices. **Toney-Deal** said the city owns several pieces of property in the downtown area that could be used, but again warned of a tight budget year.

Interlocal services among cities on The Ridge. The first meeting of the U.S. 27 Coalition was held last month and **Toney-Deal** said it is an ongoing effort.

Continue to work with neighboring communities. **Toney-Deal** said this has also been initiated.

Annexation to the west, south and east. She said this is also an ongoing effort and the city has annexed 95 acres so far this year.

Review development process. City officials held a meeting several months ago with developers and the community to get ideas on how to improve the process. **Toney-Deal** said some ideas are being worked on.

Evaluate buying land for an industrial and business park. **Toney-Deal** said the economy has affected some land prices, but that land for light industrial and business parks still seems to be selling.

Create an ordinance for a design review committee for the central business district. **Toney-Deal** said this item was completed and the commission passed the ordinance in May.

Work on changing the ZIP code so areas in the city limits will have Haines City addresses instead of Davenport ones. Heart of Florida Regional Medical Center and Ridge Community High School are in the city limits but have Davenport mailing addresses.

Tyler said he did not necessarily want the City Commission responsible for the design review. "Every rock we pick up and put in our wagon, someone blames us if it doesn't go in the direction they want," Tyler said.

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Elizabeth Ann Toney-Deal
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Ledger, The (Lakeland, FL)
December 20, 2007

Haines City's Manager Gets Overall Glowing Evaluation

Author: Amber Smith

Officials tone down some of their criticisms after she offers explanation.

HAINES CITY | City commissioners tempered some of their criticism of City Manager **Ann Toney-Deal** with an overall excellent evaluation rating and a 5 percent merit raise during her annual review.

Commissioners changed the evaluation process a little by sending **Toney-Deal** out of the room while they discussed the nine sections on the evaluation form. They then brought her in to offer her rebuttal.

"Overall you have been given an excellent rating," said Mayor Philip Hinkle. "If it was said once during the evaluation, it was said a million times, there isn't one of us that wouldn't want to see you at the helm of the city.

"You are an outstanding CEO of this city," he told her.

Toney-Deal, who started with the city in December 1991, is paid \$127,060 per year, which includes the 3 percent cost-of-living increase all city employees received Oct. 1. With the 5 percent increase, she will now be paid \$133,413 per year.

But commissioners said **Toney-Deal** needed to improve in some areas.

The main one, brought up first by Commissioner Roy Tyler, was the perception that **Toney-Deal** is hard to get along with and isn't well liked by other governmental agencies.

"There is this perception out there of her and she needs to fix it, whether it is fact or fiction," Tyler said. "There are other intergovernmental agencies out there that aren't real fond of her."

Tyler said he had received calls that **Toney-Deal** doesn't return phone calls and that department heads can't make decisions without checking with **Toney-Deal** first.

Tyler said he has defended **Toney-Deal** to others, but he believes she needs to work on the perception that is out there.

Commissioner Joanna Wilkinson agreed with Tyler, saying **Toney-Deal** needs to "soften" her approach when dealing with the public and other governmental officials.

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She also said **Toney-Deal** needed to do a better job of communicating with her department heads and delegating more decisions to them.

Toney-Deal admitted she has been guilty of acting as a "mother hen" to some department heads and helping them more than she should.

Commissioners also said they didn't believe **Toney-Deal** needed to be as involved in the process of getting the meeting agenda out.

Toney-Deal strongly objected to this request and said she was not comfortable about letting an agenda go out without her seeing it.

"There have been times that I have caught things of a legal nature that could have been a problem if it had gone out as it was," **Toney-Deal** said. "I want to be in the loop on everything that is going on."

She also adamantly denied that she has held up meeting agendas because of her need to check the agenda and backup information.

After she finished explaining her reasons, commissioners said they understood and backed off on their recommendation she not oversee the agenda.

"I feel more comfortable with this now," Commissioner Horace West said. "As a manager myself, I understand what she is saying about wanting to check over things that she will ultimately be held accountable for."

Commissioners also said **Toney-Deal** needs to work on sprucing up city facilities like City Hall.

They also told her to work harder on plans to move or build a new City Hall in the downtown area.

All five commissioners said **Toney-Deal** has done an excellent job with budgeting and fiscal management, professional and leadership skills, and community relations.

"You can't fault her on any of that," Hinkle said. "It is the excellent job she has done in the past with the budgeting that has the city in the position it is in today."

Commissioners did say they believe some improvement is needed in the area of decision making. "It's taking her too long to make a decision because she is making too many decisions," Tyler said, adding that she needs to delegate more to department heads.

"She picked all of the people who are here," he said. "This is her team. If she can't rely on the department heads to make the right decision then she needs to fire them."

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Tyler also said he had heard from several people that **Toney-Deal** is a micromanager.

"Of course, that could just be coming from people who are upset with some decisions she has made," Tyler said. "I look at department heads as being the managers.

"She is the leader, but what she has been doing is managing. She needs to let the department heads manage. If they make mistakes she needs to let them be responsible for them," Tyler said.

Commissioners were also supposed to review City Clerk Cherry Dowdy, but they sent her home at 10 p.m. when they weren't done with **Toney-Deal's** evaluation. They rescheduled Dowdy's evaluation for 5 p.m. Dec. 27 in the commission chambers at City Hall.

Toney-Deal's evaluation lasted until midnight and ended with commissioners telling her they were overall pleased with the job she has done.

"There are just some things that need to be improved on," Hinkle said.

Toney-Deal said she believes she has done a good job leading the city. "I feel like the city has been successful," **Toney-Deal** said. "We are still continuing to annex, and all the vacant land we have, we are starting to plan what we want to do with it in the future.

"I am most proud of our relationship with the Haines City Economic Development Council," she said. "When a new business comes in, we have a staff team available to give them the information they are looking for.

"We are all working very well together," she said. "It is going to be an extremely busy and exciting 2008 as it relates to businesses."

Commissioners said they are doing away with the current evaluation form and will be setting goals for **Toney-Deal** sometime in January that she will be evaluated on in her next evaluation.

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Ledger, The (Lakeland, FL)
February 5, 2007

HAINES CITY REWARDS 12 EMPLOYEES; THE CITY MANAGER HANDS OUT CHECKS TO THOSE WHO SHOW EXEMPLARY WORK.

Author: Amber Smith

HAINES CITY - City commissioners have rewarded 12 employees for going above and beyond their job descriptions. The employees, who receive either \$1,000 or \$1,500, were nominated by their department heads. "All these employees have met the criteria for the employee incentive award as set by the commission," said City Manager **Ann Toney-Deal**, who handed out the checks along with the various department heads.

Commissioners set up the program four years ago as a way to reward employees for their hard work and to show their appreciation. "I am glad to see we are doing this," Commissioner Philip Hinkle said during Thursday night's meeting. "These awards are very well deserved. We have some great employees."

The winners from the various city departments are:

Community Development: Al Blair and April Brown.

Police Department: Cpl. Angela Stewart and Senior K-9 Officer Keith Hammond.

Fire Department: Capt. Mark Baker, Lt. Terry Barlow and Lt. Jack Cooper.

Library: Debra Howell and Deborah Ortiz.

Parks and Recreation: Eric Atherhults and David King.

The only department head to receive the employee incentive award was Parks and Recreation Director Kelly Callihan. **Toney-Deal** said Callihan received the award for his continued help on citywide construction projects, such as the new gym for the Bethune Neighborhood Center and the master plan for Lake Eva Park.

IN OTHER BUSINESS

The commission approved an ordinance enacting a system of fines for multiple false alarm calls at homes and businesses. Fire Chief Lon Cheney said he and Police Chief Morris West had hammered out an ordinance because of the high rate of false alarm calls during the past year. Cheney said emergency services employees responded to 1,229 false alarm calls last year. No fines are issued for the first and second false alarm calls in a 180-day period. The fine for a third offense is \$50, a fourth is \$100, a fifth is \$200, a sixth \$350, and a seventh and above is \$500 per call. Cheney said most of the false alarm calls were from businesses.

Commissioners also de-annexed some land at the Thursday night meeting. **Toney-Deal** said the city had inadvertently annexed 2 1/2 acres near Lake Marion when the city annexed a larger parcel of land. She said the land with a home on it was not meant to be included in the annexation. "It was an error annexation," **Toney-Deal** said. "We do not have a problem with this. It was annexed due to an error in the legal description." The commission unanimously approved the de-annexation.

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Elizabeth Ann Toney-Deal
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Ledger, The (Lakeland, FL)
October 24, 2006

**TWO CITY MANAGERS WORK OUT LAND SWAP DEAL DAVENPORT AND
HAINES CITY BURY THE HATCHET AND PLAN TO COOPERATE.**

Author: Amber Smith

The Ledger HAINES CITY - After a couple of years of contentious battles over annexed land, Davenport and Haines City have learned to work together.

The two city managers have worked out a land swap deal that they will be taking to their elected officials for final approval.

The deal involves 180 acres of land off U.S. 27 North near Holly Hill Road that would go to Haines City and 120 acres of land near Snell Creek Road to Davenport.

"We're giving up land we have the potential to annex per the turf battle war of 2003, which is located between Holly Hill Road and U.S. 27," said Davenport City Manager Ryan Taylor. "It's not U.S. 27 frontage, it's mostly residential area and some has already been developed. They're getting annexation capability of land that is already in their service area." In exchange, Taylor said Davenport will be getting 120 acres of land that they can annex and also extend the city's utility service area.

"They may be getting more land, but we are getting to extend our utility service area, which was important to us," Taylor said. "We don't feel that anyone is getting the upper hand here." The two cities were embroiled in a two-year annexation battle, which resulted in the case going to Circuit Court and the land along U.S. 27 North being divided up.

In the end, Haines City got the Heart of Florida Regional Medical Center and the new Ridge Community High School, and Davenport got some frontage land on U.S. 27 North near County Road 547.

The land swap came about when developer Mitchell Kalogridis, who is building a residential development near Snell Creek Road, approached both cities inquiring about water and sewer capabilities.

"We do have a waterline along the road," Davenport's Taylor said. "The development land is actually in Haines City's utility service area, but it was a mile away to the nearest connection, so in an effort to help the developer, we got together and did some bartering." City Manager **Ann Toney-Deal** of Haines City told her commissioners at a meeting last week that the two cities had reached an agreement and would be amending the interlocal agreement the two sides worked out in 2004.

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(Articles are in reverse chronological order)

"It is our recommendation that you authorize the city attorney to draw up the necessary documents," **Toney-Deal** said. The City Commission unanimously approved the motion to have the documents drawn up.

Tom Cloud, Haines City's city attorney, said the documents would have to be approved by both the Davenport City Council and the Haines City commission and then be forwarded to Circuit Court Judge Ron Herring for approval.

Cloud did not know how long that would take.

Taylor said he was not anticipating any problems with the deal going through. He also said he sees the two cities working together more in the future.

"There are no hard feelings," Taylor said. "**Ann** and I work very well together."

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
July 18, 2005

HAINES CITY HAS OFFICER JOBS TO FILL; HIGH TURNOVER

Author: Amber Smith

HAINES CITY -- Several cities in the area currently have openings for police officers, but Haines City seems to be leading the pack with the most at eight.

City Manager **Ann Toney-Deal** attributes the openings and high turnover rate to three things. "Cities, counties and the private sector experience more turnover any time there is a position that requires certification and licensing," **Toney-Deal** said.

"Employees for the most part are part of the next generation, which is being referred to as the XY Generation, and there doesn't seem to be the loyalty to one employer as there has been in the past, so you see more turnover."

Toney-Deal said the city asks that officers work for two years and requires that within that time frame they live within 20 miles of the city limits.

"That is for emergency purposes," **Toney-Deal** said, explaining that when the three hurricanes hit the area last year, all police officers were called in to work and needed to be able to respond in a hurry. "Sometimes when that two years is up and people realize the city is not going to waive that requirement, they start to look for employment elsewhere closer to where they live," she said.

Police Chief Morris West said the city is in the process of hiring three new officers. "We expect to have them sworn in by the end of the month," he said.

According to figures from the city's human resources department, the city has had a total of 52 officers leave in the past five years. Of that number, 23 have not completed the two-year employment requirement.

J.J. Stanton, personnel and selection coordinator for the Winter Haven Police Department, said that department currently has three openings, but is in the final stages of the hiring process on all three. Stanton said every department occasionally goes through times where there are multiple openings.

"We lost one of ours to a larger agency and the other two were disciplinary issues," Stanton said. "Sometimes the larger agencies, like the Sheriff's Office, will recruit our people. They have implemented a new step pay plan where for every 24 months of experience they move you up in the pay plan."

Stanton said it is a moving cycle, though.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

"Our people may go to a larger agency, but then we get people from smaller departments in the area," Stanton said.

Winter Haven Police Department also asks new hires to work for at least two years.

Toney-Deal said Haines City can't compete with the higher pay and some benefits sheriff's offices offer.

In a comparison of similar population cities, Haines City does seem to be behind in pay for beginning officers and officers in training.

According to personnel information from the following cities:

Haines City: Pays \$26,149 for officers in training. They must complete 10 weeks of training and then are moved up to \$30,217 annually.

Lake Wales: Pays \$30,878 for probationary officers who must serve one year of probation. They are then moved up to \$32,350 annually.

Lake Wales currently has one police officer position open and high turnover is not a problem.

"We usually only have openings when someone retires," said Sandra Davis, human resources director for the city.

Bartow: Pays \$29,654 for probationary officers who must serve one year of probation. They are then moved up to \$31,459.

Bartow currently has four positions open, according to police Maj. Dennis Hoecherl. "We also have a hiring freeze on, so we will not be able to fill the positions right away," Hoecherl said.

Auburndale: Pays \$30,682 for probationary officers who must serve one year of probation and then are moved up to \$31,289.

Auburndale currently has three positions open, but Chief Dean Longo said he has people lined up for the jobs.

Longo said one officer left for a job at a bigger agency, one was fired and one resigned for health reasons.

"It is unusual for us to have this many openings," Longo said. "But people are going to go where they think they are going to get the best deal. I tell the young people coming in, I try to be up-front with them, that if they can't accept us for what we are now and not what they want us to be or think we should be, then not to waste our time. I don't want my department to be the proverbial stepping stone."

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Toney-Deal said the city is currently conducting a salary survey for all departments, but police officer pay is in line with what other cities pay. "No one is going to leave for \$1,000 difference," **Toney-Deal** said. "When you look at taxes and other things, it isn't worth it."

West said the department is looking at its recruiting policies and making some changes. "We are looking at where we recruit from," he said. "We would like to get more people who have ties to the community and are looking to stay here. We have found that if they have family in the area or grew up here, they tend to stay longer."

West, who is a graduate of Haines City High School and a lifelong resident, said he has several officers currently who graduated from Haines City High.

In the past, the department has hired several officers from the Kissimmee and Orlando areas.

"That hasn't always worked out well for us if they don't move to the area," West said. "For one reason or another they may not move here, and when they come up on the two-year requirement they look for jobs closer to where they live."

West said there have also been some instances in which someone fresh out of the police academy will come to work for Haines City for the experience, but then leave for a larger agency.

"They come here for the experience because agencies like the Osceola Sheriff's Department won't hire them without some experience," West said.

Both West and **Toney-Deal** said they think the openings will be filled in the near future. "We could fill all the positions tomorrow if we didn't care who we hired," West said. "But we want to make sure we have quality officers providing services to our citizens."

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
May 10, 2005

CITY MANAGER GETS HIGH MARKS AGAIN

Author: Amber Smith

HAINES CITY -- Commissioners have given City Manager **Ann Toney-Deal** high marks again in her annual evaluation and are considering what goals they want her to accomplish in the next year.

Toney-Deal received the top score of "excellent" in almost all of the 25 categories on her evaluation form. The lowest score was a rating of "good." Categories ranged from planning and organization to communication skills to management of employees to community relations and financial/fiscal management.

Commissioner Joanna Wilkinson, who was elected mayor by her fellow commissioners at the Thursday night meeting, said she would like to see future goals added to the evaluation process. "I think we should add another section for goals each year and rate her on how she completes those goals," Wilkinson said. "I think that should be a part of her evaluation."

The commission will be discussing the goals at a workshop meeting that is tentatively set for May 20. Wilkinson said the commissioners want to take a bus tour of the entire city May 20 and then would discuss her goals after the tour. The commission usually takes a bus tour of the city every year.

Commissioners have not discussed any pay raises yet for either **Toney-Deal** or City Clerk Cherry Dowdy. Dowdy also received high marks from the commission in her evaluation last month. Dowdy is paid \$54,662 a year while **Toney-Deal** is paid \$107,597 per year.

"We haven't discussed pay issues yet," Wilkinson said.

Also at the meeting, commissioners elected Commissioner Horace West to serve as vice mayor.

In other business, the commission also discussed the issue of NorthRidge Baptist Church's request to build an electronic message board sign on the church's property along State Road 17 near County Road 544.m"The commission has directed staff to develop an ordinance that would allow the electronic message board signs, but that would also include protection for the surrounding areas," said Assistant City Manager Amy Arrington.

Currently, the electronic signs are not allowed by city code enforcement rules. City staff has argued against the electronic sign because the area where the church is located is zoned mostly residential. Arrington said staff was working on having the ordinance ready for the May 19 City Commission meeting.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
January 30, 2005

HAINES CITY TO GET AUTOMATED PHONE SYSTEM FOR CITY HALL

Author: Amber Smith

HAINES CITY -- Callers to City Hall will be served by an automated phone system sometime in February.

During a workshop meeting Thursday night, City Manager **Ann Toney-Deal** went over the new phone system and the top 10 other projects that are in the works.

City commissioners are now up to date on all the big projects happening in Haines City.

"One of the first things we will be taking care of is the new phone system here at City Hall," **Toney-Deal** said. "We will begin training staff on the new system next week."

The Police Department already has a new automated phone system similar to the one City Hall will be getting. **Toney-Deal** said many department heads will have direct phone numbers and there will be an automated message for people who call after business hours or on holidays when City Hall is closed.

Mayor Roy Tyler asked if there would be a number for people to call in an emergency, such as if a water main broke.

Toney-Deal said people would be told to call the Police Department where dispatchers have numbers for people to call depending on the emergency.

Tyler asked if that step couldn't be shortened by having emergency calls directed to the person on call.

Toney-Deal said city staff would look into it. "We are just trying to get the system up first," she said.

Some of the other projects include:

A new air conditioning system for City Hall. Bids will be awarded in March.

Bids are out on the Ingraham Avenue streetscaping project. Bids are due back Feb. 22 and should be awarded at the March 3 meeting, **Toney-Deal** said.

The city expects construction of the project, which will include decorative street lights and landscaping, to take six to eight months.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

City engineers are working on the latest draft of the Oakland master plan. A meeting with the public to go over the latest plans will be held sometime the second week of February. A meeting time has not been set.

After the latest input is incorporated into the plan, it will be presented to the City Commission for approval, **Toney-Deal** said.

The final walk through on the railroad spur is scheduled for Feb. 16. A dedication ceremony for the \$5.3 million rail spur will be held sometime in March. A date for the dedication has not been set.

The rail spur runs through town and to an industrial park along County Road 544.

The third annual Citizens' Academy started Monday. The eight-week seminar gives the participants an overview of city operations. Graduation is scheduled for the March 17 City Commission meeting.

City officials are waiting for the latest revision of the Lake Eva master plan. **Toney-Deal** said they expect the latest plan to be returned to the city next week. It then will be presented to the City Commission for final approval.

Looking for a new location for the city fire station. A recommendation for sites will go before the City Commission within 60 days. **Toney-Deal** did not elaborate on where the sites were.

"We don't want land prices to soar in the areas where we are looking," **Toney-Deal** said.

An initial review of a draft plan for a city water and sewer master plan has been completed. Revisions are being made and will go to the commission for review and consideration at its March 3 meeting. Staff is in the initial stages of a transportation and parks master plan.

Toney-Deal said city staff will begin looking for engineers for the project in May. "These plans will help guide us on what we recommend to spend our transportation impact fees on," **Toney-Deal** said.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
November 19, 2004

OFFICIAL TOUTS CITY'S GROWTH IN SPEECH

Author: Amber Smith

HAINES CITY -- City Manager **Ann Toney-Deal** didn't waste any time bragging about how much the city has grown in the past year.

In her State of the City speech Thursday at the Haines City Chamber of Commerce's monthly luncheon, **Toney-Deal** told the audience that the city has annexed 1,350 acres in the past year and plans to annex another 740 acres soon.

"It has been an exciting year. It has been a challenging year," **Toney-Deal** said, adding that she was proud of how the city rebounded after being hit by three hurricanes. "During the worst of times, the best things happen. We all came together to make that happen."

In addition to the land annexed, **Toney-Deal** also said the city's utility service area has grown.

In the past year, the city has installed 36 miles of new water and sewer lines and 1,423 linear feet of sidewalks and repaved 14,500 linear feet of streets.

Toney-Deal said the city has hired 14 new employees, including four new police officers and two new firefighters, to help with the growth.

"But we have not raised taxes. The millage rate is 6.99 mills. When I got here over a decade ago, it was at 8 mills. Not many managers can say property taxes have decreased," she said.

Toney-Deal was not the only official who had an opportunity to brag at the luncheon meeting -- Assistant County Manager Lea Ann Thomas gave a State of the County speech.

In her speech, Thomas talked more about the county's nearly \$1 billion budget.

"The budget sets the tone for the year," Thomas said. "We want to continue to make our community safer and our roads better."

Thomas pointed out the county did not increase property taxes or fire assessment fees this year, but had a \$41 million bond issue for utility expansion.

Both women said they were pleased to see how all the cities and the county pulled together in the aftermath of the three hurricanes.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
February 28, 2004

**CITY MANAGER GETS GLOWING EVALUATION; HAINES CITY OFFICIALS
GIVE ANN TONEY-DEAL ONE GOAL
KEEP ON ANNEXING LAND.**

Author: Amber Smith

HAINES CITY -- Commissioners this week gave City Manager **Ann Toney-Deal** a glowing review of her work performance, giving her high rankings in every category in the evaluation. They also gave her one goal to focus on this year: continue annexing property.

"We want you to annex north, south, east and west," Commissioner Joanna Wilkinson said. "You are doing a good job. We want you to keep doing it."

Annexation has taken a major portion of **Toney-Deal's** time so far this year, as the city has fought Davenport over annexing land along U.S. 27 North.

Toney-Deal, who has been city manager since 1991, currently makes \$103,459 a year, plus \$4,500 for a car allowance. She was not given a pay increase following the evaluation. "I would not recommend a pay adjustment for me," she said. "I was given a very generous pay adjustment last year and I am currently above midpoint in my pay scale."

Commissioners, who set the salaries and any raises for the city manager and city clerk, gave City Clerk Cherry Dowdy a 6 percent pay increase during her evaluation last week.

Toney-Deal said she was happy with her evaluation and vowed to continue working on annexing more areas into the city limits. Commissioners graded **Toney-Deal** on 26 areas ranging from planning and organization, to decision-making and management of employees, to sensitivity and creativity. She received "excellents," the highest grade possible, on all the items from most of the commissioners. Her lowest grade was a "very good." She did not have any rankings of "good," "acceptable" or "poor."

Wilkinson suggested **Toney-Deal** talk to some department heads who have been promoted from employees to management about behaving more professionally and not expressing their feelings on how the city is being run so openly with their employees. "This is something she may not be aware of," Wilkinson said. "But it is something I have noticed being here at City Hall."

All five commissioners commended **Toney-Deal** on her good relationship with the community. "She does an excellent job of attending community and other public functions," Commissioner Roy Tyler said.

Commissioner Horace West said he was pleased to see that **Toney-Deal** now seems to be more accepted in the community.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

"It used to be, when I first came on the commission, that people would stop me on the street and say things like 'you need to tell **Ann** to stop this...' or 'you need to tell her to do this....'" West said. "I never hear that anymore."

The commissioners said they were pleased to see that **Toney-Deal** had transferred all the day-to-day operations to Assistant City Manager Amy Arrington and had been concentrating more on big projects, such as annexation.

"This is what you do the best," Commissioner Philip Hinkle said. "I think we have seen Ann at her very best this past year. Ann is a negotiator. She is a smart business woman. I think she needs to keep on doing exactly what she is doing."

Before the grading began, **Toney-Deal** updated commissioners on projects she is working on.

"Basically, we have annexed 831 acres and we have another 335 acres that we have voluntary annexation agreements on that we are finishing up on," she said. "We have also had some annexations in the 30th Street area and are expecting more. This is something we are working very hard on and will continue to do."

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
October 23, 2003

HAINES CITY CALLS FOR HALT IN BATTLE; CITY MANAGER WANTS TO WAIT FOR JUDGE TO ACT ON ANNEXATION.

Author: Amber Smith

HAINES CITY -- A recommendation for both cities to stop annexation efforts is the latest move in the land grab battle between Haines City and Davenport.

Late Tuesday, Haines City City Manager **Ann Toney-Deal** sent a letter to Davenport City Manager Rich Reade suggesting the two cities wait for a judge to rule on contested annexation plans before either city moves ahead.

"I would like to recommend that both cities refrain from their respective pending annexations," **Toney-Deal** wrote in her letter. "It appears that both cities may soon be involved in utility and annexation litigation upon which the pending annexations depend."

Toney-Deal has referred questions about the issue to Haines City's annexation attorney, Tom Cloud. Cloud could not be reached for comment Wednesday afternoon.

The largest issue looming between the two cities is the annexation of the Heart of Florida Regional Medical Center on U.S. 27.

Davenport wants to involuntarily annex the hospital and has moved up meetings to vote on the issue. Haines City wants to voluntarily annex the hospital, for which it has provided water and sewer service since 1996.

"Your attempted annexation will leave Haines City with no choice but to defend its service area," **Toney-Deal** wrote, referring to Haines City's utility service to the hospital.

An ordinance to annex the property must be approved by city commissioners twice. Davenport had originally planned to meet at 7 p.m. Friday and Monday to vote on the issue. Then Haines City decided to discuss annexation at meetings Friday at 5 p.m. and at noon Monday, pre-empting Davenport's votes.

That was when Reade changed the time of both Davenport votes to 9 a.m. Friday and Monday.

"The time change meets all the requirements" of the state statute regarding public hearings, Reade said. He declined to comment on his reasons for moving up the time.

In her letter, **Toney-Deal** also suggests the two ask their respective council members and commissioners to withdraw any action on the ordinances on the votes set for Monday.

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Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Reade said he does not know what he plans to do yet in regard to **Toney-Deal's** request.

"It requires me to have a lot of trust and faith in her that she will do what she says she will do," Reade said.

In her letter, **Toney-Deal** also suggests Davenport "cease and desist" any plans to provide utility service in Haines City's utility service area and points to the "tens of millions of dollars invested in the provision of utilities within its service area."

Davenport does not have a sewer system. Haines City has both water and sewer lines running along U.S. 27 to the hospital and to the site for the new high school on Orchid Drive that was involuntarily annexed recently by Davenport. The annexation went against the Polk County School Board's wishes.

Earlier this month Davenport filed a lawsuit in civil court seeking to block any further annexation by Haines City and challenging the 446 acres Haines City has annexed since Sept. 18.

The issue has yet to be heard. In her letter, **Toney-Deal** also suggests it is in both cities' interests to settle the annexation fight, a statement that has raised Reade's ire.

"I have offered on several occasions to sit down with her and try to work this out," Reade said. "I offered the olive branch to her last week. Suddenly now she wants to sit down and talk about this."

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
June 30, 2003

CITY WANTS ASSISTANT POSITION IN BUDGET

Author: Amber Smith

HAINES CITY -- One of the things city commissioners want to see in the upcoming budget is the creation of an assistant city manager job.

While commissioners have not scheduled any budget workshops yet, they have told City manager **Ann Toney-Deal** to include the job in her budget for the 2004 fiscal year, which starts Oct. 1.

"Last year we told her we wanted her to turn over the day-to-day operations to an assistant so she could concentrate more on the big projects," said Commissioner Joanna Wilkinson. "We had to wait until this budget year to fund the position."

Commissioners first discussed creating the assistant city manager job in March 2002 during **Toney-Deal's** annual evaluation workshop.

Commissioners said they wanted Amy Arrington, who is the assistant to the city manager, promoted to assistant.

Ultimately the decision lies with **Toney-Deal** because the commission cannot tell her who to hire.

But **Toney-Deal** already has turned over many of the city's day-to-day operations to Arrington, such as dealing with some customer relation issues.

Toney-Deal did not return a call Wednesday seeking comment.

Arrington, who is paid \$42,000 a year, said she has assumed some of the day-to-day operations and has been heading up some projects, such as bringing a new railroad spur to the business park south of town.

The commission has discussed a pay range for the assistant city manager job.

The possibility of the creation of the assistant position was one of the reasons Arrington, who was a front-runner for the Davenport city manager job when it was first advertised, withdrew from consideration.

"There were some opportunities in Haines City I wanted to pursue," Arrington said.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
June 3, 2003

ROBINSON RESIGNS DAVENPORT POST; INTERIM CITY MANAGER'S MOVE COMES AMID CONCERNS ABOUT HIS TIES TO HAINES CITY.

Author: Amber Smith

DAVENPORT -- After questions were raised at a recent meeting about his ties to Haines City and his loyalty to Davenport on annexation issues, Davenport's interim city manager has sent a resignation letter to the City Council.

H.B. "Rob" Robinson sent the letter to all of the City Council members Monday morning stating he intends to resign as soon as a replacement can be found.

"Upon consideration of your concerns expressed at the special City Council meeting of May 29, 2003, regarding my close association with Haines City City Manager **Ann Toney-Deal** and my wife's employment in her office, in that it may affect my willingness to pursue appropriate action against Haines City, if necessary, concerning future annexations, I feel it is in the best interest of the city of Davenport that I resign as interim city manager," Robinson wrote.

Robinson declined to comment further on his resignation or the reasons that led to it.

Davenport officials have been looking at annexing land out to and around the Orchid Drive site where the new Polk County high school is to be built. The city has been working with former Lake Alfred City Manager Jim Drumm, who is serving as a consultant on annexation issues.

Drumm was a finalist for Davenport's city manager job until the special meeting Thursday, when council members voted 3-2 not to hire him. However, he is still working as a consultant.

Bob Williams, assistant superintendent of facilities and operations for the Polk County School District, said any discussion of annexing the school property is premature.

"We've not gotten into that issue yet," Williams said.

Haines City recently completed some annexations that move its city limits closer to the new school site.

Councilman Bob Lynch was the first to broach the subject of Robinson at last week's meeting. Robinson's wife, Linda, is **Toney-Deal's** secretary. Robinson is also one of five finalists for the police chief job in Haines City.

"Since Rob is being considered for the other job, I wonder if we are being fair asking him to stay longer or if we should put someone else in his spot and not keep him here," Lynch said.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Robinson said if he were hired in Haines City he would give Davenport 30 days' notice to give council members time to find someone else to act as city manager.

Councilman Curtis Crews also broached the subject about Robinson's loyalty to Davenport and Haines City.

"I don't mean any disrespect with this," Crews said. "You have a lot of ties and friendships there (in Haines City). Would it be better for you if you didn't have (the) Davenport (job), and would it be better for Davenport if you didn't have the ties to Haines City?"

Robinson said he didn't have a problem with working for Davenport and his wife working for Haines City.

Lynch and Councilman Lewis Mathews both said they had heard comments from people around town about Robinson's ties to Haines City and potential problems if Davenport and Haines City end up in court on annexation issues.

"Maybe someone else would be better to help us with this," Lynch said.

Both Lynch and Mayor Kim Miller suggested that Gene Kniffin, Davenport's part-time building inspector, take over as interim city manager.

Miller said he talked with Kniffin and that Kniffin said he would be interested in the job. Kniffin could not be reached for comment Monday.

The council did not take any action Thursday on appointing Kniffin, but said it would discuss it at the regular City Council meeting next Monday night.

Lynch, who didn't know of Robinson's resignation letter until he was contacted by a reporter, said he understood Robinson's decision.

"I can understand him doing this at this time," Lynch said. "He's been real good about staying all along while the city looked for a new city manager. He did the city a service by helping us out."

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
January 18, 2003

CITY MANAGER GETS POSITIVE REVIEW; HAINES CITY'S ANN TONEY-DEAL TO RECEIVE A 4 PERCENT RAISE.

Author: Amber Smith

HAINES CITY -- City commissioners were full of compliments for City Manager **Ann Toney-Deal** during her annual evaluation meeting Thursday.

The commission unanimously voted to give **Toney-Deal** a 4 percent raise, which will bring her annual salary to \$92,209.

"I think we have the best city manager in Central Florida," said Commissioner Philip Hinkle. "**Ann** takes a lot of heat, but you can't please everybody. **Ann** has done a phenomenal job for the city."

Of the five types of ratings from poor to excellent, **Toney-Deal** received only "very good" and "excellent" ratings. Several commissioners also gave her "excellent-plus-plus" ratings on some items, such as fiscal responsibility and being resilient.

Commissioners said they wanted to see **Toney-Deal** promote Amy Arrington to assistant city manager and turn over more of the day-to-day operations of the city to her. They want **Toney-Deal** to concentrate on big projects such as proactively annexing land to the south and east of the city.

"You are too valuable to be doing the day-to-day things. We need you to focus more on the bigger projects," Hinkle said.

Commissioner Joanna Wilkinson said she wants to see **Toney-Deal** let department heads and the assistant city manager make decisions on their own. "They can make the decision and if it is wrong they can work it out later," she said.

Toney-Deal said she has already turned much of the day-to-day operations of the city over to Arrington, whose title is assistant to the city manager.

"And I will continue to do that," **Toney-Deal** said. "She is doing a tremendous amount of the day-to-day operations."

Toney-Deal said any changes wouldn't happen before Arrington's review in May.

The commissioners said they would set another workshop meeting at a later date to set goals for **Toney-Deal** and to iron out what projects they want her to handle. "It would be more of a strategic planning session," Hinkle said. No date has been set for that meeting.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Also during the workshop meeting Thursday night, commissioners evaluated City Clerk Cherry Dowdy. Dowdy, who has worked for the city since 1993, was given a 5 percent raise, which will make her annual salary \$48,612.

Raises for both exceed what other city employees received.

Toney-Deal and Dowdy, along with all city employees, received a 2 percent cost of living increase in October. City employees are also eligible for a merit raise of zero to 3 percent, which are given by the individual department heads.

Toney-Deal and Dowdy are the only two employees who are reviewed by the city commissioners, who set their raises.

Commissioners said they were very pleased with the job Dowdy has done in the past year.

"I listened to what other department heads say about her and I see the way she interacts with citizens," said Wilkinson. "She is always very professional and courteous."

Hinkle agreed. "Haines City is very fortunate to have the caliber of city clerk that we have," he said.

Wilkinson said she would like to see the city's human resources person keep the commission informed of when the annual evaluations are due and to have a set time for the evaluations every year.

"It shouldn't be **Ann** and Cherry reminding us that their evaluations are due. That should be the human resources person's job," she said. "I would like to see us get the evaluation forms a couple of months early, along with the past year's evaluations, before we sit down to do them again." The other commissioners agreed with Wilkinson.

Commissioners did not set any goals for Dowdy at the meeting.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
November 23, 2002

**OFFICIALS SUPPORT BONUS PROGRAM; BUT A FEW HAINES CITY WORKERS
GRIPED ANONYMOUSLY.**

Author: Amber Smith

HAINES CITY -- A majority of city department heads supports the city's employee incentive program despite several anonymous letters from some workers who say the program is unfair. Only Fire Chief Lon Cheney spoke out against the program during a commission meeting Thursday night, saying that some of his employees wanted to see the \$15,000 set aside for the program distributed to all employees as a holiday bonus. "We already have a merit system to reward employees. This should be more about the recognition," Cheney said, suggesting the city give employees a plaque instead of the extra money.

City commissioners enacted the program last year as a way to reward employees who go above and beyond what their job description requires. Employees are nominated by their department heads and receive a check for 5 percent of their salary or \$1,000, whichever is higher.

Commissioner Philip Hinkle said he supports the program and didn't agree with giving employees plaques instead. "When someone gives me a plaque for a job well done, I say 'thank you.' When someone gives me a check, I say 'thank you very much,'" Hinkle said. "I think we should keep the program the way it is."

The commission decided to take another look at the program after some employees complained. One complaint was that an employee who had been with the city for only a year received the award. Commissioners Joanna Wilkinson and Hinkle both said they didn't put much stock in complaint letters that aren't signed. "If the employee can't sign it, then I am not even going to consider it," Hinkle said. Wilkinson agreed. "If they have a problem with it, why didn't they go to their department head and talk to them about it?" she asked.

Commissioners did make two minor changes to the program after a workshop meeting on the issue Thursday. Now, direct supervisors instead of department heads can nominate employees for the award. And to clarify that it is not a merit bonus, the commissioners changed the program's name to the Employee Incentive Award Program for Outstanding Performance.

"This is not just for good employees. This is for excellent, plus, plus employees," said City Manager **Ann Toney-Deal**. "You have to do more than just show up for work and do your job to get this."

Hinkle suggested that several employee nominations that had been put on hold be awarded next month. "I think we need to continue this and those in line be taken care of," Hinkle said.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
August 17, 2002

CITY MANAGER HAS PLAN TO ADDRESS PROBLEMS

Author: Amber Smith

HAINES CITY -- City Manager **Ann Toney-Deal** has a 14-point plan to deal with problems city commissioners raised several months ago.

Commissioners went over the plan Thursday evening during **Toney-Deal's** quarterly review and evaluation. Among the top problems commissioners have are the perception by people that City Hall officials and the building department are difficult to deal with, annexation plans and **Toney-Deal's** need to delegate more to her department heads.

"I have taken each one of your reviews and used them to draft my annual action plan," **Toney-Deal** told the commissioners. Some of **Toney-Deal's** plans include starting a citizens' academy in which residents and business owners would learn more about how city government and departments are run, starting a residents' newsletter and formalizing a process to update commissioners on projects.

One issue commissioners didn't discuss was creating an assistant city manager position. Currently, Amy Arrington is the assistant to the city manager. Commissioners had told **Toney-Deal** they wanted to see the assistant position created and more of her workload delegated.

Mayor Philip Hinkle said he was still interested in creating that position, but it would be something discussed more during budget talks. "That is something I see in next year's budget," Hinkle said.

The items that drew the most interest from commissioners were the planned revisions to the city's land development regulations, starting a community development outreach and service program and the development of information handouts on things such as the subdivision review process, building permits and zoning and land-use plan amendments.

Hinkle said he has had calls from people upset about how the city deals with builders and people looking to bring new businesses to town. "I am concerned about our ordinances. Are they in line with other communities our size?" he asked. "I don't want developers saying that we are hard to work with."

Toney-Deal said the plan to have a sign-in sheet in the community development department will be started Sept. 1. Customers will be asked to fill out a survey on how the city handled their issue or problem. "This will also give us an idea of what our workload is," she said.

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Both Hinkle and Commissioner Roy Tyler said they have become tired of hearing from some people in town about how the city can never do anything right. "I think these plans answer all of their complaints," Hinkle said.

The commissioners also agreed with **Toney-Deal's** plans to participate in activities initiated by the newly formed Haines City Economic Development Council. Tom Patton, the city's economic development director, is quitting at the end of the month to head up the new organization.

Both Tyler and Hinkle said they support the plan, but want to see a return on the city's investment. The commissioners have agreed to give the council \$80,000 -- the same amount budgeted for Patton's department in the city's 2002-03 budget.

"We have to weigh what we put out there and what we get back on it," Tyler said.

Commissioners also talked about no longer giving a set donation to the Haines City Chamber of Commerce, but just giving the chamber money as sponsors for events as they come up.

Hinkle said he would like to see the chamber recognize the city more for its financial help.

"If we give them money as a platinum sponsor for an event, at least we will get the recognition on the program for it," he said. "As it is now, we give them the money and they never acknowledge it."

Toney-Deal told the commissioners she would formally write up the action plan and commissioners could approve it at their Sept. 5 meeting.

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Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
May 28, 2002

HAINES CITY MANAGER GETS 'CREDENTIALS'

Author: Amber Smith

HAINES CITY -- City Manager **Ann Toney-Deal** is the first in the county to receive credentials under a new program being offered by the International City/County Management Association that tracks the manager's years of experience, education and helps with professional development. "I am sure that you will see more city managers on the list next time," she said.

Toney-Deal is also one of the 16 government managers in the state who is among the first group to go through the program. Other Central Florida officials who received credentials include Lake County Manager William Neron; Anthony Shoemaker, the assistant county administrator for Hillsborough County; and Susan Miller, the city manager for Ocala.

The credentials are awarded by the ICMA's national review board, which passes on the qualifications of each manager. "This is the first time this has ever been done on an international level," she said. "It is a way of recognizing the experience and education of a manager and that they are committed to continuing their education in their field."

There is no state credentialing program.

Amanda Relyea, the association's credentialing program coordinator, said the program has been discussed for about 10 years now, but this is the first year that managers were given credentials. The ICMA board of directors has approved 71 city and county managers from across the United States for credentials.

Toney-Deal said the credentials for managers mean they have the years of experience and education to be considered a professional manager. She said the program could also be useful for governments when reviewing applicants for jobs.

"It certainly is a tool that all local governments can use in searching for or recruiting a new manager or an assistant manager," **Toney-Deal** said. "If a manager has the ICMA-CM title behind their name, then the city officials would know the manager has a certain level of experience and education."

Relyea said there are two more opportunities this year for managers to receive credentials.

There is a June 1 deadline for managers to receive credentials at the September 2002 ICMA board meeting and an Oct. 1 deadline for the January 2003 meeting.

Credentials are given based on a combination of education and years of experience. A candidate must have at least a bachelor's degree. For this year only, that requirement will be waived if the

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person has 20 years or more of government manager experience. If the person has a bachelor's degree, they must also have nine years experience. They only need to have seven years of experience if they have a master's degree.

Toney-Deal, 41, has a master's degree and has been city manager of Haines City since 1992. She was the deputy city manager for North Miami Beach before coming to Haines City.

To qualify under the experience qualifications, the manager must have experience in supervising staff, help in preparing and administering the city's or county's budget and worked in implementing policies and helping elected officials achieve goals of the area as well as ensuring the effective performance and delivery of local services.

Both Relyea and **Toney-Deal** said they think more city and county managers will take advantage of the credentialing program. "A lot of people just haven't had a chance to apply yet," Relyea said. "I think there will be more people in this next round of candidates."

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(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
March 14, 2002

CITY MANAGER EVALUATION MOSTLY GOOD

Author: Lorrie Delk

HAINES CITY -- City Manager **Ann Toney-Deal** has a perception problem. So much so that city commissioners addressed it repeatedly during a 4 1/2-hour workshop held to discuss **Toney-Deal's** performance evaluation.

The way the public and other officials throughout the county perceive **Toney-Deal's** personality and work ethic was the reason behind the many less-than-perfect marks on her evaluation. However, commissioners kept their comments as positive as possible and did not engage in verbally bashing the city manager.

Mayor Philip Hinkle said improving the public's perception could be the key to an "excellent" rating next year. Many commissioners said they hear rumblings from residents that **Toney-Deal** "runs the show" when it comes to the City Commission.

But commissioners deny that and maintain that the City Commission/city manager relationship is intact and **Toney-Deal** serves at the pleasure of the commission. But **Toney-Deal's** take-charge nature flared when commissioners faltered on which of them would begin the evaluation Tuesday night. She quickly seized the reins and began her own introduction by pointing out several accomplishments within the past year. "That's precisely what I had wanted to avoid," Hinkle said as he laughed aloud.

Prior to the workshop, **Toney-Deal** had disseminated a five-page memorandum outlining the previous year's accomplishments and goals. Chief among them were hiring an economic development director, expanding the Community Redevelopment Area citywide, obtaining more than \$261,000 in grant funding and setting the wheels in motion to annex about 155 acres into the city. All commissioners rated **Toney-Deal** as "good" or "very good" in management of employees, but several included comments about her management practices. "Some department heads feel they don't have the ability or the authority to make decisions" without seeking **Toney-Deal's** approval first, Commissioner Roy Tyler said. "We need to address that and change that perception."

In the past, the city has lost several good employees, "and there are some who left because they felt" they had no authority, Commissioner Joanna Wilkinson said. "It irritates me to hear a department head say, 'Ann won't let me do that.' "I would like to see you give department heads full authority of their departments and you manage them through their evaluations," Wilkinson said. "I would also like to see you make your assistant to the city manager (Amy Arrington) an assistant city manager." Wilkinson said she supports the title change so that **Toney-Deal**, who is pregnant, will be able to go on maternity leave after she gives birth and leave her city duties in Arrington's hands.

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"The challenge I have is if I delegate any more authority to some department heads, they're probably going to pull their hair out," **Toney-Deal** said. She also argued that department heads often have the authority they need, but they fall back on her for a final decision.

City Clerk Cherry Dowdy agreed. "Some department heads are more willing to take responsibility than others," she said.

"Somehow, you need to make them feel like you are going to support (their decisions), right, wrong or indifferent," Wilkinson said.

Commissioners also told **Toney-Deal** to work on improving her relationship with community organizations. "I would like to see a fence-mending process with the (Greater Haines City Area) Chamber of Commerce," Hinkle said.

Wilkinson said that among many community groups, there is the "appearance that **Ann** tells us what to do," she said. "When you stand up and defend **Ann**, they look at you and smile, like, 'she's got you fooled.' **Ann** has to work on that." Commissioner Horace West said during his campaign last year, he repeatedly heard from voters that "the commission works for" **Toney-Deal**, instead of the other way around.

Commissioners rated **Toney-Deal** "very good" in the category of being honest and fair, but Hinkle had one caveat: "She is consistent, straight-forward and honest, but has a very strong opinion. It's excellent in some cases, but a liability in others."

Toney-Deal said commissioners had given her clear direction and she would try to improve. "City managers don't look forward to reviews because sometimes they tend not to be open and honest. You all are open and honest," she said. She asked commissioners to give her feedback on whether she is progressing in the right direction. **Toney-Deal** has been with the city 10 years and is paid \$86,924 annually. A pay raise was not discussed during the workshop.

In addition to improving her public image, commissioners resoundingly support **Toney-Deal** focusing on annexation in the coming year. "We can be more pro-growth and aggressive in this area," Commissioner Joe Hamilton said.

No one disputed **Toney-Deal's** fiscal, financial management and analytical skills during the evaluation. Commissioners unanimously gave her an "excellent" rating in each category. Commissioners listed her municipal knowledge and financial management skills as her strongest points. "There is no doubt in my mind that we have the best person in this job," Hinkle said.

Commissioners said **Toney-Deal** could improve her work performance by improving relationships with personnel, developing "definite access times" and giving latitude to her fellow professionals. Commissioners also said they intend to meet with **Toney-Deal** at least quarterly to discuss her progress in anticipation of "excellent grading next time," Hinkle said.

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Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
February 14, 2001

HAINES CITY OUTLINES MANAGER'S GOALS

Author: Amber Smith

HAINES CITY -- After some discussion, city commissioners have come up with a list of goals they want the city manager to tackle.

If City Manager **Ann Toney-Deal** completes the list, or at least gets the projects started by July 1, she will receive another 4 percent pay raise. Commissioners recently gave her a 6 percent raise making her salary \$81,146 plus \$10,549 in deferred compensation retirement benefits.

"I want to set some midyear goals and I think that these can be completed by July, or if not completed, at least started and under way by then," said Commissioner Joanna Wilkinson.

Commissioner Philip Hinkle, who chaired the Monday night meeting since Mayor Ken Thompson was hospitalized over the weekend for tests, said he looked at **Toney-Deal's** recent raise and potential July raise as a merit increase. "Her salary increase is based on her longevity here. It is a definite merit increase based on her performance," Hinkle said.

By the end of the meeting, Hinkle and Commissioners Roy Tyler and Joe Hamilton all agreed with Wilkinson's goals for the city manager.

The first goal is to hire an economic development director who would be responsible for attracting businesses to Haines City. She said the director would also work with the Haines City Chamber of Commerce and the Main Street board of directors on attracting businesses to the area.

Toney-Deal said she would put together a job description and pay range for an economic development director and report back to the commissioners.

The second goal is for **Toney-Deal** to come up with a plan, including timelines, on when projects discussed during a City Commission retreat last month would be completed.

At the retreat, commissioners listed projects they want accomplished such as an annexation plan, a look at the city's infrastructure and ways to better market the city.

Toney-Deal said she has already started putting together a plan that would list the projects and a timeline of how long it would take to implement them.

Wilkinson said she would like to see that plan added to every year. "I'd like to see her come back to us with a plan, and that would give us our long-range plans and we could keep adding to the

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plan each year, and then we can take the plan and rate her accordingly as the end of the year," Wilkinson said.

The third goal, which was briefly discussed, was to do a needs-analysis study on City Hall and the Fire Department.

"Now that the Police Department is finished, we need to look at our future needs," **Toney-Deal** said. "We need to look at the existing locations of City Hall and the Fire Department, and look at future expansion of existing sites or possible relocation."

City leaders have talked about the need for a larger Fire Department the past couple of years.

Commissioners Tyler and Hamilton agreed with Wilkinson's goals, but had some ideas of their own. Hamilton said he would like to see the city annex as far as it can in all directions as soon as possible. "My concern is extending our boundaries," Hamilton said. "I don't want to see us get to the point where all we do is talk, talk, talk about it and then get to a point where we can't do anything about it because our sister cities have already beaten us to it."

Tyler agreed with Hamilton on the need for annexation and said the commission also needs to keep an eye on the city's infrastructure and be thinking ahead about the need for additional facilities, such as another water and sewer plant to handle any future annexation needs.

If **Toney-Deal** accomplishes the three main goals by July 1 then her new salary will be \$84,392 plus \$10,971 in retirement benefits.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
February 3, 2001

TONY-DEAL GETS RAISE

Author: Amber Smith

HAINES CITY -- After offering some suggestions on how City Manager **Ann Toney-Deal** could do a better job, commissioners gave her a 6 percent raise and the opportunity for another 4 percent in five months.

Toney-Deal, 40, who has served as city manager for nine years, will be paid \$81,146 a year, which is an increase of \$4,593 from the \$76,553 she was making.

Commissioner Joanna Wilkinson is the one who broached the raise.

"I have been doing some research," Wilkinson said. "I know we have addressed pay raises with department heads. I wanted to see what the range is for city manager. I feel we need to address her salary."

According to the city manager's job description, the pay range is from \$68,716 to \$96,202.

"I feel that after almost 10 years a person should be at the midpoint in the range. This would bring her to the midpoint," Wilkinson said.

Wilkinson also proposed setting goals for **Toney-Deal** that, if they are met, would net her another 4 percent raise that would bring her salary to \$84,392 a year.

That would put her salary above Auburndale City Manager Bobby Green's, who is paid \$80,579 a year and close to Winter Haven's interim City Manager Dale Smith, who is paid \$86,000, Wilkinson said.

The other commissioners agreed with the pay plan increase but discussed what goals **Toney-Deal** would have to meet. Mayor Ken Thompson was not at the meeting. Commissioners agreed to table the goals and set a meeting for 5:30 p.m. next Thursday in the commission chambers.

Commissioners also discussed increasing **Toney-Deal's** monthly car allowance from \$350 to \$500 or possibly leasing a car for her. **Toney-Deal** said she would look into which choice would be more cost efficient and let the commissioners know.

Wilkinson also had some suggestions on how **Toney-Deal** could rid herself of the perception that she is not accessible to residents and city employees.

Wilkinson suggested **Toney-Deal** be in the office daily from 8 a.m. to 2 p.m. to be more available to the public.

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Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Commissioners Joe Hamilton, Roy Tyler and Philip Hinkle all told **Toney-Deal** they had received calls from residents who had said they could not reach **Toney-Deal** and that she had not returned their calls.

Wilkinson and Hinkle said comments like that had to be taken with a grain of salt, but were worried there was a perception that **Toney-Deal** was not accessible.

Toney-Deal said she had not received any complaints that people had not been able to get a hold of her.

"A lot of times people will say that and when you ask them when they called, they say, 'Well, I meant to call,'" she said.

Overall, commissioners graded **Toney-Deal** high on her evaluation.

On a rating scale ranging from unacceptable to excellent, she received 18 excellent grades in topics from financial management and risk management to job knowledge. She received six good ratings and three good pluses.

Mayor Thompson rated **Toney-Deal** acceptable except for risk management and communications with governing body, in which he rated her as "good." He was not at the meeting to explain his ratings.

Commissioner Hamilton said he was uncomfortable with the excellent rating because that left the impression that there was no room for improvement.

He gave **Toney-Deal** a couple of excellent ratings but most fell in the "good" and "good plus" range.

Wilkinson suggested substituting the word "outstanding" for "excellent." The commissioners all agreed to that.

Hinkle also said he did not like the evaluation. "It is a cookie cutter evaluation," he said. "By the time we get to this point either the person has it or they don't. I think we need to have a consensus of where we want our CEO to go and have her reply on how she plans to do this, and what her strategy is going to be and a time line on when it will completed by, and that's what we base her raise on."

Wilkinson agreed, saying commissioners should still use the evaluation sheet in one-on-one conversations with the city manager, but just have a discussion of goals and objectives as the evaluation.

Toney-Deal said she didn't have a problem with changing the way her evaluation is done.

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Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
January 30, 2001

CITY MANAGER TO BE EVALUATED;

Author: Amber Smith

HAINES CITY -- Commissioners will be evaluating City Manager **Ann Toney-Deal's** performance over the past year at a workshop meeting Thursday.

For the past several years, commissioners have given **Toney-Deal** high marks, and she has received the full 3 percent raise she is eligible for. She is paid \$74,323 a year. "I'm very happy with the accomplishments we've made," **Toney-Deal** said, adding that good department heads have made her job easier. Last year, **Toney-Deal** met all three of her goals. Commissioners had directed her to hire an assistant city manager and a separate director for the city's Main Street program. Previously, one person did both jobs. **Toney-Deal** hired Amy Arrington as the assistant to the city manager and Joy Pruitt to serve as the Main Street director. She also met their goals for keeping up with annexation plans and pursuing more recreation grants. "I will be giving commissioners an update on what we have accomplished," she said of Thursday's meeting.

Last year, commissioners gave **Toney-Deal** ratings of excellent in planning, creativity, being honest and fair, hiring practices, risk management, job knowledge and being ethical. The grades ranged from unacceptable, poor, acceptable, good and excellent. Commissioners also gave her some goals they will grade her on for this year's evaluation. **Toney-Deal** takes the commissioners' comments and draws up a list of goals she calls a "draft action plan." Annexation and launching the city's Web site are two of those goals.

Arrington was put in charge of the city's Web site, which is not yet up and running but is ready. Arrington showed commissioners the Web site at the Jan. 4 meeting. She is waiting for a new Web site address to launch the site. She did not know when that would be. "They have not given us a date to launch it yet," **Toney-Deal** said. "I am hoping it is soon."

Commissioner Roy Tyler has pushed for the Web site. "I think we need to toot our own horn more often," Tyler said. "The Web site is a good way to do that."

Toney-Deal also has been working on annexation issues. Commissioners want to annex as far as the Heart of Florida Regional Medical Center, which is on U.S. 27 about 4 miles north of the current city limits. The city already has water and sewer lines running to the hospital. The county provides water and sewer lines on the opposite side of the road. To annex to the hospital, **Toney-Deal** would have to get annexation agreements from the area property owners. Under state law, annexed land must be contiguous.

During a recent goal-setting retreat, commissioners also reiterated the need to focus on annexation plans. "We need to keep working on this," said Commissioner Joanna Wilkinson.

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Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)**

Ledger, The (Lakeland, FL)
February 19, 2000

**OFFICIAL GETS LIST OF GOALS; ANN TONEY-DEAL WILL FOCUS ON
ANNEXATION AND A WEB SITE FOR HAINES CITY.; DRAFT ACTION PLAN**
Author: Amber Grimes

HAINES CITY -- For the next 12 months, City Manager **Ann Toney-Deal** will be concentrating on annexation issues and getting the city's Web site going.

Every year, city commissioners give **Toney-Deal** a list of goals, called a draft action plan, to complete. "I have tried to take the commissioners' comments and put them into a planned format that gives us a good format for what staff and I will need to do with annexation and the Web site," **Toney-Deal** said.

City leaders have annexation plans for areas to the south around 30th Street and State Road 544, and north along the U.S. 27 corridor.

Ultimately, the city wants to annex out to Heart of Florida Regional Medical Center on U.S. 27 North. To do that, the city must first annex all the land between the city limits and the hospital. City water and sewer lines already stretch to the hospital.

City officials don't yet know how much land would have to be annexed to get to the hospital. Commissioners have 10 items dealing with the annexation issue on which they would like to see **Toney-Deal** work.

Among those are:

Aggressively enforcing the policy that any property owner connecting to city water and sewer in unincorporated areas must sign a voluntary annexation agreement.

Continue the selected area plan along State Road 544 and 30th Street.

Initiate meetings with property owners along U.S. 27.

Prepare a "benefit package" to detail the advantages of becoming part of Haines City and evaluate the costs and benefits of annexation.

Commissioner Philip Hinkle said he would like to see the city staff work with Haines City Chamber of Commerce staff to send letters and packets of information to major home builders touting the benefits of building in Haines City and along the U.S. 27 corridor.

Hinkle said the city needs to concentrate on attracting developers who build higher-priced houses and get some housing developments built along U.S. 27. "I am talking about \$125,000, \$150,000 and \$200,000 homes," he said. "The city is not going to benefit from having \$50,000 and \$60,000 homes out there." The other commissioners agreed.

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City staffers are already working on the other goal of getting a city-run Web site running. Assistant to the City Manager Amy Arrington has been working on the Web site. "Hopefully, in a couple of weeks the site will be up and running," she said. The address will be www.hainescity.gov

Commissioner Roy Tyler said he thinks the Web site is a good idea. "We need to do a better job of promoting what we have to offer," he said. "We need to toot our own horn more." According to the draft action plan, the Web site would also provide links to local schools and would be used to educate the public and encourage the beautification of the city.

Commissioners also asked **Toney-Deal** to keep them apprised of when the goals are accomplished. **Toney-Deal** said she would, and pointed out that some of the goals are long-term and would not be completed in the next 12 months.

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Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
January 22, 2000

CITY MANAGER TO GET RAISE

Author: Amber Grimes

HAINES CITY -- After receiving high marks on her annual evaluation, commissioners are giving City Manager **Ann Toney-Deal** the maximum 3 percent raise.

Toney-Deal, who currently makes \$72,159 and with the raise will make \$74,323, outlined the goals she has achieved over the last year. "Three objectives were selected by a majority of the city commissioners," she said, including the pursuit of grants for recreation projects, annexation and hiring a new assistant to the city manager.

Toney-Deal updated the commissioners on the two \$200,000 grants in the works to renovate Larry Parrish Field and to purchase land for a regional sports complex. She also pointed out that the city has obtained voluntary annexation agreements with residents along the U.S. 27 corridor and was working toward the goal of annexing more land north of town.

Toney-Deal met the third goal last year when she hired Amy Arrington as the assistant to the city manager and director of the Main Street program. She also updated the commissioners on several other projects in the works, such as the city's master plan for the water and wastewater system, the renovation and new construction for the new Police Department on U.S. 27 and the fact that commissioners lowered the property tax rate from \$7.99 per \$1,000 of assessed value to \$6.99.

Toney-Deal credited the commissioners with making her job easier. "None of this could have been accomplished without the support and clear policy direction of the City Commission and secondly by the commitment and teamwork of all our city employees. It continues to be an honor to serve as city manager of Haines City," she said.

Commissioners rated **Toney-Deal** on 27 areas in the evaluation. She received 20 excellents, five good pluses and two goods. The five grades available were unacceptable, poor, acceptable, good and excellent.

In their evaluations, commissioners gave **Toney-Deal** excellents on several aspects of her job. She received the highest marks from all five commissioners in planning, creativity, being honest and fair, being resilient, hiring practices, risk management, job knowledge and being ethical. Commissioners gave her rave reviews for her financial management. "Everyone knows you are a Scrooge," said Commissioner Roy Tyler. "You can definitely pinch a penny and get a nickel out of it." **Toney-Deal** received "good" ratings for supervision and delegation of work to others.

Mayor Joanna Wilkinson said she would like to see **Toney-Deal** give more of the final decision making to department heads.

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Elizabeth Ann Toney-Deal
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Commissioner Philip Hinkle agreed. "The delegation you do do you tend to guard it all the way through. You need to delegate and leave it there," he said.

Toney-Deal received "good-plus" marks in her communications with commissioners, the public and employees. Tyler said there is a public perception that **Toney-Deal** is not always accessible. "I think what happens is that if someone doesn't like the answer they get from her, they go to the next step in the chain and come to us," Tyler said. "There is that perception out there, whether it is a correct one or not."

City Clerk Cherry Dowdy said she has witnessed the time **Toney-Deal** makes for the public. "People come into the office and they want to speak to the city manager and she does take time to come out and talk to them," Dowdy said. Commissioner Joe Hamilton suggested **Toney-Deal** get out of the office more and meet with people.

Toney-Deal said that's what causes a Catch-22 situation. "It is difficult to find the right balance," she said. "I do feel that I try to make myself available to the public and try to do some outreach to the community but still be in my office when a resident calls and wants to talk to me."

Commissioners also set a list of goals they would like to see **Toney-Deal** work on this year. **Toney-Deal** takes the commissioners' suggestions, adds projects of her own, then the commission prioritizes and forms an official action plan.

Wilkinson said she would like to see **Toney-Deal** work on aggressive annexation along the U.S. 27 corridor, looking at ways to purchase the land for the regional park if grant funding falls through, and reducing the water and sewer rates.

Tyler said he thinks the city should do a better job of marketing the advantages of the area and try to attract more businesses. He said the city should also start planning for the future and setting money aside to pay for infrastructure improvements that will come with future growth and annexation.

Hinkle said he would like **Toney-Deal** to look at the impact fees the city receives from development and set some aside to help offset growth costs. He would also like ways to be found to continue to lower the property tax rate and look at reducing the water and sewer rates.

Hamilton, the newest commissioner, said he would like to make sure the city is preparing for growth and doing some long-range planning. "We need to take the reins on the growth issue. I want to make sure we are driving this wagon and are not just riding on the back of it," Hamilton said.

"Or getting run over by it," Tyler added.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
November 13, 1999

**CURT LETTER CAUSES CONFUSION; HAINES CITY OFFICIAL UPSET AT
COUNTY MANAGER'S SCOLDING TONE; FIRE SERVICE CONTRACT AT ISSUE**
Author: Amber Grimes

HAINES CITY -- In what may be a governmental version of "who's on first," County Manager Jim Keene has written a scathing letter to Haines City City Manager **Ann Toney-Deal** scolding her for making a public records request of the county's Parks and Recreation Department and her criticism of the city's contract to provide fire service protection. **Toney-Deal** says she is dumbfounded by the letter.

In the letter dated Nov. 8, Keene gives **Toney-Deal** two weeks to let him know if the city is planning on continuing its agreement to provide fire services in the unincorporated areas of Haines City. Further, Keene said he had been told by Larry Alexander, the county's public service director, that Haines City wants next year's agreement to be for only three months. This, Keene said, is not an option.

Toney-Deal said she doesn't know what Keene is talking about. "Our City Commission approved a one-year agreement at our Sept. 16 meeting. It was signed the next day and our city clerk mailed it to Alexander on Sept. 20," she said. "We sent them two copies -- one for their records and one for them to sign and send back to us. We haven't received a copy back from the county yet."

Keene said he was told by his staff that a contract has not been received. Tom Mason, assistant to the county public safety director, said as of Wednesday the county did not have a signed agreement from Haines City. **Toney-Deal** said the county does indeed have one because County Fire Chief Bill Gunter called to talk to her about it.

In the letter, Keene calls the matter an ongoing dispute over the fee the county pays the city to provide fire services in the unincorporated areas of Haines City. The city Fire Department currently covers 35 miles of unincorporated area in addition to nine square miles within the city limits. The city receives 45 percent of the fire protection fees the county collects. For Haines City, that means about \$120,000 a year.

Toney-Deal has complained in the past about the amount the city receives and has asked for a larger percentage of the fees.

Keene said in the letter the last conversation he had with **Toney-Deal** on the matter was a year ago at City Hall. "I told you then as our contractor you needed to define for me the area you would cover, if any, and the level of service in regard to the type of EMS calls your Fire Department would respond to. I have heard nothing from you in regard to this matter."

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

As for a three-month contract, Keene wrote: "That's not an option. I would appreciate you notifying me of the city's intentions with regard to the fire service area within the next two weeks."

Toney-Deal said she is very confused over the letter because the current contract is for one year. She said the only mention of three months in the contract is the change City Attorney Robert Nettleton had suggested. Since it is only a one-year contract, Nettleton suggested the city change the notification time frame for canceling the agreement from 12 months to three months.

"If we had to give them 12 months notice if we wanted to cancel the contract, we would have had to have done that 13 days after we signed it," **Toney-Deal** said. "That was the only change we made to the contract."

"Since the old fire services contract expired Oct. 1, I would have thought they would have called us if they hadn't received the new one yet," she said. "We'll be happy to send him another copy if they need one."

When asked by a reporter where the three-month agreement came from, Keene said that's what he was told by his staff Haines City officials wanted. Keene said he did not know the three-month cancellation was the change in the contract. He did not know if that reference meant someone at the county had seen the contract. "I really don't like to discuss these kind of things in the paper," Keene said. In the letter, Keene also criticizes **Toney-Deal's** formal request for a copy of the county's Parks and Recreation master plan draft.

Toney-Deal filed a public records request under the state's open records law asking for a copy of the plan, a move that angered Keene.

"Absent any previous conversation, request or discussion concerning this issue, I'm extremely annoyed at your blatant disregard for courtesy and professionalism," Keene wrote. **Toney-Deal** said she was stunned by Keene's wording in the letter.

"We did ask for a copy. Kelly Callihan, our parks and recreation director, had called (County Parks and Recreation Director) Don Wilson's office and asked for a copy of the master plan. He was told it wouldn't be ready until December," she said. "We needed some information from the survey the county did that was a part of that study, so I sent the formal request and we got the information two days later." Wilson was not at his office Friday.

County officials held several public meetings around the county to get residents' input on what projects should be included in the county's parks and recreation master plan.

Toney-Deal said Callihan needed the information to apply for a state recreation grant to help pay for the city's proposed regional park complex. "Our whole grant was riding on the information and we needed to send it in right away. We couldn't wait until December. I didn't think there was any problem with it." **Toney-Deal** said she is writing a letter in response to Keene's letter.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
August 21, 1999

HAINES CITY'S WATER, SEWER RATES WILL NOT BE GOING UP; CITY MANAGER ANN TONEY-DEAL SAID SHE IS PLEASED WITH HOW THE BUDGET LOOKS.

Author: Amber Grimes

HAINES CITY -- The good news from a meeting on the city's \$4 million water and sewer budget is that rates are not going up.

Commissioners did not have many questions on the budget, which also is called an enterprise fund and includes budget costs for utility billing, the water plant, the wastewater plant, line maintenance, capital outlay, impact fees, construction fund and the city's debt service coverage budget.

Combined, the general fund budget, which covers all other city departments -- such as the city manager's office, parks and recreation and the city clerk -- and the enterprise fund comprise a total budget of \$17.4 million and is a balanced budget.

City Manager **Ann Toney-Deal** said she was pleased with how the budget looked. "Overall there has been a slight reduction in the budget," she said. **Toney-Deal** was especially pleased that this year residents will see a slight decrease in their property tax bills.

City officials have reduced the tax rate from \$7.90 per \$1,000 of assessed value to \$7.50 per \$1,000 of assessed value on a home. Residents who own a \$75,000 home and receive the \$25,000 homestead exemption will see a decrease of about \$20 on their tax bill.

Toney-Deal did say that for people who have recently received their tax bills, the amount due will not reflect the lower tax rate. "That's because we had to estimate what the rate would be so far in advance," she said.

During the budget discussion, **Toney-Deal** pointed out the city has been on track in paying back the bond issue for the \$11 million wastewater plant that was built two years ago.

"Our debt ratio is very low," she said, "which means our ability to borrow in the future is very good."

In the waterline maintenance budget, the commissioners asked interim Public Works Director Ronnie Cotton to explain a \$15,000 expense for manhole rehabilitation.

Cotton explained that hydrogen sulfide gases have caused seven manhole covers to deteriorate. He said for \$15,000 the city can install a fiberglass lining in the manholes that will stop the deterioration.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

"This is an economical way to fix it without having to excavate the street," Cotton said. "This is the most cost-effective way to rehabilitate the manhole covers."

In the budget, city administrators also have budgeted \$300,000 for the contingency fund to handle any unbudgeted expenses, such as equipment repairs.

"Next year's budget would start with \$300,000 if we spent every penny we've allocated, which we never do," **Toney-Deal** said.

The second workshop Thursday night dealt with the city's 1998-1999 audit.

H. Leo Gillman, an auditor with Bella, Hermida, Gillman, Hancock and Mueller of Plant City, complimented the commission on the audit and gave it a clean bill of health.

"You had a great year and have an excellent looking balance sheet," he said.

City Finance Director Bob Hague also was pleased with the audit outcome. "The bottom line is in my 23 years in the business, we have an outstanding audit with no material weaknesses and no management comments. Plus the general fund and the enterprise fund are both in good financial condition," he said.

Overall, the city has seen \$966,143 in net income from the enterprise fund, or water and sewer budget.

Hague said that large amount in the net income has come from residents' water and sewer bills. "We have had a bit of good luck in that we have had two very, very dry years, and in dry years people use more water and that factor is built into the rates for renewal and replacement. That is why we have almost a million (\$966,143) in extra cash," Hague said.

He said that money gives the city a cushion to help with future costs as the city grows and as equipment ages.

"We tightened the water and sewer expenses as tight as we can in anticipation of a master plan for the city to improve the water pressure in lines to ensure the flow to fire hydrants, and for major repairs to lift stations without having to raise the rates," Hague said.

"We want to keep rates where they are; that way there would not have to be an increase in case something would go wrong and we would have a major repair expense on our hands."

Currently, residents pay \$6.90 a month for the first 3,000 gallons of water and 94 cents a gallon after that. Sewer rates are \$12.65 a month and \$3.31 per 1,000 gallons after the 3,000 gallon minimum.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
March 6, 1999

OFFICIAL GETS GOOD RATINGS; HAINES CITY COMMISSIONERS GIVE CITY MANAGER ANN TONEY-DEAL 23 EXCELLENT RATINGS.; HIRING AN ASSISTANT URGED

Author: Amber Grimes

HAINES CITY -- Four out of five Haines City commissioners gave City Manager **Ann Toney-Deal** high marks on her annual evaluation.

Commissioner Roy Tyler was absent from the evaluation workshop Thursday night. He arrived late and said he would get his evaluation to the city clerk later. He could not be reached for comment Friday.

Toney-Deal also received a 4 percent merit raise, bringing her salary to \$70,744.

Mayor Herman Hill said he was pleased with the job **Toney-Deal** has been doing. "She's a top-notch city manager. She really looks out for the best interests of Haines City," Hill said.

Of the 27 areas in the evaluation, **Toney-Deal** received 23 excellents and four goods. There were five grades available: unacceptable, poor, acceptable, good and excellent.

Some areas in which she received the highest marks were financial management, being sensitive to others' needs, keeps commissioners well informed, is honest and fair, is ethical and a good leader. She also received high marks for professional development in acquiring new skills and understanding all phases of city government.

Toney-Deal also received good marks in supervision of others, organizational skills, delegation of responsibilities and her communication skills with employees.

All four commissioners present said they would like to see **Toney-Deal** hire an assistant city manager and delegate more responsibilities to that person.

Commissioner Joanna Wilkinson brought up that point several times during the evaluation. "I think she needs to focus on delegating more to that person and think about making the Main Street director a separate job," Wilkinson said.

Haines City has been without an assistant to the city manager since February when Rich Reade left to take a similar position in Auburndale. Reade served as both the assistant and as the Main Street program and redevelopment director.

When Tyler turns in his evaluation assessment, all the grades will be added up and an overall score will be given.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Each commissioner also outlined a list of goals they would like to see the city manager work on in the coming year.

Wilkinson said she'd like to see an assistant hired and for employees to aggressively pursue grant monies. She also said she would like to see all departments become more user-friendly.

Commissioner Philip Hinkle said he would like **Toney-Deal** to aggressively pursue voluntary annexation agreements and work toward annexing the Heart of Florida Regional Medical Center on U.S. 27 into city limits. He said he also would like to see a marketing plan to attract new developments as well as seeing sewer rates lowered and the millage rate dropped.

Hill said he agreed with everything Wilkinson and Hinkle had said, but did not want to force anyone to annex into the city who did not want to be annexed. He said he also would like for the city to address the stormwater runoff problem in town.

Toney-Deal said she will take the comments from the commissioners and write up a draft action plan that will help set her priorities for the next year. "If three of the commissioners have the same objectives, then they become my objectives," **Toney-Deal** said.

She said she was pleased with the evaluation. "The city commissioners have been most generous," she said. "The City Commission has really made it easy for me to achieve the objectives set this last year through their clear direction to achieve a positive end result."

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
April 18, 1998

HAINES CITY OFFICIAL GETS 4 PERCENT RAISE

Author: Cinnamon Bair

HAINES CITY -- City Manager **Ann Toney-Deal** received a 4 percent pay raise Thursday night from Haines City commissioners, who said they are pleased with her performance.

The merit raise, which is in line with the zero to 4 percent raise other city employees received this fiscal year, will increase her annual salary from \$64,440 to \$67,018.

The commission's decision at its work session Thursday night capped a weeks-long review of **Toney-Deal** in which the city manager received mostly high marks from her elected bosses.

"I was pleased with the evaluation process and I'm excited about my objectives for the next year," **Toney-Deal** said. "I certainly appreciated the commission's decision giving me a 4 percent merit increase for my work over the past year."

Before deciding on **Toney-Deal's** raise, commissioners reviewed the manager's proposed goals for the next year, which include continuing the push to annex Heart of Florida Regional Medical Center and finding a new police station.

Most of the commissioners didn't have any complaints, although Commissioner Joanna Wilkinson said she wished there had been deadlines included with the goals. "I want some dates, more than just 'in the next 12 months,'" Wilkinson said.

Toney-Deal, however, said it was hard to set a specific time line for the projects other than one year, which is when her next annual review will be due. Commissioners will look at how well **Toney-Deal** achieves her goals to determine her scores on next year's performance review. "Some of these it was hard to tie a time frame to," **Toney-Deal** said.

Toney-Deal's raise, which was determined by a consensus of the commissioners, comes on top of the city's across-the-board 2 percent cost-of-living increase this year and a 3 percent raise **Toney-Deal** received in October when commissioners realized the manager hadn't been reviewed in two years.

Commissioners said they will be more diligent about performing timely reviews in the future.

In the meantime, city commissioners plan to set their sights next on City Attorney Robert Nettleton. The commission hopes to discuss a possible contract with Nettleton, the city's attorney of three decades, at its next work session May 7.

In other action at the commission's regular meeting Thursday night, commissioners:

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Presented a plaque, a medal, a check and a flag to Noreen Horner, the widow of Haines City police Officer Christopher Todd Horner, from the American Police Hall of Fame and Museum in Miami.

Approved a lease with BellSouth Mobility allowing the cellular phone company to build a 250-foot telecommunications tower at the city's No. 2 water plant. The commission's approval was granted on the condition that Nettleton review and approve the lease agreement.

Tentatively set May 30 as the date for a retreat with all of the city's committees and boards.

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

Ledger, The (Lakeland, FL)
January 18, 1998

HAINES CITY OFFICIAL GETS VERBAL BASHING

Author: Cinnamon Bair

HAINES CITY -- City Manager **Ann Toney-Deal** got hit with a verbal bashing Thursday night when one of her former employees addressed the Haines City Commission.

Bruce Zelonky, who retired a week ago as Haines City's water and sewer superintendent, told commissioners he took an early retirement because he was tired of dealing with **Toney-Deal**.

"**Ann**, you are a very smart lady," Zelonky said. "Unfortunately, for all of us who have to work under you, you have no heart, no compassion and a definite lack of common sense."

But city commissioners paid little heed to Zelonky's comments, later saying his tirade was uncalled for. In fact, they praised **Toney-Deal** for her poise.

"I want to commend **Ann** for how she handled herself," said Commissioner Joanna Wilkinson a few minutes later during a workshop to discuss **Toney-Deal's** upcoming performance evaluation. "I would have leapt over the counter."

"Any one critic at any time can appear before a public body and say things, whether they're merited or not," said **Toney-Deal**, who kept her head bowed and lips pursed throughout Zelonky's speech. "As city managers or city commissioners or any appointed or elected official, we know when we take the job that we are open to criticism. That's just part of the job."

Zelonky, who worked for the city for nearly 22 years, said **Toney-Deal** takes too long to complete the hiring process, offers prospective employees embarrassingly low starting salaries and overall doesn't "treat people as people." He said **Toney-Deal's** management is hurting morale and driving employees away.

"You need to take a serious look at the relationship between the city manager and employees," Zelonky told commissioners, adding that he didn't want his comments to be interpreted as "sour grapes."

"**Ann's** not stupid," he said. "She's just not a people person."

Internet – Newspaper Archives Searches
Elizabeth Ann Toney-Deal
(Articles are in reverse chronological order)

The Tampa Tribune
September 21, 1991

Haines City picks first woman manager

Author: Steve Newborn

A 30-year-old Fort Meade native was named Thursday night as Haines City's first woman city manager.

Elizabeth Ann Toney will join Linda Weldon of Eagle Lake as the only female members of what is a predominantly male preserve in Polk County.

Toney, deputy city manager of North Miami Beach, was unanimously approved for the post by city commissioners. She survived the cut out of 140 applicants vying to succeed Bill Drummond, who has been city manager since 1972.

An unusual arrangement will have **Toney** working side-by-side with Drummond as his assistant until he retires in March. City officials said it is designed to allow a smooth transfer of duties while allowing her access to Drummond and his experience handling city issues. "'It went about as smoothly as I expected," said **Toney**, who attended the meeting in a business suit and joked with city officials afterward. "'I'm really excited about my prospects here."

Several commissioners described her as a tough negotiator when it came to signing an employment contract. The agreement calls for the city to pay a salary of \$47,000 from her first day on Dec. 1 until Drummond retires March 1. She would then be paid \$52,000, including a monthly transportation allowance of \$375. The city also agreed to pay up to \$2,250 for her moving expenses. The move will be a homecoming for **Toney**, who graduated from Fort Meade High School in 1978. Her parents live in Fort Meade and a brother and sister-in-law live just outside Haines City.

Toney has been deputy city manager of North Miami Beach, about three times the size of Haines City, since December 1989. She previously served as assistant city manager of Boynton Beach from August through December of 1989 after serving as an assistant to the city manager from 1986 through 1989. She also interned as an administrative assistant to the city manager of West Palm Beach from 1984-86, serving under Richard Simmons, a former Haines City city manager who now sits in Davenport's City Hall.

Her educational credits include a master's degree from the University of Florida in political science/public administration and a bachelor's degree in political science.

Research Compiled by: Keith Knutson and Sadie Lowry
Colin Baenziger & Associates



Section 11

Bogdan “Bob” Vitas

*St. Pete Beach City Manager
Candidate Report*

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Resume

RESUME**BOB VITAS, JR., MPA****Mobile: 224-202-4107****E-Mail: bobvitas@gmail.com****PROFESSIONAL PROFILE**

An innovative results driven leader that strongly encourages team work and values individual performance with a collaborative management style to achieve organizational excellence and attain overall community prosperity. Highly skilled in strategic management and business planning methodologies fully capable of linking plans, budgets, programs and projects to achieve strategic goals and objectives. Experience successfully managing rural and suburban rapid growth and economic recovering communities producing significant project results. Communicate successfully with elected and appointed officials, employees, general public, businesses, and media to promote communities and achieve organizational excellence. A high impact local government senior executive with diverse experience in overseeing complex multidisciplinary organizations coupled with extensive local government management consulting experience. Provided professional management and consulting services for more than 100 foreign and US government entities, ranging in size from communities of 5,000 to capital cities of over 1.7M. Areas of expertise and specialized knowledge:

- Strategic Management Planning
- Turn Around and Change Management
- Organizational Analysis, Monitoring and Evaluation
- Program and Project Management
- Labor Relations and Human Resource Management
- Economic and Community Development
- Financial Management and Budgeting
- Public Procurement & Debt Management
- Constituent and Customer Relations
- Intergovernmental Relations

LOCAL GOVERNMENT MANAGEMENT EXPERIENCE***City Manager******2012 - 2014***

City of Key West, Florida population 24,649, daytime of 50,000, servicing 3 million United States and International tourists annually, Chief Executive Officer with oversight of a \$160 M budget, 12 operating departments, 6 divisions, and 475 full time employees

Village Administrator***2007 – 2011***

Village of Lake Zurich, Illinois population 19,964, Chief Administrative Officer with oversight of a \$45M budget, 7 operating departments and 172 full time employees

City Administrator***2000 – 2001***

City of Lewiston, Maine, population 35,690, Chief Administrative Officer with oversight of a \$67.7M budget, 15 operating departments and 550 employees

Town Administrator***1991 – 2000***

Town of Menasha, Wisconsin, population 16,546, Chief Administrative Officer with oversight of a \$22M budget, 11 operating departments and 198 employees

RESUME**BOB VITAS, JR., MPA****Mobile: 224-202-4107****E-Mail: bobvitas@gmail.com**

Administrator of Finance and Personnel **1987– 1989**
City of McHenry, Illinois, population 13,656, Senior Manager with oversight of a \$11.9M budget, 6 operating departments and 183 employees

Director of Development Services **1985 – 1987**
City of East Moline, Illinois, population 20,960, Senior Manager with oversight of a \$12.5M budget, 13 operating departments and 152 employees

Assistant to the City Manager **1982 – 1985**
City of Crystal Lake, Illinois, population 42,142

Administrative Intern **1980 – 1982**
Village of Willowbrook, Illinois, population 8,967

LOCAL GOVERNMENT CONSULTING EXPERIENCE

Associate, short term, USAID Democracy and Governance proposal, Republic of Uganda
2012
Management Systems International, Washington, D.C.

Associate, short term, USAID Monitoring & Evaluation contract, Republic of Serbia
2007
The Mitchell Group, Inc., Washington, D.C.

Vice President, Community Municipal Economic Development Programs **2006 – 2007**
America's Development Foundation, a 501c (3) corporation, Alexandria, Virginia

Operations Manager and Deputy Team Leader– City of New Orleans **2005 – 2006**
Regional Program Manager – South Central and South Western Louisiana
U. S. Department of Homeland Security - FEMA Long Term Community Recovery Program
AECOM International Development, Washington, D.C.

Project Manager – City of Belgrade Metropolitan Project **2004 - 2005**
Chief Local Government Advisor - Financial Management and Citizen Participation
2001 - 2004

USAID Serbia Local Government Reform Program, Republic of Serbia (former Yugoslavia)
Planning & Development Collaborative International - AECOM, Washington, D.C.

Deputy Director, Division of Urban Management, Finance, and Governance **2000**
Senior Financial Advisor, short term, USAID contract Republic of Zambia

RESUME

BOB VITAS, JR., MPA

Mobile: 224-202-4107

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Planning & Development Collaborative International, Washington, D.C.

***Government Finance Advisor, short term, USAID contract, Federation of Bosnia-Herzegovina
1998***

***Local Government Advisor, short term USAID contract, Federation of Bosnia-Herzegovina
1996***

International City and County Management Association, Washington, D.C.

EDUCATION

Master of Arts in Public Affairs, concentration Urban Management and Development **1982**
Northern Illinois University, De Kalb, Illinois

Bachelors of Arts, Political Science, majors - International Relations and Public Law, Russian Minor
1979

Northern Illinois University, De Kalb, Illinois

NATIONAL INCIDENT MANAGEMENT SYSTEM CERTIFICATIONS

United States Department of Homeland Security FEMA Emergency Management Institute

ICS 100 Introduction to the Incident Command System November 2008

ICS 200 ICS for Single Resources and Initial Action Incidents January 2009

United States Department of Homeland Security FEMA Center for Domestic Preparedness

ICS 300 Intermediate ICS for Expanding Incidents January 2009

Texas A&M University System - US Department of Homeland Security Office of Grants and Training

Senior Officials Workshop for All-Hazards Preparedness February 2009

Public Information in a Weapon of Mass Destruction/Terrorism Incident January 2010

Mayoral Institute Seminar for All-Hazards Preparedness March 2010

PROFESSIONAL AFFILIATIONS

- Florida City County Management Association 2012 – present
- Florida Caribbean Cruise Association 2012 – present
- International City/County Management Association 1980-2004, 2007 - present
 - International Task Force 1999 - 2000
 - Committee on International Management Issues 1997 - 1999
- NIU Master of Public Administration Global Affairs Committee – 2012 – present
- NIU Master of Public Administration Program Intern Supervisor of the Year Award 2011
- NIU Master of Public Administration Board of Directors – past member
- Illinois City and County Management Association 1980-1991, 2007 - 2011
- International Council of Shopping Centers 2008 – 2012
- Chicago Sister Cities International - Belgrade Committee Member – past member

RESUME

BOB VITAS, JR., MPA

Mobile: 224-202-4107

E-Mail: bobvitas@gmail.com

KEY ACCOMPLISHMENTS

City of Key West

- Orchestrated final approval after 15 years for adaptive reuse and construction of a new 35,000 square foot City Hall project valued at \$17.2M and upon completion Gold LEED certified that will preserve three historic Glen Archer School buildings
- Spearheaded approval process for reuse of former US Navy property attained under BRAC after 15 years allowing for development of a new 26 acre world class park at the historic Truman Waterfront valued at \$48M including all utilities, community center, horse stables, restaurant, water park, multiuse artificial turf field, walking and jogging trails.
- Successfully negotiated new multi-year labor contracts in 2012 with the Teamsters, PBA and IAFF unions after five years of stalled negotiations improving labor management relations and morale
- Created a one of a kind integrated Annual Work Plan for FY 2014 that incorporates the Strategic Plan, Capital Improvement Plan, and Annual Budget to report and monitor progress on the achievement of all programs and projects on a monthly basis, provide for full transparency and accountability, and to achieve strategic goals and objectives important to the citizenry
- Efficaciously managed a capital improvements projects portfolio in excess of \$122.5 M representing over 129 ongoing projects across all seventeen operating departments
- After 17 years succeeded in obtaining approval to construct a new state of the art Fire Station in the old town historic district valued at \$6 M including public parking lot and restroom facilities
- Obtained approval to issue a design build contract for a new Transportation Center at cost of \$10 M to house and service the City's public transit system buses serving Key West and the lower Keys
- Restructured and reorganized the organization to improve communications and achieve efficiency
- Initiated a Compensation Study, the first in over 20 years, to meet market rates, address external competitiveness to reduce turnover, and achieve internal parity amongst the workforce
- Reduced turnover 50% from 14% in FY 12, to 10.4% in FY 13, to less than 7% annually in FY 14
- Launched the first comprehensive Performance Evaluation Program for all union and non-union employees to promote personal performance in attaining city goals and objectives across departments
- Lead negotiator with the US Navy to obtain a long term public benefit lease for the Navy's outer mole pier at Truman Harbor to maintain cruise ship berthing and secure ongoing funds for capital improvements and future maintenance at the new Truman Waterfront Park

RESUME**BOB VITAS, JR., MPA****Mobile: 224-202-4107****E-Mail: bobvitas@gmail.com**

- In conjunction with the City Clerk's Office and Information Technology initiated the start of streamlining all City records through document imaging system software and preparation of a new Records Management Plan to improve the maintenance and release of information to the public
- Instrumental in working with IT and Finance Department to replace 10 year old financial management system software and upgrade to new comprehensive SUNGARD Financial System

Village of Lake Zurich

- Under my direction Lake Zurich achieved its first prestigious Government Finance Officers Association of the US and Canada Distinguished Budget Presentation Award for Fiscal Year 12 on first attempt
- Restructured and reorganized the organization in FYs 9, 10 and 11 resulting in a reduction of 26 full time positions and a permanent cost savings in excess of \$2.5 million in salary and fringe benefits while not impacting level or quality of municipal services
- Successfully initiated and orchestrated a public referendum in November 2010 to authorize the Village of Lake Zurich to impose a local non home rule sales tax of .5% projected to raise \$2.0M in FY 2012 for public infrastructure improvements and general property tax relief in future years
- Crafted and instituted a 2.5% Municipal Utility Tax raising \$750K in new revenue for FY 2011 to assist with general fund expenditures to maintain service levels
- In concert with Finance Director and consultants devised a financial plan to restructure and refund \$14M of TIF debt resolving a long-standing internal financial crisis affecting all municipal funds
- Maintained the Village's Moody A-1 Bond Rating for all prior Village debt obligations and obtained a Standard and Poor AA positive bond rating upgrade for the restructuring and refunding of \$14 million in TIF obligation debt resulting in a \$1M cost savings to the taxpayers
- Instituted Capital Improvement Plan and Budget to address public infrastructure, capital equipment, and public facility needs as funded by the new local non home rule sales tax and other revenue sources
- Managed to fully fund the public safety pension fund annual actuarial requirements for both police and fire the past four fiscal years, reversing a 17 history of negligent underfunding thereby increasing the combined general fund tax levy contributions from \$400K to \$2.5M while correspondingly reducing other expenditures
- Prepared and conducted a Request for Qualifications for legal services resulting in a significant reduction in legal costs saving taxpayers nearly \$200K annually and replacing corporation counsel after 22 years
- Renegotiated contractual relationship between Lake Zurich and Rural Fire Protection District resulting in \$600K in increased revenue to the Village from four adjoining municipalities the past four fiscal years
- Completed an Intergovernmental Agreement with the Village of North Barrington and Lake County on behalf of the Wynstone Property Owners Association for extension of sanitary sewer services outside of Village and generating \$840K in connection fees and significant new annual water and sewer revenues

RESUME

BOB VITAS, JR., MPA

Mobile: 224-202-4107

E-Mail: bobvitas@gmail.com

- Negotiated memorandum of agreement with Canadian National (CN) rail road obtaining \$2M for mitigation costs to alleviate impacts of increasing rail operations pursuant to final environmental impact statement issued from United States Surface Transportation Board in Washington, DC
- Attracted and retained two new commercial businesses in the downtown TIF district, orchestrated the development of a new park, oversaw the remediation of two downtown Brownfield sites, the demolition of three buildings to create pad ready sites, and settled a six year old lawsuit involving a tenant allowing for future remediation of the site, and demolition of the several remaining buildings to create pad sites
- Successfully resolved long standing 18 year dispute with Village of Kildeer resulting in a new intergovernmental agreement allowing for the development of new commercial properties on Illinois Route 12 and Illinois Route 22
- Initiated and directed process by which a one of a kind Form Base Code, Development Regulations and Overlay District were adopted for the redevelopment of the downtown TIF district
- Coordinated and negotiated the successful conclusion of a \$9M lawsuit involving the Village of Lake Zurich TIF district, the developer and lending institution which commenced in 1997, resulting in the return of all affected Village property, payment of \$750K non-disputed funds by the Village, termination of the development agreement, and limiting total loss to under \$250K to assist in satisfying liens
- Creatively developed financial solutions for both the foreclosed Coventry Creek and Flint Crossing residential developments with two lending institutions to remove properties from foreclosure and return to active development status at no Village cost
- Initiated and developed a tailored comprehensive strategic management planning system to provide for more transparent, accountable and efficient government; including community outreach measures, internal self-assessments, and performance measurement tools resulting in the establishment of clear and attainable strategic goals and objectives linked to realistic financial resources, budgetary plans and delivery of services
- Coordinated Lake Zurich's first Citizen Satisfaction Survey through the Northern Illinois University Public Opinion Laboratory and integrated results as a component of the Overall Strategic Management Planning process which I designed and developed for implementation in the Village
- Researched and acquired updated hardware and software equipment necessary for the live transmission of all official Village meetings and related agenda materials via the Internet and television broadcasting to improve public access and to promote more open and transparent government operations on Granicus
- Re-examined existing labor agreements based on the downturn of the economy and renegotiated the terms of the final contract year resulting in a \$700K cost saving to the taxpayers for FY 2011. All employees accepted a salary freeze and ten percent increase in individual health insurance premium costs
- Implemented a new merit based pay for performance evaluation system for all Village employees
- Prepared a new Employee Handbook in accordance with all current applicable Federal and State employment laws, replacing an outdated 1988 Personnel Policy Manual in FY 2011

RESUME**BOB VITAS, JR., MPA****Mobile: 224-202-4107****E-Mail: bobvitas@gmail.com**

- Evaluated Village's partially self-funded health insurance program and migrated to a fully funded plan, resulting in a recurring \$1M reduction in annual premium costs to the Village
- Created Assistant Village Administrator position to bolster administrative oversight of the organization
- Created Human Resources Manager to lead a new Human Resources Division within the Administration
- Directed consultants in development of a Job Classification and Compensation Plan and Management Audit for implementation in FY 2010 to establish internal and external equity for non-union employees after salary plan was abandoned 17 years earlier
- Outsourced payroll function to replace paper based system to enhance efficiency and accountability
- Instituted internship programs with Northern Illinois University and University of Illinois at Chicago in the Administration, Finance and Building and Zoning/Economic Development Departments to mentor young professionals and benefit the organization

City of Lewiston, Maine

- Attracted and negotiated Wal-Mart's state of the art Distribution Center project serving the Northeastern US and Canada, resulting in 400 new jobs (90% full time), \$9M annual payroll, \$40.5M in private investment, and construction of a 485,000 sq. ft. facility. Structured incentive package of \$18M for the necessary water and sewer upgrades, sale of City owned land, and a tax increment-financing package
- Negotiated the sale for 3 of 10 City owned former Bate's textile mill buildings (\$5.5M) to private sector, increasing the annual local tax base by \$157,410, and leveraging \$15M in new private investment
- Resolved several matters of litigation related to City acquisition of both the fee simple and leasehold interests of private property for library expansion resulting in \$250,000 acquisition cost savings
- Converted traditional line item financial management system to a performance based budgeting system
- Restructured and implemented a new Capital Improvement Plan and Budgeting system

Town of Menasha, Wisconsin

- Stabilized local tax levy rate between 1991 and 2000 achieving one of the lowest rates among all comparable sized full service municipalities statewide while increasing level and quality of services
- Negotiated attraction of a new \$500M Kimberly Clark industrial manufacturing facility on 140 acres generating 352 jobs, increased tax revenues and stabilizing local tax rate
- Structured and spearheaded attraction of a new \$75M commercial retail/office and residential development project located on 215 acres creating a new Town Center with future plans for a 10K-seat convention center
- Attracted new \$28M Kimberly Clark R&D/Conference Center facility, including the award of a \$250K State of Wisconsin Transportation Economic Assistance Grant for highway improvements

RESUME**BOB VITAS, JR., MPA****Mobile: 224-202-4107****E-Mail: bobvitas@gmail.com**

- Obtained a \$750K WDOD economic development public facilities grant commitment to install new water and sewer lines, and improve local roads to support new industrial complex growth
- Directed issuance of \$5M Industrial Development Revenue Bonds to expand Hayes Manufacturing
- Developed the concept and legal mechanisms for the design build construction of the Municipal Complex Building Project (34,000 square feet) including all furnishings, equipment and site development for \$3.1M or \$59 per square foot without any tax levy increase and consolidated all municipal operations
- Orchestrated settlement of two 50-year-old disputes between the Town and Cities of Appleton and Menasha resulting in multiple intergovernmental agreements establishing jurisdictional boundary lines
- Spearheaded overall consolidation of Sanitary District after 30 years of operating as independent Municipal Corporation and development of organizational and transitional operation management plans. Established four intergovernmental agreements and consent resolutions from all adjoining municipalities
- Negotiated settlement of 25-year dispute with City of Appleton resulting in intergovernmental agreement to consolidate Town's Para transit system and re-establish fixed route bus service to the community resulting in overall cost reductions, service improvements and enhanced federal and state aids
- Initiated and completed intergovernmental cooperation agreements with three adjoining municipalities, Appleton, Neenah and Menasha to consolidate the elderly and disabled Para transit systems
- Annually prepared the Capital Improvement Program and Capital Equipment Replacement Program between 1991-2000 in excess of \$15M for buildings, equipment, streets and storm water improvements
- Developed first comprehensive program budget in accordance with GAAP and State of Wisconsin Chart of Accounts to improve public accountability and transparency in the financial reporting systems
- Obtained first State of Wisconsin GRATE Award for Town's 1997 Financial Statements
- Improved municipal bond rating with Moody's Investors Service from an "A" to "A1" rating resulting in reduced long-term bond interest rates and annual cost savings to the debt service fund
- Attained a Moody's Investors Service rating of "A3" for the newly formed Utility District based upon strong financial position, management structure and government consolidation
- Implemented a community-wide curbside recycling program utilizing State of Wisconsin recycling grant funds (\$68K) subsidizing 80% of resident costs between 1992 and 2000
- Managed community wide revaluation and reassessment project resulting in the tax equalization of all ratable classes of property
- Coordinated efforts with Wisconsin DOT to develop and construct new US Highway 10 Corridor, new State Trunk Highway "441" Corridor and the communities first local inter-modal pedestrian facilities
- Guided the preparation of the Comprehensive Storm Water Management Plans to alleviate local flooding

RESUME

BOB VITAS, JR., MPA

Mobile: 224-202-4107

E-Mail: bobvitas@gmail.com

- Developed and annually updated the first performance-based, market-driven Administrative Salary Plan for all non-represented employees which reduced employee turnover, served as a model for other local governments, and was later used as a model by private consulting companies in Wisconsin
- Reorganized the Administration, Clerk, Treasurer, Finance, Police, Fire, and Community Development Departments through the creation and abolishment of positions and consolidation of operating departments to generate cost savings, enhance operating efficiencies and improve service delivery
- Restructured and created Public Works Department including Street, Water, Wastewater, and Storm Water Departments upon abolishment of Town's Sanitary District No.4 and consolidation with Town
- Successfully negotiated multi-year labor contracts with AFSCME, IAFF, and FOP unions, and defended against employee claims of wage discrimination, sexual harassment, and workman's compensation
- Instrumental in establishment of first Board of Police Commissioners in accordance with State law
- Initiated and completed an update to the Comprehensive Land Use and Master Plan, including developing an economic development marketing program on a local and statewide level
- Formulated and coordinated the citizen involvement process on the Municipal Complex Building Committee to evaluate and recommend an architectural firm and design builder for Board approval, and a Citizens Building Committee to conduct a spatial needs analysis of all departments and to assist in the preparation of a financial feasibility study requiring public approval in accordance with Wisconsin law
- Initiated and edited quarterly newsletter serving 7,500 property owners, including the origination of an Annual Citizen Satisfaction Survey to gather input on service delivery and capital project interests
- Designed and implemented a citizen participation process for inclusion in the development of the first long range capital improvement plan and budget program
- Introduced and implemented a computer based citizen contact and service request program
- Established a citizens' Recreational Trail Committee to develop and plan new inter-modal facilities in conjunction with the new US Highway 10 Corridor and new County Trunk Highway 441 Corridor

PERSONAL ATTRIBUTES

Married 31 years, three adult children, good health, serious demeanor with a genuine sense of humor, honest, trustworthy, ethical and moral, dedicated to family, friends and employer. Enjoy reading, travel, golf, and swimming. I am multi-lingual in several Eastern European Slavic languages.

Further supplemental information available upon request

Candidate Introduction

Bogdan “Bob” Vitas

EDUCATION

- 1982 Master of Public Administration, Urban Management and Urban Development Concentrations, Northern Illinois University, De Kalb, Illinois
- 1979 Bachelor of Arts, Political Science Majors - International Relations & Public Law, Russian Minor, Northern Illinois University, De Kalb, Illinois
- 2010 Mayoral Institute Seminar for All-Hazards Preparedness, Texas A&M University System - United States Department of Homeland Security Office of Grants and Training
- 2010 Public Information in a Weapon of Mass Destruction/Terrorism Incident, Texas A&M University System - United States Department of Homeland Security Office of Grants and Training
- 2009 Senior Officials Workshop for All-Hazards Preparedness, United States Department of Homeland Security FEMA Center for Domestic Preparedness
- 2009 ICS 300 Intermediate ICS for Expanding Incidents, United States Department of Homeland Security FEMA Center for Domestic Preparedness
- 2009 ICS 200 ICS for Single Resources and Initial Action Incidents, ICS 100 Introduction to the Incident Command System
- 2008 ICS 100 Introduction to the Incident Command System, ICS 100 Introduction to the Incident Command System

EXPERIENCE

- | | |
|---|-------------|
| City Manager, City of Key West, Key West, FL | 2012 – 2014 |
| Associate, Management Systems International, Washington, D.C. | 2012 – 2012 |
| Village Administrator, Village of Lake Zurich, Lake Zurich, IL | 2007 – 2011 |
| Associate, The Mitchell Group, Washington, D.C. | 2007 – 2007 |
| Vice President, America’s Development Foundation, Republic of Serbia | 2006 – 2007 |
| Senior Local Government Management Consultant assigned as Operations Manager and Deputy Team Leader– based in City of New Orleans and St. Bernard Parish and prior to, as Regional Program Manager – based in South Central and South Western Louisiana all for Long Term Community Recovery Program, United States Department of Homeland Security – FEMA ESF 14 | |
| AECOM International Development, State of Louisiana | 2005 – 2006 |
| Project Manager – City of Belgrade Metropolitan Project, long term Contract Chief Municipal Advisor - Financial Management and Citizen Participation, long term contract | |
| Senior Municipal Management & Financial Management Advisor, long term contract | |
| USAID Serbia Local Government Reform Program, Republic of Serbia (former Yugoslavia) | |
| PADCO/AECOM International Development, Republic of Serbia | 2001 – 2005 |

Bogdan “Bob” Vitas

City Administrator, City of Lewiston, Maine	2000 – 2001
Deputy Director, Division of Urban Management, Finance and Governance Planning & Development Collaborative International (PADCO), Washington, DC	
Senior Financial Advisor, Lusaka, Republic of Zambia	
Planning & Development Collaborative International (PADCO), Washington, DC	2000 – 2000
Town Administrator, Town of Menasha, Wisconsin	1991 – 2000
Local Government Finance Advisor, multiple cities, Republic of Bosnia-Herzegovina	
International City and County Management Association	1998 – 1998
Local Government Management Advisor, Sarajevo, Republic of Bosnia-Herzegovina	
International City and County Management Association	1996 – 1996
Administrator of Finance and Personnel, City of McHenry, Illinois	1988 – 1989
Director of Development Services, City of East Moline, Illinois	1985 – 1988
Assistant to City Manager, City of Crystal Lake, Illinois	1982 – 1985
Administrative Intern, Village of Willowbrook, Illinois	1980 – 1982

BACKGROUND

The City of Key West, Florida has a current population of 24,649 as per the most recent census data. During daytime hours the population swells to approximately 50,000 in large part to tourists and employment as Key West is the major employment center in the lower Florida Keys, south of the City of Marathon. The City is a world renowned tourist destination and approximately 3 million United States and International tourists visit the US’s only western Caribbean island annually. There are nearly 5,000 rooms available to support tourism including national hotel chains and bed and breakfasts serving the small 2 mile wide by 4 mile long island known for its year round festivals and philanthropy to local charities and not for profits. The City serves as the county seat for Monroe County that has a total population of 77,000 residents. US Highway 1 terminates at its southernmost point in the City’s historic downtown, which is the largest wood structure historic district of its kind in the world. Aside from the private service sector employers, Key West is home to Florida Keys Community College, Lower Keys Medical Center, Monroe County School District, Keys Energy, and the Florida Keys Aqueduct Authority. It is also home to US Naval Air Station Key West which has a military population of approximately 5,000 service men and women along with their families.

As the Chief Executive Officer I was responsible to oversee a total annual budget of \$160 M consisting of 17 funds, of which \$52.2M represented the general fund. The capital improvement fund including both building and infrastructure projects for FY 2014 is \$145M. The city has 475 employees with two assistant city managers, 12 departmental directors, and 6 division managers that the City Manager supervises.

The three (3) most important issues facing the city are:

- Poor or failing infrastructure. The City had a long history of neglecting its streets, buildings,

Bogdan “Bob” Vitas

and storm water system. During my tenure I launched initiatives to refocus budget on the street improvement program and storm water management system. This increased spending produced tangible results and was applauded by the citizens and local businesses. The storm water management plan and its implementation are of the utmost of importance due to the rising sea level and adverse impact flooding has in the historic downtown at the present. The Climate Action Plan also called for specific actions that were planned and budgeted to address this issue.

- Completion of new physical infrastructure. Under my guidance, the City launched an aggressive schedule to complete several major capital improvements that had been on the books, debated and discussed for the past 10 to 20 years in some cases. At present, the City must closely monitor and complete building construction for the following major projects: a new city hall valued at \$18M comprising 35K square feet, a new fire station valued at \$6M in old town, a new transportation center on Stock Island to support the public transit system valued at \$10M, and a world class park of 26 acres at the Truman Waterfront on former US Navy property valued at between \$30 to \$35M. Aside from the funding for these projects, I restructured and reorganized the Community Development and Engineering Departments to address not only these major projects but the entire capital improvement portfolio of over 129 projects in excess of \$145M.
- Employee satisfaction and turnover. As with many municipal organizations, Key West is no different, but unlike many city governments failed to address the need to maintain its salary structures in accordance with the market place. The end result was double digit employee turnover due to internal parity issues coupled with more competitive salaries with local employers. Union contracts had also not been renewed in the past five years. I addressed both of these issues head on and the union contracts were negotiated and completed within the first three months of my employ. The overall salary plan had not been updated in over 17 years and I obtained the funding in my second year to retain a government compensation consultant to prepare a new plan that would be sustainable in future years and make immediate adjustments in FY15. Implementation of the plan and regular updates to it will reduce turnover, improve employee relations, and be transparent.

GENERAL, MANAGEMENT STYLE AND EXPERIENCE

My interest in St. Pete Beach is based on the similarities it shares with my former position in a community that's economy is driven by small businesses and tourism. I have the professional experience and back ground to tackle the current issues facing the city and my career in local governments in Florida, Illinois, Wisconsin and Maine have well prepared me to continue my career in this Gulf Coast community. My career has taken me far and wide which resulted in the final decision to relocate to Florida and finish out my professional life. St. Pete Beach is ideal for my career and future family plans.

My management style is one of a proactive and innovative manager that seeks solutions to problems related to any municipal services, programs or projects. I pride myself on maintaining a

Bogdan “Bob” Vitas

work environment that is receptive and open to suggestions by elected officials and the staff yet I remain highly capable of making final decisions. I am results orientated and known for getting the job done on time and within budget. I excel at strategic planning and the implementation of required goals and objectives to deliver desired results.

I am approachable and open to staff suggestions on how best to achieve practical solutions, yet recognize that the final decision and responsibility for the outcomes rest with my office. I treat the staff with the respect they deserve and recognize that each of them brings their respective talents and expertise to the organization. I expect results and will roll up my sleeves to assist the team as needed to produce the required results.

Most elected officials will tell you that I get the job done! I am not a talker but someone who sets out to get things accomplished in an effective and efficient manner. They will also tell you that I am a good listener and someone who requires their full support to obtain meaningful changes and improvements in their local government. I am serious at all times but know how to have fun and enjoy my work.

I am consummate professional and take my job seriously. As a long standing local government manager I am committed to this profession and all of its ideals and ethics. I am a highly results orientated person who will always find a way to get the job done.

I do not take enough credit when credit is due for my work and accomplishments, and perhaps I trust in others more so than I should, generally taking people for their word.

I prefer to see properly developed employee job descriptions linked to evaluation instruments that are realistic and focused on achieving the adopted strategic goals and objectives of the city at all levels of the organization. Oftentimes all of these management tools are either not in place, are out of date or not utilized, in which case I endeavor to see that the necessary tools are prepared and implemented at the earliest. In my last position there was absolutely no evidence outside of the Police Department that annual evaluations took place in the past 25 years. I worked closely with the HR Director to develop and implement the proper evaluation tools city wide, and designed to achieve a reporting mechanism to benefit the employees and the city.

Perhaps my biggest achievement occurred on the heels of returning to the US from a long term overseas contract in the current Republic of Serbia, where I worked as a local government management consultant contractor for the US Department of State/USAID in over 80 municipalities. The knowledge I gained served me well to accept a consulting job in the State of Louisiana post hurricanes Katrina and Rita that devastated the lives of so many. In this assignment I worked closely with FEMA officials to rapidly develop the necessary and yet non-existent planning tools to assist in the recovery of this State. Not only did we develop the tools, I was chiefly responsible for implementation of the tools to develop recovery plans for the majority of the affected Parish governments. This disaster was unparalleled in US history and our efforts likewise were never before undertaken or achieved in such a short time as FEMA's first Emergency Function 14 action.

Bogdan “Bob” Vitas

It is difficult to pinpoint a large failure or mistake in my career, but I would have to say not being able to complete my contract in Key West is at the very top of the list as I have never found myself in such a situation in the past 32 years of public service. What I learned is that I should never take for granted that what is said in private and agreed to will survive the political magnifying glass. Three times in my career I have gone out on a limb to protect senior level employees from accusations and political attacks that began prior to my tenure and in two of the three cases found myself then the focus of such attacks. Perhaps I would have been better served to succumb to political pressure but I will maintain the professionalism required of my profession and simply make better informed decisions for all concerned.

On occasion, I have found it necessary to relieve employees of their positions with the local government. I have done so in a professional manner where fairness, impartiality and consistency with employment practices, procedures and the law are followed at all times. I do not go out looking for employees to remove from service at any time. Rather, an employee's poor performance or failure to perform on the job leads them to my office. In many cases I will work with an employee to correct the problem and to retain them on the job, but when all else has failed, I will take the necessary steps to remove them from the work place.

The challenges I see facing the City of St. Pete Beach are:

- Implementation of the comprehensive plan and all related documents focused on the development or redevelopment of the city while always maintaining that balance between the old and new city philosophies
- Restructuring and reshaping the organization to meet the needs of the city and in such a way as to produce a more effective and efficient team of individuals that function transparently and are accountable for their action
- Evaluating and improving upon the current business processes in order to achieve a highly responsive and cost effective organization
- Reviewing the status of the city infrastructure and insuring that the capital improvement plans are geared toward affordable and sustainable projects while carefully allocating resources

The first six months on the job would be spent:

- Learning all of the ins and outs of the local government and community as a whole with the first step meeting with the elected official's one on one to learn more about each of them and their specific goals and aspirations for the city.
- Simultaneously, conducting meetings with each of the department directors to learn about their background, history with the city, status of departmental operations, and to learn about their future expectations.
- Reach out to the local chamber of commerce, business community, and community groups to gain a perspective on their perceptions of the city. In addition, I would want to hold informal meetings with citizen groups and special interest groups to establish an understanding of their needs and wants from the city.

Bogdan “Bob” Vitas

- Review critical materials such as the annual budget, annual audit, management letter, financial policies, comprehensive plan, strategic plan, municipal code, and other such documents to get a complete picture of where the city has been, where it is at, and where is it planned to go in the next five to ten years.

I have worked with all forms of the media for many years and have always enjoyed a good working relationship with them. I believe that they are there for a purpose and always provided them with timely information related to any city business. Through the years I have also spent time educating new reporters on city affairs to insure that their reporting is accurate, especially in understanding complex matters. Outside of the Fantasy Fest 2012 incident that was not factual and I believe done to harm my career by a certain elected official with ulterior motives, there is nothing in my past that would embarrass your client. That matter is one where I chose to take the high road, remain professional, make my statement immediately, and did not engage any further so as not to turn it into a local media frenzy. Had the matter had any merit and been properly investigated the media coverage would have been much different. The City Commission realized this and elected to take no action. It is important for me to note that similar circumstances occurred a short few years earlier involving an out of town recruited Police Chief who voluntarily left his position rather than combat the issue, much as I did.

This is always unpredictable and cannot be avoided in city management. The community activists in Key West really should not have any gripes about my work the past two years as I did not choose sides in their debates with the City. A good example was the highly contentious issue of whether or not to have the US Army Corps of Engineers study the widening of the main shipping channel serving the City and the cruise ship industry. In that case the activists turned it into an anti-dredging campaign while the Chamber of Commerce attempted to explain and sell the issue as only a study in order to learn what needed to be done. The activists ultimately prevailed and I remained neutral at all times.

I spend my leisure time working in my garden, reading literature, enjoying movies, and staying in contact with my family who are scattered around the globe. If I have time I like to swim, play golf and travel.

SIX ADJECTIVES OR PHRASES I WOULD USE TO DESCRIBE MYSELF ARE:

Straightforward
Meticulous
People Orientated
Dedicated
Self-sacrificing
Principled

Bogdan “Bob” Vitas

REASON FOR LEAVING MOST RECENT JOB

I left my former position for several reasons the most important being that I was unhappy with the manner in which my efforts to recruit a new assistant city manager were interfered with and the retirement and reassignment of the other assistant city manager were mischaracterized and misrepresented by the certain members of the City Commission and City Attorney. With one year remaining on my employment agreement I chose to leave my position in the best interest of the community and did so under the “without cause” provision of that agreement. It was indeed unfortunate but necessary given the political climate that I found my self engaged.

CURRENT/MOST RECENT OR RELEVANT SALARY

My final compensation at Key West was \$188,100 including auto allowance

CB&A Background Checks

**Background Check Summary for
BOGDAN “BOB” VITAS, JR.**

Criminal Records Checks:

Nationwide Criminal Records Search	No Records Found
County	
Monroe County, FL	No Records Found
Lake County, IL	No Records Found
Alexandria City/County, VA	No Records Found
District of Columbia	No Records Found
Androscoggin County, ME	No Records Found
Winnebago County, WI	No Records Found
State	
Florida	No Records Found
Illinois	No Records Found
Virginia	Records maintained by County of Residence – See above
District of Columbia	No Records Found
Maine	No Records Found
Wisconsin	No Records Found

Civil Records Checks:

County	
Monroe County, FL	No Records Found
Lake County, IL	No Records Found
Alexandria City/County, VA	No Records Found
District of Columbia, DC	No Records Found
Androscoggin County, ME	No Records Found
Winnebago County, WI	No Records Found
Federal	
Florida	No Records Found
Illinois	No Records Found
Virginia	No Records Found
District of Columbia	No Records Found
Maine	No Records Found
Wisconsin	No Records Found

Motor Vehicle

Florida	No Records Found
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Credit

Excellent

Bankruptcy

No Records Found

**Background Check Summary for
BOGDAN “BOB” VITAS, JR.**

Education	Confirmed
Employment	Confirmed

**Background Check Summary for
BOGDAN "BOB" VITAS, JR.
Personal Disclosure**

Personal Disclosure Questionnaire

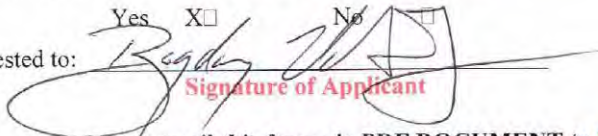
Name of Applicant: Bogdan Vitas Jr. _____

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to seek compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

Please explain any yes answers on a separate sheet of paper.

1. Have you ever been charged or convicted of a felony?
Yes ☐ No ☒
2. Have you even been involved in a domestic abuse incident that resulted in you being arrested or that was covered by the media?
Yes ☐ No ☒
3. Have you ever declared bankruptcy?
Yes ☐ No ☒
4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?
Yes ☐ No ☒
5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?
Yes ☐ No ☒
6. Have you ever been convicted of driving while intoxicated?
Yes ☐ No ☒
7. Have you ever sued a current or former employer?
Yes ☐ No ☒
8. Do you have a personal My Space, Face Book or other type of Web Page? Facebook only for family and personal friends
Yes ☒ No ☐
9. Do you have a personal Twitter Account? Do Not Use
Yes ☒ No ☐
10. Is there anything else in your background that might cause a reasonable person concern if he/she became aware of it through the press or any other mechanism?
Yes ☒ No ☐

Attested to:


Signature of Applicant

Please email this form via PDF DOCUMENT to kknutson@cb-asso.com or via fax to (888) 539-6531 no later than 9:00 AM CST 09/08/2014.

**Background Check Summary for
BOGDAN “BOB” VITAS, JR.
Personal Disclosure Explanation**

(Note: Please be sure to sign the form with your actual signature if you are sending Fax or PDF Document)

10. I was falsely accused of harassing a woman at the October 2012 Fantasy Festival in Key West, Florida which was reported and investigated nearly two years after the festival. The investigation was conducted and there was no conclusive evidence to support her claim and no formal or informal action was taken by the City. This matter was politically motivated by a City Commissioner to discredit me. I have never in my 32 years of employment been so wrongly accused of any such actions.

CB&A Reference Notes

Reference Notes
Bob Vitas

Terri Johnston – Commissioner, City of Key West, FL 305-797-0955

Ms. Johnston sat on the hiring panel that selected Mr. Vitas as their City Manager in 2012. He will be remembered as one of the best managers that Key West has had. He brought the city to the 21st Century. He brought confidence and experience to Key West.

Mr. Vitas did an excellent job in a very difficult situation. Key West is very political town. He introduced many programs that moved the city forward. He has an extensive career in municipal management and utilized his previous experience in overcoming challenges. Mr. Vitas was always available when needed and he communicated well with the Commission. Ms. Johnston has a high degree of confidence in him.

Prior to his arrival the organization never had goals or objectives and the staff had never experienced a formalized evaluation. Mr. Vitas conducted the first wage and salary survey. Most of the employees were making \$10 an hour in one of the most expensive communities in the state. He transitioned the organization to a pay per performance system.

Key West has long term employees. Mr. Vitas hired only one employee during his tenure but this employee has performed very well. With staff in general, he clearly explains the job description and expects them to perform. He was certainly a change agent in Key West and improved antiquated processes.

Mr. Vitas' contract states that he has to live in Key West, which is a financial strain due to the cost of living. He was very visible in the community. He was in the office when it opened and also when it closed. He attended many community events and worked well with the public. He attended a number of public meetings related to the construction of a new city hall. He worked through a controversial situation on building a new homeless shelter.

Each Commissioner has a full time job in addition to their municipal responsibilities and as such, Mr. Vitas communicated during the week primarily through email. He also met with them on a weekly basis to discuss any concerns or challenges.

Mr. Vitas is a visionary leader. He was the first manager to present a work plan every year, listing every project. The plan included the number of staff hours required and the budget.

Key West has always contracted with an outside vendor for EMS (Emergency Management Services) services, some years the cost totaled \$734,000. Mr. Vitas led the charge to bring EMS functions in-house and incorporate services into the fire department. They have hired 16 new employees and purchased four ambulances. As of April 2015 the services will be in-house.

Mr. Vitas encouraged a customer service orientation. Everything that the staff does is for the residents. His perspective is very unique and refreshing. Every year since his arrival the reserves are at the maximum level and they have come in at rollback, which means that the budget for the current year matches what was spent the previous year.

**Reference Notes
Bob Vitas**

Despite many obstacles, Mr. Vitas moved projects forward in a timely manner. When delays were necessary the commission was notified and given a new timeline. When he left 120 projects were in process.

Key West is a retirement community for high powered individuals. Mr. Vitas really appealed to 80% of the constituents who were not born and raised in Key West and are relatively highly educated. He appealed to residents who can create a strategic plan and a budget. He put procedures in place to help the organization improve.

When Mr. Vitas was hired the majority of residents wanted to hire someone born and raised in Key West, but none who applied were qualified. The Commissioners held a formal and transparent hiring process for the first time in the history of the city. The first vote was split 3/3/1. Mr. Vitas won the last vote and was hired on a 4/3 vote. During his tenure the three Commissioners that voted against him devoted their efforts to removing him. The situation is very unfortunate and has taken a toll on the city and on Mr. Vitas. Much misinformation has been published. In spite of the difficult working environment, he advanced the city 10 years.

One of the accusations brought for by the city attorney and these commissioners is that Mr. Vitas sexually harassed a woman during Fantasy Fest. The woman and her husband came to city hall under duress and were coerced into testifying. She claimed Mr. Vitas touched her. Key West is a very small community and over 100,000 people attend Fantasy Fest. Ms. Johnston felt it was a witch hunt. The newspapers put it on the front page and then dropped it when they realized it was a witch hunt. Mr. Vitas handled himself in a professional manner even though one commissioner was relentless in his efforts to embarrass Mr. Vitas. He asked for a special meeting to stop the character assassination but the commission refused. Ms. Johnston is embarrassed by how Mr. Vitas and his family were treated in Key West. Some individuals made the environment almost unbearable.

Ms. Johnston would hire Mr. Vitas in a heartbeat; he was her top pick in 2012 during the selection process. He is smart and compassionate. He is a man of integrity, which was his downfall in Key West. He stands his ground and works in the best interest of the community. He is an experienced and transparent manager, and he did a great job in Key West.

Words or phrases used to describe Bob Vitas:

- Moral,
- Honest,
- Integrity,
- Supportive,
- Community oriented, and
- Family oriented.

Strengths: Over 30 years of government experience, can handle any challenge.

**Reference Notes
Bob Vitas**

Weaknesses: He showed the organization how to run more efficiently and refused to accept how things were done. In trying to improve the organization he offended those who had previously been in power.

Samantha Farist – Human Resource Director, City of Key West, FL 770-715-3696

Ms. Farist reported to Mr. Vitas from 2012 – 2014. They met when Mr. Vitas was hired as the Manager of Key West.

On a scale from 1 to 10 Mr. Vitas' performance would most likely average at an 8, however the number is difficult to judge because of the obstacles he faced. He is a world traveler and is very familiar with how different entities operate. While a stigma about women in high places is common, Mr. Vitas does not show favoritism between employees based on gender.

Mr. Vitas and Ms. Farist worked very well together. He allowed her to manage the department and was available when she needed input or assistance. He hired quality staff and is always looking for ways to improve processes.

Mr. Vitas is frequently out in the community and seemed to work very well with residents, both in one-on-one interactions and during public meetings. He keeps everyone very well informed through telephone calls, email and in person conversations.

In terms of management, Mr. Vitas is a leader who takes the organization's vision and rallies employees around it. He is customer service oriented and a problem solver. She gives him a grade of B in terms of financial skills. He is very timely in providing information or assisting the staff. He is concerned about employees who face personal challenges.

The only controversial situation involving Mr. Vitas was a he said/she said situation with a female citizen. She accused him of harassment. They interviewed both parties and found no basis to file charges or conduct a legal investigation.

The commission had an option to renew Mr. Vitas' contract. He did not see eye to eye with some of the commissioners. In an effort to avoid controversy Mr. Vitas and the commission agreed to sever ties just shy of the end of his current contract. Some in the community and organization do not like Mr. Vitas but Ms. Farist is uncomfortable speaking for them.

If Ms. Farist was part of the hiring panel in 2012 and read Mr. Vitas' package, she would have selected him. He is a great manager. They worked well together.

Words or phrases used to describe Bob Vitas:

- Fair,
- Respectful,

Reference Notes Bob Vitas

- Polite, and
- Concerned.

Strengths: Very knowledgeable of government, good peacemaker, does not micromanage, keeps his cool, good sense of humor, does not know favoritism.

Weaknesses: Sometimes too easily swayed

Mark Ernst – Former Village Trustee, Lake Zurich, IL 949-502-6669

Mr. Ernst met Mr. Vitas in 2008 while he was the Lake Property President. Mr. Ernst and Mr. Vitas worked together very closely during that time. Mr. Ernst was also active in the Chamber of Commerce and worked with Mr. Vitas in that capacity. In April 2011 Mr. Ernst was elected as a Trustee. Mr. Ernst moved to California to pursue a work opportunity. He has seen Mr. Vitas from many different aspects and thinks very highly of him.

Mr. Vitas does what he says he will do. He is honorable. The board in Lake Zurich was divided and Mr. Vitas did a remarkable job of not playing favorites. He maintained an objective balance in a very difficult political situation. He has a good grasp of political and business situations. He gets right to the heart of the issue. He handled many difficult situations in Lake Zurich from labor bargaining to replacing pension money that had not been paid to the pension for nine years before his arrival. He explains an issue in a way everyone can understand. He is on top of every situation. He is insightful and shows good judgment.

Mr. Vitas leads an organization. He also understands that there are processes to track and maintain. He is gregarious and does not sit behind his desk. He was very active in the community, with the chamber and sat on different committees. When the chamber held evening events he always attended on behalf of the village to answer questions that residents have.

When Mr. Ernst was a Lake Property Owner, Mr. Vitas set up meetings with various stake holders during negotiations. If Mr. Ernst still had questions he could privately meet with Mr. Vitas after the meeting to talk about the roadblocks and how to overcome them. The communication was professional, adult and practical.

Mr. Vitas kept the board informed primarily through board reports. They received an email or a phone call when needed. The Village was involved in litigation over the annexation of a property for development. Mr. Vitas called a special meeting and gave a full briefing. Mr. Ernst always had a clear understanding of what the issues were. Mr. Vitas also kept the public informed of why decisions were made.

Mr. Vitas set performance expectations for the staff and improved the efficiency of the organization. The Village had hired David Smith as a developer for the downtown redevelopment area. Mr. Smith made many promises but did not deliver. Mr. Vitas was instrumental in the

**Reference Notes
Bob Vitas**

board's decision to dissolve the contract. He laid out the facts so the board could see it was not in the Village's best interest to continue the contract and he guided the trustees through the process. He determined the strategy necessary to protect the city from litigation. He kept the politics out of the situations and handled it as a business transaction. He gave Smith the benefit of the doubt while documenting everything. His decisions and recommendations are very solid.

Mr. Vitas solicits the opinions of the trustees and looks for ways to move forward. In the time that he worked for Lake Zurich there have been more positions cut than new hires. However, Mr. Vitas hired as Assistant Village Manager who is very sharp and has been a good employee.

Mr. Ernst is not aware of anything embarrassing in Mr. Vitas' background. He would hire him and recommends him. Mr. Ernst does not put his name behind anyone unless they are a good person. He asked to be a reference. Mr. Vitas is a very competent and capable city manager.

Words or phrases used to describe Bob Vitas:

- Honorable,
- Trustworthy,
- Friendly,
- Approachable,
- Professional, and
- Integrity.

Strengths: Good grasp of situations, operates with high integrity, good strategic view.

Weaknesses: Not ingratiating himself to the Trustees who hold great power over his position.

James (Jim) Johnson – Former Village Trustee, Lake Zurich, IL 847-624-2897

Mr. Johnson has known Mr. Vitas since 2007. Mr. Johnson worked for 20 years as a school administrator. He worked for many superintendents and with the school board. He also served on the Village board. Mr. Vitas is at the top of the list of any manager Mr. Johnson has worked with during his entire career.

Mr. Johnson has been involved in Lake Zurich politics since 1970 and is still very active in the community. Mr. Vitas rated superior in all areas on his evaluations from Mr. Johnson. The board Mr. Vitas served under was the most contentious board he had ever seen. They had no concept of what it meant to be a trustee. Mr. Johnson did not run for re-election because of the current board. Many of the managers in Lake Zurich retired for the same reason. Mr. Vitas did an amazing job of keeping the board together. He is always civil and very professional. He meets every expectation and provides the information requested. One Trustee met with Mr. Vitas for two hours to discuss an issue. He came back two days later to discuss it again, and then asks the same question at board meetings. Mr. Vitas handled the situation like a gentleman.

**Reference Notes
Bob Vitas**

The Village borrowed several million dollars on a TIF to keep things going and afterwards the economy fell apart. Mr. Vitas did a masterful job of refinancing the TIF and the revenues now cover the expenses. Mr. Vitas works very hard and is very professional. When Mr. Vitas was hired, the Village Administrator building was not a friendly place. He turned the situation around. Residents are now treated with courtesy and smiles.

Mr. Vitas always answered any questions the Trustees had and keeps them informed. He sends an email within minutes that an issue occurred. A contract was signed with a developer and the developer defaulted. The developer felt he was due \$9.5 million based on the contract. The board felt a more accurate number was \$2.5 million. Mr. Vitas led the negotiations and in the end the Village only paid \$300,000. He brought the parties together without attorneys and resolved the situation to the great benefit of the Village.

Mr. Vitas makes good decisions. The Village had a short fall and he was the sole negotiator with the unions regarding the situation. He explained that the Village would either have to lay off 32 employees or the unions could accept a salary freeze for one year with limits on raises for the second year. Every union agreed to the arrangement. Mr. Vitas implemented a number of creative plans.

Lake Zurich has not hired many individuals in recent years, but those hired by Mr. Vitas stand head and shoulders above other employees in the district. In addition, he created job descriptions and implemented performance evaluations for current employees.

Mr. Vitas does not have anything controversial in his personal life. Due to the nature of city management, he is involved in many controversial situations and he handles them very well. Mr. Johnson would hire him immediately. Mr. Vitas was the leader and the problem solver that Lake Zurich needed. He is a talented and gifted individual.

Words or phrases used to describe Bob Vitas:

- Intelligent,
- Charismatic,
- Caring,
- Gets things done,
- Professional, and
- Creative.

Strengths: Works very well with others. Very intelligent, personable, likeable, analytical, hard worker, thinks fast on his feet, does not hold a grudge.

Weaknesses: Sometimes in public meetings Mr. Vitas goes a bit overboard in answering questions. Some Trustees have become jealous and feel he is monopolizing the show. He is just very thorough.

Reference Notes Bob Vitas

Suzanne Branding – Former Mayor, Lake Zurich, IL 847-438-6797

Ms. Branding has known Mr. Vitas since 2007. She worked with him as a Trustee and then as the Mayor. She has the highest regard for him. He is very experienced.

Mr. Vitas works well with elected officials and residents. When residents or Trustees have a problem, he removes the emotion from the situation and resolves the issue. The residents always leave happy and know they can count on him for help. He is also very good at bringing development to a community. If a developer encounters a snag, he solves the issue and moves the project forward. Some people escalate situations. Mr. Vitas is a de-escalator in controversial or emotional situations. Because he has a great deal of experience, he sizes up a problem from a number of perspectives and understands how it will play politically, financially and how it will move in the community.

She and Mr. Vitas interacted very well. They talked on the telephone, face to face and communicated through email. Ms. Branding felt they were a good team. He is an excellent speaker. He makes good decisions, and makes them quickly because of his depth of experience. He hires good employees. Mr. Vitas is innovative and accomplishes tasks in a timely manner. There is a noticeable difference in work output when Mr. Vitas was not in the office. Things simply did not move as well.

Mr. Vitas is careful to steer clear of the political arena. Nothing controversial will be found in his background. He left because he board was fractured and some trustees are micro managers that want to manage day to day operations.

Ms. Branding was a Trustee during the interview process when Mr. Vitas was hired and she was his advocate. What she liked about him then, and is still does today, is that he manages crises very well. The community was at a cross roads. Mr. Vitas has cleared up most of the issues. She would hire him again. Mr. Vitas is an excellent manager.

Words or phrases used to describe Bob Vitas:

- Experienced,
- Good writer,
- Personable,
- Familiar with the process,
- Positive,
- Strong financial background,
- Good public relations, and
- Extremely ethical.

Strengths: Works very well with others. Networks well and has established connections.

Reference Notes
Bob Vitas

Weaknesses: Some have complained that Mr. Vitas is slow to return calls, but he has always been very responsive to Ms. Branding.

Brian Pesmen – Real Estate Broker, Marcus & Millichap, Lake Zurich, IL 773-867-1518

Mr. Pesmen has known Mr. Vitas since 1995. Mr. Vitas asked Mr. Pesmen to precipitate plans the redevelop the downtown area. Together they created a government structured funding plan similar to a TIF. Mr. Pesmen watched Mr. Vitas accomplish great things in a number of different settings. They worked together in Lewiston and in Lake Zurich.

Mr. Vitas has a reputation with developers in the community for being pro-business and accomplishing tasks quickly. All projects are typically approved in 45-60 days, which can take years in other municipalities. Mr. Vitas saw the potential of an area and told Mr. Pesmen about the opportunity. Mr. Pesmen reached out to the residents and helped build consensus on a common goal. Multiple buyers were secured and the area was redeveloped. The project currently brings in \$500,000 sales tax revenue. While the economy has been stagnant throughout the country, Lake Zurich has many development projects in the works. In a six month time frame a new 80 unit assisted living facility and two groceries stores were approved. Mr. Vitas understands the need for development and how to attract businesses to the community. He is creative in moving projects forward and overcoming hurdles.

Mr. Vitas is not one to sit behind his desk unless other people are on sitting the other side and they have having a meeting. He is a proactive leader for the organization.

Mr. Vitas kept Mr. Pesmen informed to the extend he could. Mr. Vitas does not disclose confidential information. He does not make representations he cannot follow through on. Mr. Vitas did very well in public meetings. The board in Lake Zurich was divisive and conflicted. He keeps a lower profile in public meetings in Lake Zurich than he did in other communities, because this style works better with the current board. He was effective even though the board is extremely difficult to work with.

Lake Zurich has several properties under contract with a grocery and other retail stores. The property is in an unincorporated area, on the boundary of the village. The situation became very controversial when an adjacent municipality heard about the project and wanted the tax dollars. This municipality tried to annex the properties. Lake Zurich had already entered into an agreement with these stores and the agreement was upheld by the courts. Mr. Vitas expertly handled the controversial side, while allowing the Building and Zoning Director to take the softer position. He orchestrated the process and met with the municipalities involved. He held meetings with board members and his counterpart in the other communities. His handling of this complex situation was very effective and quite an accomplishment.

**Reference Notes
Bob Vitas**

Mr. Pesmen does not know of anything embarrassing in Mr. Vitas' background. He would hire Mr. Vitas. Mr. Vitas walked into a difficult situation and made many improvements. He was very good for Lake Zurich.

Words or phrases used to describe Bob Vitas:

- Motivated,
- Professional,
- Focused,
- Creative
- Determined, and
- Looks at the big picture.

Strengths: Professionally motivated, focused, creative.

Weaknesses: They spent a considerable amount of time on a project and had the board census that the project would be approved. However, Mr. Vitas was so focused on the economics, the feasibility of the project and ensuring the project was in the best interest of the community that he did not do an adequate job of selling the project to the residents. Some residents started a blogging campaign against the project and gathered the support of 75 residents. In light of the opposition, the board did not give approval for the project.

Brad Townsend – Financial Advisor, Ehlers & Associates, IL 630-271-3335

Mr. Townsend has known Mr. Vitas since the 1980's. Mr. Townsend is a former city manager and they worked together as colleagues. Mr. Townsend is currently the public financial advisor for many governments, including Lake Zurich. He holds Mr. Vitas in very high regard.

Mr. Vitas is an excellent professional. He handles his responsibilities with a high level of skill and some humor. He relates personally to others. He is a leader among city managers in Illinois and embraced some very difficult challenges in Lake Zurich. He worked with consultants, the council and his staff to tackle challenges. He cleaned up the city.

Mr. Vitas can sit behind the desk and manage processes, he has that skill set. He is definitely a leader that works not only to develop a vision but also to implement the vision in the form of a strategic plan. He has a very good balance between concept, which is the largest opportunity for expressing leadership through discussion, seeing what can be done and what needs to be done. He has the practical ability to put the vision in writing and implement it.

During his tenure Mr. Vitas led several teams in solving problems. One example was when board members had a particular interest in how to resolve financial issues related to the tax districts. He

Reference Notes Bob Vitas

put together a team of the elected officials, key staff members and a consultant to assess the situation and discuss ideas for resolving it. The resolution required real policy differences that had to be worked out. Unfortunately he did not have the full support of the board. The city is still trying to implement what he started. His handling in this situation was a task force approach and was very well done. When he puts together a team, he brings in the right people with the right skill set who have an interest in resolving the issue.

Even though Mr. Townsend and Mr. Vitas have been friends for many years, Mr. Townsend was still required to go through the competitive process to work as a consultant for the city. Mr. Vitas is ethical and takes great care in hiring consultants.

Mr. Vitas communicates very well with the elected officials in board meetings. His reports are always very good and he provides alternative actions and recommendations. Mr. Vitas welcomes diversity of opinion and was very professional while working with a difficult board – one where some trustees work actively against the Mayor. Mr. Vitas has been able to accomplish amazing things despite the situation. The city is in a better place because of his management.

Mr. Vitas can boil issues down to their essence and explain them to others – in a way that is actually enjoyable to listen to. He completely rebuilt the staff with the support of the Village Board. He is willing to listen to opposing opinions and he is always open to new ideas. Mr. Townsend presented creative financing ideas to him as part of the clean-up of the outstanding debt. Mr. Vitas is very open to new ideas.

Mr. Vitas is personable but does not waste time in his interactions. He gets right to the point. He is very responsive and returns calls within a very short time period. He is experienced in working with the public. He answers questions during public meetings and also talks one on one to residents that have concerns. He is candid but careful about what he is saying.

Problem solving is the part of his work Mr. Vitas most enjoys. It seems to energize him. He does not shoot from the hip, but he does not labor over a decision either. He considers an issue carefully, particularly if it is complicated, and then makes the decision he feels is best for the community.

Mr. Vitas is an open book and nothing controversial will be found in his background. If Mr. Townsend were a Trustee, he would be happy to have Mr. Vitas as a manager. Mr. Vitas is top quality and one of the best Mr. Townsend has ever worked with.

Words or phrases used to describe Bob Vitas:

- Strong personality,
- Passionate about city management,
- Wants to make a difference,
- Achieves goals, and
- A manager that really engages and fixes issues. He is not a caretaker.

**Reference Notes
Bob Vitas**

Strengths: Personable. Hires smart employees and consultants. Gets results.

Weaknesses: Lacking some technical skills. However, he recognizes his weaknesses and hires employees and consultants who are strong in those areas.

Dana Rzeznik – Former Village Trustee, Lake Zurich, IL 847-726-0224

Ms. Rzeznik has known Mr. Vitas since he was hired in 2007. She became a trustee about a year after his arrival. She enjoyed working with him.

Mr. Vitas has a vast knowledge of municipal operations and law. He is very professional. He has great people skills. The trustees were always welcome to stop by and ask questions. His door is always open. On the rare occasion he could not answer the phone when a trustee called he returned the call within a few hours. He is very responsive.

Mr. Vitas made good decisions when hiring personnel. He made good decisions for the village. He is innovative and a change agent. When he was hired the organization was poorly run. He instituted very specific policies that improved the culture. Employees became more responsible and began taking pride in their work. The village did not have an employee manual. He guided the board through the process of creating one. He instituted employee reviews.

The trustees were always informed on what was happening in the village. Mr. Vitas has much experience working with the public and does well. Customer service is very important to him. He solves problems and has a good grasp of government finance. The city employs a very good finance director to handle the finances. Mr. Vitas works with the Director and truly understands the nuances of municipal finance.

Mr. Vitas is definitely a leader who has a vision for the future and works to implement it. The best example of his leadership was the development of the strategic plan. He organized a two day intense workshop for the staff and elected officials where they could develop a common vision and set goals for the future. He guided the entire process and found the right professional to conduct the meeting. He compiled information from the first workshop before the second one, which was very helpful. The village has a really good strategic plan that is not gathering dust. Currently they are going through the budget process for the new fiscal year and the strategic plan is a very integral part of the process.

The village signed an exclusive contract with a developer that was not performing to the terms of the contract. Mr. Vitas stayed on top of the situation. He made everyone aware of deadlines that were not met and showed them the next step to take. Eventually the city was able to terminate the contract. Mr. Vitas was instrumental in the process. He took it upon himself to check the information provided by the developer and found it was not accurate. He also uncovered some ‘behind the scene’ operations of the developer that made termination possible.

**Reference Notes
Bob Vitas**

Nothing in Mr. Vitas' background would embarrass an employer. His contract was up for renewal and they mutually agreed to part. Mr. Vitas really likes to fix things. He fixed many problems in Lake Zurich and perhaps it was time to move onto a new challenge.

Ms. Rzeznik would hire Mr. Vitas. He is the best manager around.

Words or phrases used to describe Bob Vitas:

- Great leader,
- Dependable,
- Outgoing,
- Gets things done,
- Responsive, and
- Fair.

Strengths: Great people skills. Gets along with everyone. Extremely knowledgeable about municipal affairs. Good manager.

Weaknesses: Sometimes it took him longer to respond than the board liked. However, he did not have a deputy or an assistant. He managed everything personally and sometimes things had to be put on the back burner. He is very good at prioritizing and the top issues were always dealt with immediately.

Dale Perrin – Executive Director, Chamber of Commerce, Lake Zurich, IL 847-438-5572

Mr. Perrin has known Mr. Vitas since 2007. Mr. Vitas was very helpful to the chamber and answered questions they had. Mr. Perrin wishes Mr. Vitas had more time in Lake Zurich to continue resolving their issues.

Mr. Vitas is a very competent manager. He walked into a very difficult situation and did the best he could with the board he had to work with. He made very good decisions. He did not blindly follow the directives of the board; he offered alternative solutions and ideas. He did his job well.

Mr. Vitas communicates through the phone, email and even Facebook. He is always available to answers questions and responds much faster than other managers have. He is missed in Lake Zurich. Mr. Perrin did not always get the direct answer he wanted but it is the nature of the job and not a reflection on Mr. Vitas. Sometimes Mr. Vitas is unable to share details.

Mr. Vitas tried be a change agent but was hampered by the board. He presented many opportunities and improvements. He brought the organization to a high performance level.

**Reference Notes
Bob Vitas**

They interacted mostly in group settings. Mr. Vitas attended chamber functions. He also sat on the Chamber's board as the Director At Large, which is a non-voting position. He worked very well with all the groups Mr. Perrin was involved in. He is absolutely customer service oriented. The downtown revitalization has become very controversial. Unfortunately they started the revitalization around the time the economic downturn began. They were not able to secure financing to complete it. The vision has changed numerous times depending on who the trustees are and what is happening. The vision changes every time new trustees are elected. Multiple managers have struggled to build consensus and move forward, including Mr. Vitas. The inability to move forward is a reflection of the board and not of Mr. Vitas.

Mr. Perrin is not aware of anything controversial in Mr. Vitas' personal background. Mr. Vitas was a very good manager for Lake Zurich.

Words or phrases used to describe Bob Vitas:

- Detail oriented,
- Visionary,
- Strong communicator,
- Friendly, and
- Competent.

Strengths: Communication

Weaknesses: None identified.

**Jim Iverhouse - Community Activist, Property Owners Association, Lake Zurich, IL
847-726-2780**

Mr. Iverhouse has known Mr. Vitas since 2007 when he came to Lake Zurich. Mr. Iverhouse has been in business since 1997. He did not work with Mr. Vitas on a day to day basis.

On a scale of 1-10 Mr. Vitas' job performance would be between an 8 and a 9. He did wonderful things for businesses in Lake Zurich. He is friendly and always willing to give advice to those who request it.

Mr. Iverhouse was interested in developing the area around his store. Mr. Vitas assisted him, was always there for him and responded promptly to his needs and his questions. He is very forthright and helpful. He resolved many problems and concerns.

Mr. Vitas made very good decisions for the village. He is innovative and maintains an organization at a high performance level. He kept others informed and communicated with Mr. Iverhouse mostly through email. Mr. Vitas has much experience in dealing with the public and is very good at it.

Reference Notes
Bob Vitas

Mr. Vitas is both a leader who shares the vision of council with employees and then works to achieve it, and a manager that keeps processes running smoothly and efficiently. He is definitely customer service oriented.

Due to the nature of his job Mr. Vitas was involved in controversial situations but Mr. Iverhouse has no personal knowledge of these situations. He is not aware of anything in Mr. Vitas' background that would be of concern to anyone.

Mr. Iverhouse wished that Mr. Vitas was still the manager of Lake Zurich and would hire him. He is a great manager.

Words or phrases used to describe Bob Vitas:

- People person,
- Very approachable,
- Well organized, and
- Good person to deal with.

Strengths: He is very organized, helpful and works well with others.

Weaknesses: None identified.

Prepared by: Lynelle Klein
Colin Baenziger & Associates

CB&A Internet Research

**Internet Research
Bob Vitas**

[Articles Appear In Reverse Chronological Order]

Key West Citizen, The (FL)

July 1, 2014

**Vitas ousted with unanimous vote
City attorney voids controversial utilities director contract**
Author: *GWEN FILOSA Citizen Staff*

In a 7-0 vote Monday morning, city commissioners approved a settlement agreement to rid city hall of City Manager **Bob Vitas** a year before his contract expires. It will cost the taxpayers \$120, 000 in total compensation. At the same meeting, City Attorney Shawn Smith declared null and void the reason behind the ousting - the six-figure contract **Vitas** struck on his own with retiring Assistant City Manager David Fernandez.

Mayor Craig Cates called for a special meeting at 5 p.m. today, an hour before the regularly scheduled commission meeting, in order to hire an interim city manager, such as Jim Scholl who held the job before **Vitas** and has told the mayor he would step into the role temporarily. In the meantime, the commission appointed Attorney Smith as interim city manager, effective until a contract is signed with Scholl or someone else. Assistant City Attorney Larry Erskine will serve as city attorney until the dust settles. Cates had said last week that Smith would likely take over in the immediate few days as city manager. The commission had to vote on it, though, as Smith cannot hold two city jobs at one time. Commissioners made quick work of the shuffle Monday, ending their employment relationship with **Vitas** within 20 minutes and with no one on the dais defending him.

About 25 locals attended, including former city commissioners Harry Bethel Sr., Barry Gibson, Bill Verge and former mayor Dennis Wardlow to watch Key West's leaders dispose of the city manager they hired two years ago this month. "This is a way for the healing to begin," said business owner Jim Gilleran during public comment. "I think we should all wish Mr. **Vitas** the best. It's time to get back to work. This has been a huge distraction." Commissioner Tony Yaniz, a constant critic of **Vitas** who earlier this year accused the city official of sexually harassing a woman at his first Fantasy Fest, said he didn't like the \$70, 000 severance. "It sticks in my craw that we're giving this guy \$70, 000 when I feel in my heart we have grounds to terminate him," Yaniz said. "We need to put this sad chapter behind us and move forward. We're cutting our losses."

Vitas denied any inappropriate behavior during the October 2012 Fantasy Fest, saying he was doing "the bump" on the sidelines of the Saturday night parade while disco music blared, and when a woman's husband yelled at him, he called it a night. The couple earlier this year said Yaniz came to them and asked them to make a written complaint to City Hall about the incident. In an email obtained Monday, **Vitas** asked commissioners Feb. 11 for a private session to discuss what he called a "hostile workplace" due to Yaniz's complaints. That didn't happen. **Vitas** told commissioners his patience had ended and reminded them that he relocated to Key West from 1,

**Internet Research
Bob Vitas**

[Articles Appear In Reverse Chronological Order]

600 miles away, and bought a home at considerable expense based on the commission's confidence in hiring him.

"I have grown tired of the continuing harassment and bullying of me and my staff, and the berating comments of the mayor, his family and others by Commissioner Yaniz," **Vitas** wrote in the lengthy email. "I am asking for your help to put an end to this political gamesmanship before it destroys the health, lives and careers of my family and those on staff." **Vitas'** only true supporter on the panel, Commissioner Teri Johnston, who earlier this month told commissioners they are micromanaging **Vitas** agreed Key West must move on and begin the search for a new city manager.

Fernandez criticized Monday's personnel changes included frank discussion about 28-year veteran Fernandez's popularity problems in Key West and at City Hall. "They're basically scared of David, of repercussions," Commissioner Billy Wardlow said. "I think David ought to step down." Commissioner Mark Rossi, however, thanked Fernandez personally from the dais for his service to the city. "Whether you like the man or not, he gave 28 years of his life to the city," Rossi said. "I respect that, David, and I want to tell you that. Sorry the way this turned out. I do want to thank you."

Commissioner Clayton Lopez pointed out that Fernandez was paid by the city for those 28 years. "Handsomely," Lopez said. "There have been some missteps. I didn't want to bring up the negative." It was Johnston who urged commissioners to clarify in public what exactly was fueling the push to kill Fernandez's contract, which ended **Vitas'** Key West career. "Is it the money that upsets us, or is it the fact that we do not want David Fernandez?" Johnston asked. Yaniz said in his three years on the commission he has rarely heard a staff member say anything positive about Fernandez, who oversees operations of the city, including utilities and construction projects.

"I personally believe Mr. Fernandez ought to step down and sail into the sunset," Yaniz said. "He did many wonderful things, including a lot of building around the city without permits. Let's praise him, let's give him the gold watch but at the end of the day I will not support hiring Mr. Fernandez as utilities director of Key West when we have other qualified people to do it." Making no comment Monday, Fernandez, who is still an assistant city manager, sat in the audience next to his attorney, John Marston, rather than his usual spot at a table that faces the commission. Fernandez's nameplate sat in front of an empty chair.

Vitas hasn't returned phone messages for comment but he cleaned out his office before Friday morning, staff members said. In the February email, **Vitas** said of Yaniz: "On the one hand he tells me we can work together, shakes hands and gives me a hug, and then the next thing I know he is off looking for ways to discredit me or the staff the next day," **Vitas** wrote.

**Internet Research
Bob Vitas**

[Articles Appear In Reverse Chronological Order]

Key West Citizen, The (FL)

June 18, 2014

City attorney: Vitas told a 'bald-faced' lie**4 commissioners want \$114K utilities director deal killed, brought back**

Author: *GWEN FILOSA Citizen Staff*

City Attorney Shawn Smith on Tuesday accused City Manager **Bob Vitas** of making a "bald-faced false statement" in explaining last week's decision to create a \$114,000 deal for a new utilities director without first consulting the legal department. While **Vitas** said he followed the city charter's directive that gives him the authority to hire and fire staff members, Smith said local law requires all contracts to go before him for a review. "It's common sense," Smith said. **Vitas** last Wednesday named Assistant City Manager David Fernandez, a 28-year city employee, the city's utilities director. This was **Vitas'** solution to losing Utilities Manager Jay Gewin, who is leaving July 3 and earned \$61,000 a year.

Fernandez agreed to retire, start drawing his pension, and then take the six-figure job, which **Vitas** had upgraded from Gewin's manager title to a director. Under scrutiny by city commissioners Tuesday night over the hire, **Vitas** said Key West policies are a jumble of inconsistencies. Then Smith told him off. "To hear [you say] it's vague and ambiguous - that is a bald-faced, false statement to this committee," Smith said. "It is crystal clear all **Vitas** agreements come through the city attorney's office." Smith, the Key West-bred, business suit-clad attorney who city commissioners can't say enough good things about, broke from his typical soft spoken and old city hall demeanor when **Vitas** defended his right to broker any personnel contract.

No vote was taken Tuesday, but four commissioners agreed with the city attorney, saying they want the Fernandez contract killed. Commissioner Tony Yaniz went further. "We now have the ammunition in our hands to terminate Mr. **Vitas'** contract," Yaniz said at the meeting's end. **Vitas'** contract is up next July. Mayor Craig Cates said he has told **Vitas** and Smith they must work together on the city's business. "I think Shawn's door has been open," Cates said. "I'm concerned, **Bob**, you're not working with him." Others said the Fernandez contract is a blow to city staff. "The morale has been terrible in this city, and I think this has made it worse," said Commissioner Billy Wardlow. "I think this was all orchestrated a long time ago." Commissioner Jimmy Weekley said the right procedures were not followed in the Fernandez deal. "What I'm upset about is the contract did not come before the city commission," Weekley said. "We did not have the chance to review the contract."

Only Commissioner Teri Johnston sided with **Vitas**, saying the commission has no authority to dictate hiring and firing the city manager's staff. "We have micromanaged this gentleman to this point," Johnston said of **Vitas**, citing his 30 years of prior city management experience. "I would say this is **Bob's** call." Commissioner Clayton Lopez called Johnston's logic "popycock,"

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[Articles Appear In Reverse Chronological Order]

saying he is appalled at the \$114, 000 salary at a time when he has been calling for fair wages across the board at city hall.

"It's a slap in the face to every employee at city hall," said Yaniz, "and now Shawn Smith is going to leave?" In a bombshell announcement earlier in the evening, Smith told commissioners he isn't certain whether he wants to continue as the city's top attorney after his contract expires in December. "As of late, I've watched the city spiral downward and it's troubling and it hurts," Smith said, his voice breaking. "Given the present state of things, I am not all that inclined to do so. It's a decision I'm going to make with my family."

While **Vitas** said he researched prior contracts struck by former city managers and followed suit, he acknowledged the local laws. "We don't have consistent policies," **Vitas** said. "There is no consistency because the policies themselves don't address all of the issues. They lack clarity and they lack being concise." Not true, Smith responded, urging commissioners to phone a former assistant city manager who recently resigned after six years to the dismay of staff and city leaders. "Call Mark Finigan and ask him how the process works," Smith said, "because you know you'll get a straight answer."

The political clash over whether **Vitas** ignored two city laws that require all contracts to have a review by the legal team before they are approved and anything over \$20, 000 must win commission approval escalated at Old City Hall during Tuesday's meeting. Fernandez told The Citizen he wrote the first draft of his contract last month and gave it to **Vitas**. **Vitas** said the position was upgraded and that only Fernandez has the expertise to run the department and oversee its multimillion dollar stormwater system. "My decision was to bring someone on board with 28 years with the city, someone who has built that utility and worked there longer than he has served as assistant city manager," **Vitas** said.

Tuesday marked the first time the public - whether on local access television, Internet streaming and in person at 510 Greene St. - had a chance to see the troubled relationship between the two highest-paid Key West officials, who both serve at the pleasure of the commission. But **Vitas**, who arrived in 2012 from Lake Zurich, Ill., hasn't received the level of admiration - and high approval ratings - from the commission like Smith has. "Shawn is the most important person in the city," Wardlow said Tuesday. "He protects us. He's the one that has to go to battle."

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Bob Vitas**

[Articles Appear In Reverse Chronological Order]

Key West Citizen, The (FL)

June 14, 2014

City Hall to cut top job**KEY WEST Fernandez signs 5-year contract**

Author: *GWEN FILOSA Citizen Staff*

The city of Key West won't hire an assistant city manager once David Fernandez retires from that job July 3, according to City Manager **Bob Vitas**. Instead, **Vitas** said he plans to abolish the assistant's job and create a new one that reports to newly hired Assistant City Manager Sarah Spurlock, who oversees the city's financials. "Every year we re-evaluate, reassess department structures," **Vitas** said, who described the new position as "more entry-level professional." Fernandez, a 28-year city employee, announced this week he will retire from the city and immediately start a six figure contract job as utilities director, filling the post that Utilities Manager Jay Gewin will leave vacant July 3. That contract, obtained by The Citizen on Friday, is a five-year deal that starts at \$113, 835, and includes a raise each fiscal year at the same rate afforded to city department heads.

In exchange, the city wants 24-hour availability from Fernandez, and the full-time position requires him to work more than 40 hours per week if needed to fulfil his duties. Gewin's exact job, which paid \$61, 000 a year, was not the new opening advertised at City Hall, **Vitas** said this week. "The position was upgraded to a directorship when it was advertised," **Vitas** said. "We had four internal candidates who applied, and David was one of the candidates." City policy requires that when employees are brought back under contract, they go back to their prior salaries plus any cost-of-living raises they would have received. Under that formula, Fernandez reverts to his 2008 salary plus the two raises given since he left, said **Vitas**.

Fernandez will retire and start collecting a pension while he earns the \$113, 835 a year. His assistant city manager salary is \$127, 000. But Fernandez has another earning opportunity as part of his contract: Though the utilities director job is set to start at 8 a.m. July 3, the contract says that Fernandez "will continue all assistant city manager/operations duties for a transition period as deemed necessary by the city manager and will receive 'out-of-class' pay at the [current rate]." Fernandez said in an interview the job switch was his idea, and that he wrote the first draft of the contract, which he and **Vitas** signed Wednesday. The new contract for Fernandez says he will oversee the sewer, stormwater and solid waste departments and won't have a probationary period.

Fernandez is returning to his old stomping grounds: He was utilities director from January 1995 until February 2008 when he was promoted to assistant city manager. He will receive the standard medical, dental, vision and life insurance available to city employees, and won't have to pay any premiums since he maintains "grandfathered" status, the contract states. Fernandez inherits one department that is undergoing big changes. Having installed a new trash and recycling schedule that pared curbside pickup down to once a week, the solid waste department

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Bob Vitas**

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now has to plan to revert to twice weekly pickups under a new deal city commissioners approved May 6. The new contract with Waste Management, Key West's trash hauler since 1999, also requires the city to order brand new trash cans for all residents.

Last summer, the city launched its pro-recycling campaign, delivering \$631, 000 worth of new blue recycling carts to locals that hold 64 gallons of materials. Gewin resigned as utilities manager the day after city commissioners rejected his report advising them to hire a new trash collection company, Advanced Disposal Services, which he said submitted the lowest bid for the job. Instead, commissioners voted to give Waste Management a new seven year, \$53 million contract. In order to choose Waste Management, the majority of commissioners agreed to revert to twice weekly trash pickups and privatize the city's transfer station operations. Those additions will cost an additional \$14 million over the deal's lifespan.

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Bob Vitas**

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Key West Citizen, The (FL)

May 20, 2014

Software upgrade to cost \$780K**KEY WEST Will improve access for the public**

Author: *GWEN FILOSA Citizen Staff*

The cost of upgrading the city of Key West's financial software, which dates back to 1997, is a cool \$780, 252. And according to arguably the most conservative spender on the City Commission, plunking down nearly \$800, 000 for the upgrade is worth every penny. "When you look at the time saved in employee hours, it's not expensive," Commissioner Mark Rossi said. "In this case, it's a good reason to spend money. It brings more improved efficiency to the city." Commissioners tonight will vote on whether to accept staff's recommendation to move all existing applications to the One Solution platform, made by SunGard One Solution a few years ago. "We have an antiquated version," Rossi said. "We've been putting Band-aids on it for awhile."

The commission's 6 p.m. meeting is tonight at Old City Hall, 510 Greene St. Currently, the city still uses SunGard's AS/400 software that went live in 1997. Every department uses the software in its daily work, according to a memo from Patti McLauchlin, the city's information technology director, to City Manager **Bob Vitas**. "The technology is old and has a number of weaknesses, including limited management reporting capabilities," McLauchlin wrote.

The upgrade also will greatly expand public access to Key West's financials. The new software will create an e-portal that anyone, employee or a member of the public, may use to view all of the city's public financial records. "Citizens will have the ability to search vendor payments, contract payments, receipts, etc.," McLauchlin said.

The city checked on other financial software. Tyler Software's package would cost at least \$1.2 million, while New World Software's product starts at \$656, 000, according to a staff report. The city has \$760, 000 budgeted for new software, the staff report states.

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Bob Vitas**

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South Florida Times (Ft. Lauderdale, FL)

March 20, 2014

Around South Florida with Elgin Jones 03-20-14

Author: *ELGIN JONES*

Prosecutors will not file charges against Key West City Manager **Bob Vitas** who is accused of grabbing the buttocks of a woman several times during a 2012 Fantasy Fest parade. **Vitas** has said he merely bumped into the woman during a '70s-style disco dance. The woman and her husband dispute his version of what occurred and said they confronted **Vitas** over the alleged butt-grabbing.

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Bob Vitas**

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Key West Citizen, The (FL)

March 17, 2014

**Couple accuses Vitas in report
Commissioner asked them to file**

Author: *GWEN FILOSA; Citizen Staff*

City Commissioner Tony Yaniz in January delivered to the city attorney the one-page complaint from a Key West couple claiming City Manager **Bob Vitas** sexually harrassed a woman during Fantasy Fest 2012. "We only wrote the letter because we were asked to," Steven Powell told the city's human resources director Samantha Farist, according to a 25-page report released Sunday by top officials. Their complaint: that **Vitas** brushed up against Powell's wife Letisia Powell during the event's Saturday night parade and then twice "touched my a--," in her words to Farist, remains merely an allegation filed with City Hall.

City Attorney Shawn Smith and City Clerk Cheri Smith's report contains no opinion, findings or recommendation. Instead, they said they have compiled the facts and will leave it up to the City Commission "to decide any further action." **Vitas** denies any inappropriate touching but has said he was dancing with the crowd and may have accidentally knocked into a woman. Nothing was ever filed with any law enforcement agency about the complaint, which came 15 months after the Powells said it took place: October 2012 during the Fantasy Fest parade outside their friend's law office on Whitehead Street.

Attorney Jennifer Hulse hosted the informal gathering but told city officials she didn't see or hear anything. **Vitas** said Hulse invited him, too. "Ms. Farist stated that the Powells believed the incident was over that evening," the new report says. "She said she was asked to recount the events by Commissioner Yaniz." Yaniz on March 4 told the investigators, Cheri Smith and Shawn Smith, he spoke "to many sources, including city staff, directors and constituents about Mr. **Vitas**" while he was working on **Vitas**' first evaluation as city manager. "He had heard rumors about the incident with the Powells and called Mr. Powell to ask if there was any truth to what he heard," the report said. "Commissioner Yaniz stated he had heard repetitive stories from people about Mr. **Vitas**' behavior and he had to inquire. Yaniz stated it was his standard mode of operation for him to bring forward communication from his constituents, similar to other complaints he receives about issues such as streets or sidewalks."

No opinions offered

The report was released to city officials Friday and to The Citizen on Sunday upon request. "We merely interviewed witnesses and reported facts, including a dramatic difference between Mr. **Vitas**' version of events and that of the Powells and a third party witness," Shawn Smith wrote in an email Sunday. "It is not that Cheri and I did not believe discipline was not justified, we said it was the commission's decision to determine what happens after the report," Smith wrote. But the

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documents released Sunday do show that Yaniz was the one who insisted the couple deliver something on paper to City Hall about **Vitas**.

"Commissioner Yaniz asked us to write the letter," Steven Powell told Farist, according to a transcription of an interview Feb. 4 at the couple's Stock Island business. "Yes, Commissioner Yaniz asked us to write it," Letisia Powell told Farist, the report said. "We didn't ask for this," her husband told Farist, the report said. "Commissioner Yaniz said nothing will ever be done unless someone comes forward," the report says. Yaniz agreed to "make sure the letter gets to the right people to review."

Witness saw exchange

Steven Powell said that after the first time **Vitas** reportedly touched his wife he tried to keep the mood calm and only told him, "Hands off, she's mine." But before she parted ways with **Vitas** that night, Letisia Powell said he "grabbed her butt very hard," the report said. "Mrs. Powell again asked him to stop and to be left alone," the report said. "Mrs. Powell stated the male said, 'Don't you know who I am? I'm **Bob Vitas**, city manager of Key West.'" The Powells said they didn't know the man's name until he said that. After the parade was over, **Vitas** says he left the scene and the Powells.

Yet the Powells, and a man named Jim Wilson, say **Vitas** joined them and a group of people walking down Appelrouth Lane. That's when Letisia Powell says "Mr. **Vitas** came from behind and again grabbed her butt," the report said. "Mr. Powell got into Mr. **Vitas**' face and said he would 'kick his ass,' if he touched her again," the clerk and city attorney reported. **Vitas** denies he was on Appelrouth Lane with the group and also that anyone threatened him. Had that happened, **Vitas** said he would have called the police. Yet a witness has emerged who backs up at least one part of the Powells' story: that **Vitas** was on Appelrouth with the Powells after the parade.

Jim Wilson said he "was reluctant to get involved, citing the 'politics' of the situation, the report says, but he agreed to describe the exchange between **Vitas** and Steven Powell. Wilson said he watched "a heated discussion with Steven Powell in City Manager **Vitas**' face," the report said. "He stated that Mr. **Vitas** headed toward the lower end of Duval following the incident at Appelrouth and Duval." Wilson did not see **Vitas** touch anyone but that Steven Powell told him **Vitas** had "grabbed his wife," the report said. Wilson "is a well-respected member of the community who would have much preferred to not have to speak with us," Smith and Smith concluded. "We can find no reason why Mr. Wilson would be anything but forthcoming under the circumstances." **Vitas** appeared "stunned" when told of the Powell's complaint, Farist said. During the parade, **Vitas** said he joined in with some of the crowd doing "the Bump" dance and may have "inadvertently brushed against the woman's body," the report said. **Vitas** said a man started yelling at him and he apologized, the report said.

"Mr. **Vitas** said that was the end of his interaction with either the man or the woman who has made the allegation," the report said. "But at no point did he deliberately or intentionally grab

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Bob Vitas**

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Mrs. Powell inappropriately," the report says **Vitas** stated. "Mr. **Vitas** stated there was no discussion with the woman and 'she never complained.' The only person Mr. **Vitas** said complained was the woman's husband."

Vitas said he had just started drinking at the party when the parade was going by and "was not inebriated," the report said. Letisia Powell, however, told the city clerk and city attorney that **Vitas** was intoxicated at the time. "She has heard rumors from people that have told her stories about Mr. **Vitas** and she believes him to be a nasty, old, disgusting person," the clerk and city attorney noted during a Feb. 19 interview with the Powells.

**Internet Research
Bob Vitas**

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Key West Citizen, The (FL)

February 9, 2014

Fort Street parking debate raises hackles

Author: *GWEN FILOSA; Citizen Staff*

The planned \$348, 000 parking lot alongside Bahama Village's Fort Street hasn't even hit the groundbreaking stage, but it has already caused a commotion among city commissioners. A proposed resolution making the space a paid parking lot, except for anyone with a Monroe County license plate or a sticker from city hall, set off a debate among the elected leaders. Things became so muddled that City Manager **Bob Vitas** pulled the item from last Tuesday's agenda at the behest of commissioners. "What happened to the economic benefit to Bahama Village?" Commissioner Clayton Lopez asked, reminding the panel that the land is part of the 6.6 acres of the Truman Waterfront Park parcel promised to his district for specific financial gain. "I can't vote for this."

Perhaps the city could create a parking sticker solely for residents in Bahama Village so they could use the lot, Commissioner Jimmy Weekley suggested. But the fact that funds to build the lot come out of the city's general fund rankled Commissioner Mark Rossi, whose district includes New Town. "That ain't working for me, man," said Rossi. "If that's being built with general revenue funds out of the city, my people in my district are going to be able to park there, too. Period."

City administrators brought up the proposal after the commission had asked for some type of parking rate plan. By a 6-0 vote Jan. 22, commissioners awarded a \$347, 924 contract to D.N. Higgins, Inc., of Ann Arbor, Mich., to build a lot with 46 vehicle parking spaces, including two ADA-accessible spaces, and 14 scooter spaces. The funds would also pay for landscaping, lighting and a stormwater drainage system. The city had previously spent \$18, 550 for parking lot designs. Who exactly can park in the lot and when remains unclear. "It's a paid parking lot with an exception for local residents who either have a Monroe County tag, or they have a sticker," **Vitas** said at last Tuesday's commission meeting at Old City Hall. He kicked around the idea of reserving some of the spots for Bahama Village residents during the annual Goombay Festival in October as a way to make up for the off-street spots that are blocked during the event. Commissioner Teri Johnston said the argument over the lot emphasizes the island's lack of a citywide parking program.

"We can't keep carving up the city and setting up special rules," said Johnston, whose district centers around the Horace O'Bryant School in midtown Key West. "Maybe it shouldn't be Monroe County; maybe it should be Key West residents only that have a parking program. We need a much better plan." Johnston added the parking rumpus shows city government as currently structured pits each of the six districts against one another. "That's the downside of having single-member districts," said Johnston, the longest serving commissioner after 24-year

**Internet Research
Bob Vitas**

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veteran Weekley. "We're all fighting individual battles for a very small geographical area, and it doesn't work."

Commissioner Tony Yaniz, the newest elected member found the parking lot resolution lacking in details. "You want us to go forward with this but we really don't know how we're going to charge, or who we're going to charge," said Yaniz. "We're heating up the oil but we haven't even caught the fish yet. We need to do a little more research."

Vitas later told the commissioners a citywide sticker for island residents could emerge down the road, but parking on the tiny island is a huge local issue. "It's not a simple issue in Key West," said **Vitas**. "It's complex. A citywide sticker program for Key West, that's pretty straightforward."

Commissioner Billy Wardlow, who represents New Town and parts of Stock Island that fall within the city limits, said maybe the city could charge a fee for parking during special events. "As long as we don't gouge people like at the garage during Fantasy Fest, \$30 to park there, I'm all for that," Wardlow said. "Ten dollars, but not outrageous, crazy prices."

**Internet Research
Bob Vitas**

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Key West Citizen, The (FL)

January 27, 2014

Yaniz flunks city manager in evaluation**Other commissioners support Vitas; mayor gives him high marks**

Author: *GWEN FILOSA; Citizen Staff*

In his first job evaluation since he was hired by a 4-3 vote in June 2012, City Manager **Bob Vitas** received praise and support from six of the seven city commissioners he serves. "Overall, the city manager is doing a very good job in a very demanding position," wrote Mayor Craig Cates, who checked the second-highest rating of "Exceeds Job Standards" at the end of the six-page form. Commissioners Billy Wardlow and Jimmy Weekley joined Cates with the overall rating while Commissioners Teri Johnston, Clayton Lopez and Mark Rossi were in the middle ground of the review, checking "Meets Job Standards." But Commissioner Tony Yaniz, the newest member of the dais in his first term as an elected official, blasted **Vitas** by placing a checkmark 13 times in the lowest column available, "unsatisfactory," and choosing the second-lowest rating, "improvement needed," in overall job performance.

Out of a possible five point score, commissioners gave him a collective rating of 3.52. "There is a communication breakdown between the commission and Mr. **Vitas**," Yaniz wrote. "Directives are not implemented as issued and when they are it is not done in a timely manner. He also rarely gives a direct and concise or simple answer to a basic question." Yaniz, who voted consistently for another candidate during the city manager selection in 2012, wrote, "It is evident Mr. **Vitas** has not come close to achieving the goals of his job." "In 33 years, I've never seen one like that," **Vitas** said Sunday, of the lone poor review in the City Commission batch. "I haven't had an opportunity to offer feedback." **Vitas** said Yaniz submitted his evaluation last Wednesday, the day of the commission meeting, and that he hasn't had a conversation with him yet.

Of the poor marks, **Vitas** would only say he needs to set up a meeting with Yaniz to learn what exactly is making him draw the conclusions. "Everyone is entitled to an opinion," **Vitas** said. "He has shared his opinion." **Vitas** had access to the evaluations before the Wednesday City Commission meeting, but didn't mention them at that meeting. The evaluations were approved without comment as they were included in the consent agenda, the collection of items approved in one fell swoop. Items on the consent agenda are not discussed unless a commissioner requests that an issue be removed from consent, in which case it is discussed and voted on individually. **Vitas**, who succeeded Jim Scholl as the top city administrator, earns \$180,000 a year and last worked as the village administrator for Lake Zurich, Ill. from 2007 to 2011. Lake Zurich has a population of 19,664, and a budget of \$45 million. The town has 172 full-time employees. **Vitas** also worked for one year as chief administrative officer in Lewiston, Maine, with a population of 35,690. From 1991-2000, he was chief administrator of Menasha, Wis., population 16,546, overseeing a \$22 million budget.

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Bob Vitas**

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Johnston, a **Vitas** supporter from the start and the only commissioner who typed up her comments in a narrative form, pointed out that **Vitas** is 18 months into a new job in a new city that is undertaking an "unprecedented" number of construction projects, including the construction of a new city hall at the former Glynn Archer School and the sprawling Truman Waterfront Park plans.

"I have found that the quantity and quality of **Bob's** work product meets expectations, particularly since he and his wife have been in the process of selling their home, purchasing a new home and relocating to live in the city of Key West," Johnston wrote. She noted **Vitas'** past experience and suggested he has been in a transition period acclimating to Key West government. "**Bob** comes to Key West with over 30 years experience interacting with city commissions and boards," Johnston wrote. "Key West may be somewhat unique for **Bob** since he is now reporting to (7) rotating commission members, all giving direction to the city manager on a daily basis."

Lopez echoed the sentiment, writing: "I expect that his prior experience with a different 'style' of city government may be an issue to be worked on in dealing with this city government." Yaniz wrote that **Vitas** doesn't work weekends or stay late. "Projects are delayed sometimes and completely overlooked," Yaniz wrote. During the June 2012 vote to select a new city manager, Cates and Weekley joined Johnston in supporting **Vitas** while Yaniz, Lopez and Wardlow wanted another candidate. Rossi liked a third candidate, but ultimately changed his preference to break a 3-3 tie and give the job to **Vitas**.

**Internet Research
Bob Vitas**

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Key West Citizen, The (FL)

January 8, 2014

'Send them back,' Jones says of homeless**Sunset Marina drops lawsuit; city moves to relocate KOTS KEY WEST**

Author: *GWEN FILOSA; Citizen Staff*

The man who orchestrated the building of Key West's overnight shelter in 2004 says the only way to solve the island's homeless problem is to cut off services and devise a legal way to cast out chronic lawbreakers. "You can drastically reduce the homeless population by figuring out how to close the soup kitchen and strictly enforce the panhandling and [other] ordinances," John Jones, former Key West assistant city manager, wrote in a Jan. 2 email to city commissioners, City Manager **Bob Vitas** and Mayor Craig Cates. "Figure out a legal way to send them back to where their home city is after so many violations," Jones wrote, recalling that in 2004 the city found funds to pay for bus tickets back home for men and women. "We sent many back to California for a \$120 bus ticket plus \$20 traveling expense," Jones wrote. "Only the city of Miami complained. (This is my politically incorrect solution)." Jones says city leaders are wasting their time trying to relocate the Keys Overnight Temporary Shelter (KOTS) on College Road.

Jones was the star witness when a 2011 lawsuit by condo owners prompted a hearing in November 2012 during which he said KOTS, first called Safe Zone, was built during an "emergency" situation that was a result of homeless men and women living outdoors. The lawsuit filed at the 16th Circuit Judicial Court was dismissed on Friday under an agreement that the city eventually moves KOTS from the sheriff's property on College Road - right next-door to Sunset Marina, an upscale condo and marina complex. Now, the residents of another gated community on Stock Island, the golf course homeowners association, have threatened to follow suit if Key West leaders try to locate the shelter on their side of the road. "It's stupid to cater to the residences on Stock Island and agree to move the shelter from its present location," Jones wrote. "There is no location in the city of Key West proper that the residences will let you locate the shelter. The Hawk missile base and the property next to St. Mary's soup kitchen would be ideal but the local residents would storm City Hall."

Cates said Monday he would rather not comment on Jones' email. The mayor, seeking a fourth term this fall, backed off his 24-hour shelter pitch after the margin of his Oct. 1 election win decreased from 70 percent to 54 percent. He blamed the dwindling support on the unpopularity of his shelter plan. Cates watched last year as commissioners dismantled support for a 24-hour shelter, having approved a resolution calling for one in December 2012. The church's soup kitchen, which actually serves hot meals like pork with beans and rice and donated desserts, serves one afternoon meal daily at its open-air location on Flagler Avenue. It is not run or funded by the city, which does spend about \$400, 000 a year keeping KOTS open. "Most of my constituents understand we need to have a location for the homeless population," said City Commissioner Jimmy Weekley on Tuesday. "No one believes, that I've talked to, it should be a

**Internet Research
Bob Vitas**

[Articles Appear In Reverse Chronological Order]

24-hour shelter. It should only be a shelter where people can go to sleep, take a shower and maybe get something to eat."

In the past few years, the commission has tightened up local laws prohibiting street begging, sleeping in cars and drinking alcohol in public as a response to the complaints of residents. At the same time, city leaders have been careful to ensure they are providing a shelter for the homeless, having watched Miami and other Florida cities become embroiled in civil lawsuits over police treatment of those living on the streets. "The main thing that lures people here is the weather," said Weekley. "Where would you rather be today, in Chicago or Key West? They're going to come to a warm climate."

Asked if he would ever consider trying to persuade the nonprofit soup kitchen to close down as a way to reduce the homeless population, Weekley said absolutely not, citing the work of agencies such as the Florida Keys Outreach Coalition, the Guidance/Care Center and a host of other nonprofits that serve the most vulnerable citizens. "Morally, it's our obligation to try to help people," Weekley said. "That's why I sit on the board of FKOC."

The working list of possible sites to relocate KOTS includes the former Easter Seals building on College Road, but commissioners last month showed a consensus for the Department of Juvenile Justice building next door to the county jail on the same stretch off College Road as KOTS. The building is in use by county and state departments, but city staff members said they could keep tabs on leases and perhaps use the outside as part of the shelter.

Relocating KOTS won't stop the lawlessness or constant influx of homeless men and women to Key West, Jones wrote. "The main problem of the homeless hanging out on the beaches, parks and other city areas is not addressed in any of the proposed locations," Jones wrote. "Also the state is letting a large group sleep under the Cow Key bridge."

Internet Research

Bob Vitas

[Articles Appear In Reverse Chronological Order]

Florida Keys Keynoter (Marathon, FL)

September 28, 2013

Key West city manager reorganizes at the top

Author: *SEAN KINNEY*

With an eye on streamlining interdepartmental coordination, Key West City Manager **Bob Vitas** is undertaking a number of key personnel shifts going into effect Oct. 1 with the new fiscal year. **Vitas**, formerly of Lake Zurich, Ill., succeeded five-year City Manager Jim Scholl in 2012; he beat out 79 other applicants for the three-year, \$180,000 annual contract.

In an interview with the Keynoter, **Vitas** said his focus is the need in the organization to be responsive. Whenever you do a realignment like the one we're doing, it's really designed to improve both internal communications vertically and within departments and within the organization. Among the moving pieces, **Vitas** will give Planning Director Don Craig the new title director of community development, which oversees city planning, building, zoning and code enforcement functions.

Basically Don has been doing this all along **Vitas** said. Nothing changes, there's no additional salary involved. He's just getting a new title. In Craig's area of supervision, there's a new Chief Building Official in Ronald Wampler, who took over from John Woodson, a 12-year city employee, who resigned from the \$90,000 per year job on June 3. With some new leadership **Vitas** said, we should start to see some of the changes that should happen in this organization administratively. There's no question we [already] do a good job of service delivery to the public. **Vitas** has also overhauled the city's port operations, including cruise ship management and operations of the city marinas and ferry terminal, and transportation.

On Tuesday, Doug Bradshaw, the city's senior project manager in the Engineering Department, will become the marine services director, a newly created position. That move comes with a salary increase. The dollar figure was not immediately available. The move follows the June 17 resignation of former Port and Transportation Director Jim Fitton and the retirement of former Transportation Director Myra Wittenburg.

We separated transportation out from underneath a port director because that made no sense to me. We put in place a director marine services . . . responsible for marinas, the Key West Bight, Mallory Square and Outer Mole [cruise ship ports]. Our marine services director takes care of everything water in the city.

On Monday **Vitas** hired Norman Whitaker, who has 33 years experience with the city of Lakeland, as Key West transportation director. One of the biggest challenges was trying to get the organization on a path to be more responsive than it had been **Vitas** said, and provide it some more clear and concise direction and reporting.

**Internet Research
Bob Vitas**

[Articles Appear In Reverse Chronological Order]

Key West Citizen, The (FL)

September 9, 2013

City manager opposes full-time lobbyists**Commission chose a firm in December, but no contract was ever signed**

Author: *GWEN FILOSA; Citizen Staff*

City Commissioner Tony Yaniz is criticizing the city manager for failing to sign a contract with the federal lobbyist firm the commission selected nine months ago on Dec. 4. Although the commission had directed City Manager **Bob Vitas** in December to hire the Holland & Knight firm, the contract just came up Wednesday at Old City Hall. Key West, which has for years employed federal lobbyists, hasn't spent a dime on the new firm, chosen after a tumultuous debate and in a split decision, **Vitas** made clear. "Keep in mind, they haven't billed us," said **Vitas**. "They can't provide services where there is no contract. We just had an understanding." During budget talks, **Vitas** advised against the \$90, 000 annual expense of lobbyists in Washington, D.C. On Wednesday, he urged the commission to consider hiring the firm part time or on an as-needed basis. "We're looking for cost savings and ways to balance the budget," said **Vitas**. "We haven't had the opportunity to call on them all that much. That's where the recommendation came from." Commissioners agreed in a 5-1 vote on Wednesday to postpone the matter until Sept. 17. Yaniz voted against it and Commissioner Mark Rossi was absent. "We need to have a federal lobbyist," said Commissioner Jimmy Weekley, the longest serving member of the panel and a former mayor. The failure to follow through with the commission's direction on lobbyists came to light Wednesday night at the commission's meeting, when the contract popped up on the agenda for approval. "How the hell did we approve something that sat on somebody's desk for nine months?" Yaniz asked **Vitas** from the dais. "Nine months. That's my question. What the hell happened?" **Vitas** didn't have a specific answer. "Through no fault of our own or theirs it just kind of sat," said **Vitas**. "When it came time to present the budget we realized this agreement needed to be approved and brought back to the commission."

Holland & Knight, an international group with 1, 000 lawyers on its payroll, was selected in December by a 5-2 vote after commissioners heard complaints from Last Stand, a local environmental group, that Key West's former incumbent firm may have a cruise ship conflict of interest. Mayor Craig Cates and Rossi dissented in hiring Holland & Knight, voting instead for incumbents Alcalde & Fay to continue the job. They also came in under bid. Holland & Knight charge a \$7, 500 monthly fee while Key West had budgeted \$6, 000 a month for lobbying. Alcalde & Fay's client list includes the Cruise Lines International Association, and Last Stand said the firm can't fairly represent Key West and the industry. "I really take offense as to what he said of a 'conflict,'" said Louis "Skip" Bafalis in December. "There is no conflict."

The commission's December choice of Holland & Knight came with a higher price tag of nearly \$2, 000 more a month than Alcalde & Fay, adding up to \$20, 000 over what was budgeted. Yaniz said Wednesday night that a pay-as-you-go deal isn't standard practice. "I've dealt with a lot of attorneys," Yaniz said. "I've been divorced five times."

**Internet Research
Bob Vitas**

[Articles Appear In Reverse Chronological Order]

Florida Keys Keynoter (Marathon, FL)

August 10, 2013

Next for homeless center: Figuring the finances

Author: *SEAN KINNEY*

With data and recommendations from a consultant in hand, Key West City Manager **Bob Vitas** is poised to start laying the groundwork for an overhaul of how the homeless are dealt with in the city. As had long been talked about, Texas-based consultant Robert Marbut recommends the city establish a 24/7 service center that centralizes food service, housing, medical care, mental health and substance-abuse referrals under one roof. That's in line with a two-year effort driven by Mayor Craig Cates to convert the old Easter Seals building on College Road on Stock Island and surrounding city-owned property into a shelter, replacing the Keys Overnight Temporary Shelter, which is further down College Road on property owned by the Monroe County Sheriff's Office.

After Marbut fielded a few questions from the City Commission Tuesday night, **Vitas** laid out the next steps. "In terms of the next step, obviously we need to start a new dialogue with all the strategic stakeholders," he said, listing, among others, the Sheriff's Office, county Health Department, the Public Defender's Office and a variety of nonprofit and faith-based organizations. Next, "We need to do some spatial planning. We need to task order someone to figure out precisely what we need."

The property in question comprises the Easter Seals building, the Florida Keys Society for the Prevention of Cruelty to Animals shelter and Florida Keys Mosquito Control District headquarters. Mosquito Control's lease with the city runs through May 2014. "There needs to be a project budget which has to be discussed," Vitas said. "And as a part of that, the ongoing funding sources. We know what the city is spending [\$450,000 per year]. When you start to add this up, it's a multimillion-dollar issue. Going forward, we need to have agreements with local partners."

Marbut is based in San Antonio, where he is chief executive of Haven for Hope, a large-scale homeless services campus. He estimates Key West's homeless population at 1,422 and said the majority of the people are "chronic homeless," defined as either living on the streets for a year or more or having four or more shelter visits in a three-year period. "More than any other place in America, you have more people come here to be homeless. It's a fun place to go," he said. "The weather is great. You can get some food and drink if you want. You can get some money if you want. That's what the vision and the word is on the street." He said that because most of the area's homeless are not from Key West, an important case management piece would be connecting the homeless with any family they have elsewhere.

Internet Research**Bob Vitas**

[Articles Appear In Reverse Chronological Order]

Key West Citizen, The (FL)

May 22, 2013

Big thanks for Outer Mole deal

City Manager **Bob Vitas** has the type of deep, radio-friendly voice that can immediately steer a regular old commission meeting to solemn territory. Tuesday in his report to commissioners, **Vitas** reminded everyone that last week's landing of exclusive negotiations with the Navy for releasing the Outer Mole pier was a huge deal. Huge. "That was approved at the highest levels as you can imagine in Washington, D.C.," said **Vitas**. "I think it would be remiss if we don't say thank you."

Commissioners Rossi and Yaniz, Mayor Cates, the two assistant city managers and staff, plus U.S. Rep. Joe Garcia and U.S. Sen. Bill Nelson, among others, deserve a nod, **Vitas** said, along with Naval Air Station Key West commander Capt. Pat Lefere. In November, the Navy's real estate honchos in Jacksonville had announced they were considering putting the pier out to bid, which rattled the nerves of Cates and others who believe the island's economy relies on welcoming cruise ships. Last week, the Navy bagged the idea of seeking a higher bidder, buying the city's argument that the public benefit of the pier lease on this tourist town's economy outweighed whatever a private company could pony up.

After a campaign by city leaders, a congressional House Committee on Thursday signed off on letting the Navy deal solely with the city of Key West, whose current lease of the pier runs out June 30. Rossi pointed out one more member of the island's full court press: Ron Demes, chairman of the Military Affairs Committee of Key West, seated in one of the back rows at Old City Hall. "Ron Demes in the back," Rossi said. "You deserve it, Ron. You worked hard on this and I want everyone to know."

The commission also:

- Heard a presentation from city Recycling Coordinator Will Thompson on a plan to change the way Key West takes out the garbage. By mid-July, city Utilities Manager Jay Gewin expects Key West to receive all 13, 000 65-gallon recycling carts painted what the manufacturer calls "Pepsi blue." It's hoped that the big blue carts will encourage recycling on an island with a rate under 10 percent, despite 71 percent of its waste being recyclable. But the new carts come with a new garbage pickup plan - to once a week for everything, rather than the current twice a week, plus a third day just for recycling.

On that one day, residents will put out their trash, recycling and yard waste - each in separate, labeled containers. There will be no weight limit to what is left curbside, staff said. "As many as you can put out there," Gewin said. "So long as the containers are labeled." But the carts can only handle 50 pounds before weighing down the workers and equipment, he said. The city supplies the big green, wheeled trash carts and the new big blue recycling carts, but locals must have their own containers for yard waste. Residents

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Bob Vitas

[Articles Appear In Reverse Chronological Order]

are asked to keep the current blue or green 18-gallon plastic bins, as they are handy for bringing out household recycling to the new, blue carts, Gewin said. No resident will be forced to accept a 65-gallon blue cart, but Gewin will urge everyone to give it a try.

Cates said some people say once-a-week collection will create a stink. Gewin responded that the policy works elsewhere in the nation, including in 24 Florida cities and other fishing towns. City staff called dozens of city managers who use the single-day program and not one negative comment was heard, said Thompson. "Our goal is to only inconvenience neighborhoods one day a week," said Gewin. "They won't have to deal with the vehicles for the rest of the week."

- Voted 7-0 to chip in \$5, 000 from the city manager's discretionary funds to the Rotary's annual July 4 fireworks show. Yaniz brought it up, saying that Key West was in danger of losing the event due to the rising costs of the pyrotechnics. "It's a dollar a minute," he said. Yaniz put **Vitas** on the spot, asking him for \$5, 000 while on the dais. Rossi jumped in. "You guys are spending money up here like drunken sailors," he said, suggesting a vote. Weekley didn't miss a beat: "And Commissioner Rossi knows a lot of drunken sailors."

Rossi thanked him drolly and again said he felt a vote was needed. Yaniz countered that he'd watched \$18, 000 in expenditures approved without a vote. But the dais took one anyway: Unanimous.

Ian Whitney, the Rotary's fireworks chairman, told commissioners the group could use the help.

Whitney said lots of locals assume the city pays for it, but the \$35, 000 bill always lands on the Rotary's table.

Internet Research**Bob Vitas**[Articles Appear In Reverse Chronological Order]

Key West Citizen, The (FL)

February 25, 2013

5 major projects totaling \$100M to get under way**KEY WEST**Author: *GWEN FILOSA Citizen Staff*

The city of Key West is about to embark on five major construction projects that add up to some \$100 million, from the long awaited Truman Waterfront Park and a new City Hall to the repair of a dilapidated Bahama Village treasure, the Frederick Douglass Gym. Even without the sprawling waterfront park plan, the city is looking at \$50 million in new construction, according to City Manager **Bob Vitas**. So in an abundance of caution, city leaders recently pledged to start finding and assigning project managers to each site, even if it means hiring new employees on contract to oversee the finances. "We have a multitude of projects going on. They're going to test us going forward," **Vitas** said at last week's City Commission meeting at Old City Hall. "We need to be very careful so we don't make mistakes along the way or spend money needlessly," said **Vitas**. "The city is on a course of major investment in its infrastructure to support the future generations of Key Westers." City Commissioner Mark Rossi said he will bring before the dais a resolution putting it all into law, and for weeks has been reminding **Vitas** on the political stage of Old City Hall that he won't accept any project going over budget. "If I'm sitting here, you're not going to," Rossi told him Tuesday. "I'll tell you that right now." **Vitas**, hired in summer to the top city staff job, said outside help is needed due to the sheer number of projects about to start. He predicted that shovels will start turning dirt on the new fire station at 525 Angela St. by April.

Add to that the reconstruction of the Glynn Archer Elementary School, 1302 White St., due to graduate its last students in June and then become a building site for a new City Hall. Then there is the Frederick Douglass Gym, 111 Olivia St., to which the city has pledged \$1 million toward repairing. That money is to come from selling the Pier House Resort the city-owned land upon which it sits. And there's a planned bus terminal on Stock Island. "We have a small building department; we don't have a department the size of what is going on," said **Vitas**. "We're not sleeping. We realize the challenge in front of us and it's a difficult challenge with the size of our staff."

Several city commissioners agreed with **Vitas** that staff may already be stretched too thin. "We may need to look at bringing someone in," said Commissioner Tony Yaniz. "Otherwise, we'd be a penny wise, a pound foolish." Mayor Craig Cates gave the new city manager a vote of confidence from the dais. "**Bob** has had experience in the past for this," Cates said at the commission meeting. "We already have a tremendous load on our Building Department as it is." The construction list at hand doesn't include the possibility of the recently stalled Peary Court redevelopment coming online or Pritam Singh's planned hotel at the city-owned Bight downtown, Cates said. In other words, short of an emergency popping up, the city of Key West's construction calendar is full. "Now is not the time to be adding more projects," said **Vitas**. "I think we're taxed. I'd like to manage what we have."

Internet Research**Bob Vitas**

[Articles Appear In Reverse Chronological Order]

Florida Keys Keynoter (Marathon, FL)

December 30, 2012

In Key West, new manager, new development

Author: *SEAN KINNEY*

Key West got a new city manager in 2012 with the retirement of five-year City Manager Jim Scholl and the hiring of **Bob Vitas**, who came to the Keys from Lake Zurich, Ill. **Vitas** beat out 79 other applicants for the job, which pays \$180,000 annually under a three-year contract. He has a bachelor's degree in international relations from Northern Illinois University and a master's in public affairs from the same university.

In his time on the job, **Vitas** has prioritized a number of major capital projects, including work on a new city hall, Old Town fire station and the Truman Waterfront development. On the Truman Waterfront, the more-than-decade-old plan to transform the 33-acre property into a destination park materialized to some extent with the selection of Miami-based Bermello Ajamil and Partners to run design and project management. That culminated in the presentation of a master plan that envisions phased construction and price tag more than \$40 million. A long back-and-forth about a new city hall that began with Mayor Craig Cates' 2009 election reached a level of finality with the City Commission voting to move forward with a rebuild of Glynn Archer Elementary School on White Street. The School District gave Glynn Archer to the city in return for sharing some of its space and for bus parking on Stock Island to avoid the North Roosevelt Boulevard reconstruction nightmare. Glynn Archer's rebuild is expected to cost around \$18 million and was selected in favor of rebuilding city hall at 525 Angela St. The administrative offices are currently in rented space at Habana Plaza on Flagler Avenue. And although city hall won't be rebuilt on Angela, a new Old Town fire station will replace broken-down structure that's there now. Construction is expected to start in early 2013 and cost around \$4 million. Caroline Street also proved a bastion of pending development in 2012 with a number of major projects in various stages of development review.

Pritam Singh wants to build a 96-room hotel at the former Jabour's Trailer Court. Chris Schultz and Jim Walsh want to turn the old Waterfront Market into a brewery, pub, restaurant and venue. And the city has funded more than \$500,000 to go toward new sidewalks, improved drainage, signs, landscaping and other public-area improvements. In September the City Commission approved a 2012-13 budget, which went into effect on Oct. 1, setting general-fund expenses at \$51,002,346, including a \$9.8 million reserve, an increase of about \$1 million over the previous year. That's supported by a property tax rate of \$2.9185 per \$1,000 of assessed value, up from the current rate of \$2.8627 per \$1,000. The budget increase of \$1.1 million included additional overtime for police, an assistant in the City Attorney's Office and an additional nine full-time equivalent shifts for street cleaning. The increase is balanced by the tax increase and reserve days, plus an increase in parking fees from \$1 per hour to \$2 per hour, the planned addition of more pay parking spaces around the Southernmost Point, and a new up-front fee for applications to the city's Historical Architecture Review Commission.

**Internet Research
Bob Vitas**

[Articles Appear In Reverse Chronological Order]

Key West Citizen, The (FL)

November 18, 2012

New union deals ready

Author: *GWEN FILOSA; Citizen Staff*

The city of Key West has reached a tentative agreement with the police union for a three-year contract that offers raises, an overnight shift bonus and one more officer on the road for every shift. At the same time, the city is close to sealing a new deal with its firefighters, which would usher in yearly raises from 2012 to 2014 and increase raises for employees who serve 21 years or more. On Nov. 5, the Dade County Police Benevolent Association's Key West chapter ratified the contract for the period covering Oct. 1, 2011, through Sept. 30, 2014. That vote came after a number of meetings between city and police union negotiation teams, according to a memo from city Human Resources Director Sandy Gilbert.

The City Commission's 6 p.m. Tuesday meeting agenda includes a request from the city manager to approve the 87-page contract, which would go into effect immediately. Key West police officers have been working without a contract since Sept. 30, 2008, when their most recent collective bargaining agreement expired. "We've always had a good relationship with the rank and file," City Commissioner Mark Rossi said, expecting the contract to pass on Tuesday. "This is a fair thing for everyone." Under the new deal, road patrol officers, sergeants and lieutenants would receive a midnight shift bonus of 3 percent for hours worked from 5 p.m. to 5 a.m. or 6 p.m. to 6 a.m. Wages would rise each year of the contract, starting with a 2.35 percent increase effective retroactively from Oct. 1, 2011, and a 3 percent increase starting from Oct. 1, 2012. The step-raises would also increase by 2 percent on Oct. 1, 2013. Union employees will receive back pay from 2011 and this year.

"They're reasonable," said City Manager **Bob Vitas** of the raises. "If you spread that out over a long period of time, it's not a bad thing. It's in keeping with our budget. We would not negotiate beyond that. In some cases, people wanted more than 3 percent." Also, the minimum staffing of patrol officers would rise from five per shift to six. The current seven-day advance notice of a shift change would increase to 14 days. All new hires would be eligible for health insurance, including dental and vision coverage, after a 60-day waiting period. Coverage will require \$25 per pay period. Worker's Compensation would jump from 70 percent of pay to 100 percent and last for up to six months for an injury suffered while engaged in training exercises. Local 1424 of the International Association of Firefighters ratified its four year agreement on Oct. 30, having met several times with the city's negotiation team in late 2011 and this year in an effort to hammer out details.

In the deal is a three-year step-raise plan, starting with a 3 percent raise in year one, 2012-13, a 2 percent raise for 2013-2014, and a 2 percent raise for 2014-15. **Vitas** said the sit-down negotiations with both union representatives were "amicable," and productive. Agreements were

**Internet Research
Bob Vitas**

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met after two or three meetings in each case, he said. On Nov. 7, the City Commission approved a new, two-year contract with Teamsters Local 769.

The city's office and blue collar workers will receive a 3 percent raise, effective Oct. 1, 2012, and a 3 percent raise the next year.

The Teamsters approved the contract Oct. 16. It runs through September 2014.

Tuesday's meeting will be at Old City Hall, 510 Greene St.

**Internet Research
Bob Vitas**

[Articles Appear In Reverse Chronological Order]

Florida Keys Keynoter (Marathon, FL)

August 11, 2012

New Key West manager settling in

Author: *SEAN KINNEY*

After three weeks on the job, Key West City Manager **Bob Vitas** this week sat through his first meeting of the City Commission as a participant on the dais. **Vitas** took copious notes as commissioners discussed myriad issues and says he's using what he learns to help develop priorities. "I do take a lot of notes," he said. "The conversation tends to lend itself to an open dialogue. If you read between the lines, you really pick up on what the priorities are." While acknowledging many areas that needed attention, "We have to get the budget complete. That's probably the most critical piece right now." **Vitas** inherited the budget for fiscal year 2012-13 from predecessor Jim Scholl, who retired after five years. **Vitas**, 55, described Scholl's administration as "organizing and housekeeping." "That's not going to stop with me."

The Chicago-area native singled out areas where action has been "stalled" such as development at the Truman Waterfront and an overall need to catch up on "deferred maintenance" and modernize public infrastructure. "The longer we wait, the more expensive it becomes. Delays cost taxpayers money." Describing his management style, **Vitas** likened himself to a "rubber band." "From a management philosophy, I need to work with the mayor and the commissioners on a regular basis.

On the opposite extreme, you have the administration. We have the right people in the right place. There's enough direction get to things done. I kind of sit in the middle." **Vitas**, married with three children in their 20s, has worked in municipal government, both as an administrator and in a consulting capacity, since 1980. He says his favorite band, particularly from his middle and high school years, is Chicago; he attended high school with one of the musicians from the band and attended many of their concerts.

Friday, **Vitas** also recounted recently attending a Carole King and James Taylor show and reminisced that King looked now "just like she did, in that peasant shirt," as she did when he attended one of the songstresses concerts decades ago. **Vitas** earns \$180,000 per year and agreed in June to a three-year contract. He has a bachelor's degree in public law and international relations from Northern Illinois University and a master's in public affairs from the same university.

Most recently, he was village manager of Lake Zurich, Ill. He also is a former manager of Lewiston, Maine, and Menasha, Wis. He has worked as a project consultant in Serbia, the Republic of Zambia and in Bosnia-Herzegovina. He beat out an initial pool of 79 applicants for the city manager.

**Internet Research
Bob Vitas**

[Articles Appear In Reverse Chronological Order]

Key West Citizen, The (FL)

June 20, 2012

Vitas' contract OK'd

KEY WEST

Author: *JOHN DESANTIS; Citizen Staff*

The authority to manage the city of Key West will be officially transferred from City Manager Jim Scholl to his replacement, **Bob Vitas**, after midnight on July 28, when he will begin earning his \$180, 000 annual salary. The City Commission made a few minor changes to his employment agreement at a Tuesday night meeting, during which they also discussed changes to Key West's city charter. No action was taken on the proposed charter changes, which include district boundaries, the status of term limits and whether the commission can approve purchases of real property without a vote of the people. At their next meeting, commissioners will decide which of an advisory committee's recommendations to approve and put before voters, as well as the timetable for that. Commissioners also rejected a revision of the city code that would have allowed boat owners to store boats on their private driveways or yards. The matter of whether boats can be parked on public rights of way will be discussed at a future meeting.

The discussion on **Vitas'** contract was fueled largely by Commissioners Tony Yaniz and Billy Wardlow, who questioned the salary and benefits package being offered Key West's new chief executive. Their objections gained little traction as their fellows offered their views. When the final vote was taken, key differences were:

- **Vitas** will not get a Ford Explorer; he will instead rely on a \$250 per month auto allowance to cover all his vehicle expenses, including fuel.
- **Vitas** must now give 90 days' notice if leaving the job. Previously it was 60 days.
- The contract will be for three years, with a two-year renewal option at the conclusion of the three years.

Commissioner Teri Johnston, a strong **Vitas** supporter, chastised her fellows for nickel and diming the contract, particularly when there was wrangling over numbers of sick days and vacation leave. Many of the items in the proposed contract, she argued, were identical to those in Scholl's contract.

Jim was hired at \$180, 000 with no city manager experience at all, Johnston said. He is obviously a wonderful gentleman and we got really lucky. But a city manager's job is a city manager's job. (**Vitas**) has worked with budgets like ours, worked with international visitors. This is by charter the most important position in the city it is an argument to move forward with Key West. Among the changes Wardlow supported was to rescind accrual of **Vitas'** vacation days in advance, on his first day of employment. I worked for the city for 30 years and saw a lot of city managers come and go, Wardlow said, explaining that it's bad for morale when a manager's perks are different than those of rank-and-file employees.

**Internet Research
Bob Vitas**

[Articles Appear In Reverse Chronological Order]

He also said that, despite his desire for changes in the contract, I think he is a great guy and I am sure I could work with him as well as I could work with anybody. There was no change to the vacation provision.

The final contract was approved by vote of 6-1, with Yaniz the lone dissenter. The boat question Johnston led the opposition discussion about boats on private property, after a half-hour's worth of public comment was read into the record.

The potential of boats being visible on lawns and driveways, she maintained, would lower property values and not be good for the city overall. You clean up your city, you make it inviting - make it a unique city to bring visitors into, Johnston said. Yaniz spoke in favor of changing the rules. Right now it is complaint driven, he said of the current ordinance. This is a slippery slope. Pretty soon you won't be able to have a business truck or trailer on your property the realtors don't want people to have boats in front of their house. I don't give a damn what realtors think we have got to allow people to have their boats on their property, on their driveway. Mayor Craig Cates spoke in favor of allowing boats in driveways and yards.

Some people are going to be upset with me and some people are going to be happy, Cates said. They should be allowed to do that, (but) not on the streets, not public property. Boats have been here forever and property values never went down because somebody had a boat in their yard, Wardlow said.

The matter was a tied vote, with Commissioners Johnston, Weekley and Mark Rossi opposed, and Yaniz, Wardlow and Lopez in favor. Despite his comments for boats on private property, Cates ended up voting against it, breaking the impasse.

**Internet Research
Bob Vitas**

[Articles Appear In Reverse Chronological Order]

Lake Zurich Courier (IL)

January 12, 2012

Lake Zurich Board OKs severance for Vitas

Author: *BY STEPHANIE KOHL, skohl@pioneerlocal.com*

Although former Lake Zurich Village Administrator **Bob Vitas** is no longer employed by the village, he will receive severance benefits through June 30.

A voluntary separation agreement and release of all claims was recently ratified by the Lake Zurich Village Board, with all members but trustee Jeff Halen voting for ratification.

Per the agreement, **Vitas** is entitled to severance benefits “equal to six months compensation based on his yearly base salary of \$145,000,” or \$72,500; deferred compensation of \$6,500; and vehicle allowance of \$6,000 from Dec. 31, 2011 through June 30, 2012. In addition, during the same six months, **Vitas** and his family are eligible to continue under the village’s health insurance plan.

“The original employment agreement provides for severance benefits as outlined on the agenda tonight,” Mayor Suzanne Branding said following the vote at the board’s Jan. 3 meeting. “The board concurred with the severance payment and were advised by two attorneys, the (municipal) counsel and labor counsel, to honor the agreement.”

Discussions regarding the agreement were held in executive session prior to the vote.

Following the meeting, Halen said **Vitas**’ contract had ended Dec. 31 and he was being fiscally responsible to taxpayers by opposing the agreement.

“I just felt the contract had expired, so I’m looking out for the taxpayers,” he said, adding the severance package comes to nearly \$90,000 when you factor in all the benefits.

Vitas, who had been in the position for four years, tendered his resignation in November and it was announced in a news release Nov. 18.

The news release stated that **Vitas** had completed his contractual obligations with the village and would be “moving on with his career in order to pursue other alternatives.”

Section 11 of **Vitas**’ original contract, from Oct. 2007, stated that if **Vitas** was terminated without a determination of just cause then the village would pay him a severance package and that if **Vitas** voluntarily resigns, and the resignation was not under circumstances in which his resignation “is being actively sought by the Board of Trustees,” then the village is not obligated to pay severance.

Internet Research

Bob Vitas

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Trustee Rich Sustich said Wednesday that the severance package was negotiated based on **Vitas'** original contract.

“Do we have an obligation to be responsible to the cost to the village, absolutely,” he said. “... but at the same time, I continue to believe we have an obligation to meet our contractual obligations.”

Sustich questioned what it would look like to potential village administrator candidates if the village didn't honor a contractual obligation.

Branding said Wednesday the village has already posted the openings for both Village Administrator and Finance Director. Former Finance Director Al Zochowski also left the village on Dec. 31. She added the village has received some resumes, but they have not yet been reviewed and that the Village Board is in discussions as to what their next step should be. Branding said the village would like to fill the vacancies as soon as possible.

**Internet Research
Bob Vitas**

[Articles Appear In Reverse Chronological Order]

Lake Zurich Courier (IL)
December 29, 2011

Villages approve revenue sharing deal

Author: *BY STEPHANIE KOHL, skohl@pioneerlocal.com*

A recently approved intergovernmental agreement between Lake Zurich, Hawthorn Woods and Kildeer, which spells out revenue sharing terms for several properties along the shared boundaries of Route 22 and Quentin Road, has put an end to litigation between Lake Zurich and Hawthorn Woods related to annexation in the area. The agreement was drafted to include the Wooten, Obenauf and Nielsen properties, which together form what is commonly known as the Cedar Hill property, in addition to the Cummings and Dartmoor properties. No boundaries will change, and the revenue sharing deal will take effect when any of the parcels are developed or annexed.

According to the agreement, the Cedar Hill property's sales tax revenue will be split as follows: 40 percent to Lake Zurich, 20 percent to Hawthorn Woods and 40 percent to Kildeer. For the Cummings property, 50 percent of sales tax revenue will be earmarked for Lake Zurich, 10 percent for Hawthorn Woods and 40 percent for Kildeer. The Dartmoor property's split will be 25 percent to Lake Zurich and 75 percent to Hawthorn Woods. Property tax revenue also will be shared. Per the agreement, property taxes on the Cedar Hill property will be split with 75 percent to Lake Zurich and 25 percent to Kildeer. Property taxes generated by the Cummings property will all go to Lake Zurich and property taxes generated by the Dartmoor property will all go to Hawthorn Woods. Under the agreement, the villages can no longer object to the annexation of the properties, ending a long legal battle between the Hawthorn Woods and Lake Zurich.

The Kildeer Village Board unanimously approved the intergovernmental agreement at its Dec. 20 board meeting. Village administrator Michael Talbett expressed confidence that the intergovernmental cooperation will continue with the development of the three parcels. "We have some idea of what's going to happen at that intersection, how it will be developed and what will take place," he said, adding that Kildeer's voice will be heard by the other village boards.

The agreement also was unanimously approved by the Hawthorn Woods Village Board on Dec. 20. "It settles a dispute with our neighbors over a boundary agreement annexation request," said Pam Newton, Hawthorn Woods' chief operating officer. "It shares sales tax to all three villages where the villages meet." Newton said that every board involved gave a little and got a little, resulting in a win-win-win situation. Lake Zurich unanimously approved the agreement at its Dec. 19 meeting, with Village Administrator **Bob Vitas** telling the board that only the Cedar Hill property has a project ready to come forward. Although all Lake Zurich Board members voted in favor of the agreement, at least one trustee still wasn't a big fan of the outcome. "I guess at this point, it's no secret I'm no fan of this agreement," said Trustee Tom Poynton. "(But) this is the next best chance we have at developing the property."

**Internet Research
Bob Vitas**

[Articles Appear In Reverse Chronological Order]

Daily Herald (Arlington Heights, IL)
November 19, 2011

Lake Zurich's top administrator leaving

Author: *Bob Susnjara bsusnjara@dailyherald.com*

Lake Zurich Village Administrator Bogdan "**Bob**" **Vitas** is heading out the door, with his resignation effective Dec. 31.

Vitas became Lake Zurich's top administrator after a nationwide search was completed in October 2007. He was an independent consultant when he was tabbed by then-Mayor John Tolomei to replace retiring administrator John Dixon.

Lake Zurich Mayor Suzanne Branding said **Vitas**' contract expires at year's end. **Vitas**' scheduled departure was announced Friday, but he submitted a resignation letter to Branding on Nov. 11.

"I could kind of feel it coming. You know how you just sense things sometimes," Branding said.

Downtown redevelopment was a stated priority when **Vitas** took over as village administrator four years ago, but plans remain stalled. **Vitas** could not be reached for elaboration Friday.

Vitas did not share any specific reason for his resignation in the letter to Branding. "I do so in order to move on with my career and to pursue other alternatives having successfully completed my contractual obligations," **Vitas**' letter stated in part.

Vitas thanked the village board and Branding for his time in Lake Zurich. "I am especially grateful for having the privilege of leading a truly capable, outstanding and dedicated employee workforce," **Vitas** said.

He had a disagreement with trustees in January, when the board refused to spend public money on his tickets to the chamber dinner-dance. **Vitas** subsequently spent his own \$150 so he and his wife could attend the Evening of Excellence sponsored by the Lake Zurich Area Chamber of Commerce.

He was to make a \$145,000 base salary in the 2011 fiscal year, Lake Zurich's budget shows.

Before coming to Lake Zurich, **Vitas** served more than 10 years in village administration for towns throughout the Chicago area. He led several U.S.-sponsored economic redevelopment and government reform projects in Serbia from 2000 to 2007.

Vitas said he plans to work with the village board and Branding to find his successor as part of a smooth transition before he leaves Dec. 31.

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**Internet Research
Bob Vitas**

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Chicago Tribune
July 25, 2011

Village hires consultants to help with downtown development

By Amy Alderman

Lake Zurich officials hired a new consultant for \$33,000 to help analyze and plan for the future of downtown development.

Evanston-based Teska Associates Inc., a firm that specializes in economic development, fiscal impact analysis and tax incremental financing districts, won a 12-month contract with the Village of Lake Zurich recently.

“It will be for the village’s own purposes in working with developers,” Village Administrator **Bob Vitas** said. “As we get our hands around two main documents- financial analysis, Community Gap analysis, it will help us communicate with developers, negotiate, and know what we are capable of instead of grasping at straws.”

Teska will help develop a new strategy for the downtown area and analyze the village’s 7-year-old tax incremental financing district.

The contract is needed in order to update the information on the district-something that hasn’t been done in several years.

Trustee Jeff Halen has been the only nay-sayer in the discussions of hiring Teska, saying there could be a duplication of efforts when village finance officers analyze the village’s finances and a private consulting firm could be doing the same.

“It’s a lot more complicated than it is now,” **Vitas** said.

Teska’s scope of services ranges from a financial analysis of how the village could tackle the TIF district’s \$28 million debt to canvassing business owners and developers and what they want in Lake Zurich, according to village documents.

“The Gap Analysis is going to give us an opportunity to find out, does the development plan makes sense. If it doesn’t, we need to make modifications to it,” **Vitas** said. **Vitas** said in an interview he’s been in discussions with six developers that are interested in bringing their residential and commercial businesses to Lake Zurich.

“I’m waiting for them to step forward,” **Vitas** said. “When they do, they would be referred to the new consultants to evaluate their plan and relationship to TIF district.” The banking industry dishing out less loans and the tough economic climate in recent years have been a couple of the biggest obstacles for developers, which is why intensive planning is required to boost healthy and long-lasting growth in Lake Zurich, **Vitas** said.

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“It’s no longer if you build it, they will come,” he said.

**Internet Research
Bob Vitas**

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Lake Zurich Courier (IL)

May 5, 2011

On 3rd try, Lake Zurich OKs \$44.5M budget

Author: *By Stephanie Kohl*

Although it had been thought former Trustee Jim Johnson's last meeting as a Village Board member was April 18, it was a motion by Johnson to approve the fiscal year 2011-12 budget that was approved April 27. After failing to approve a 2011-12 budget at both the April 4 and April 18 Village Board meetings, a special meeting was called April 27 to adopt the budget. The budget, which had previously caused hours of discussion and dissatisfaction among the Village Board members, was approved in less than 10 minutes. "The compromise came about as a result of internal discussions between my office and each of the members of the board," said Village Administrator **Bob Vitas**, adding the village worked through the board's concerns and came up with a deal that allowed the \$44.5 million budget to be approved.

The motion, approved by all but Trustee Jeff Halen who was absent, called for the adoption of the annual budget as recommended by the village administrator Feb. 25 and adjusted to reflect a decrease in the water and sewer fund expenditures of \$500,000 and a related decrease in the general fund revenues of \$500,000 subject to the requirements: the general fund will be brought into balance with the use of \$500,000 from the general fund reserves; an in-depth village wide cost allocation study will be completed during the first quarter of the fiscal year; an operational audit of the public works department utility division must be completed during the first quarter of the fiscal year; the current village water and sewer rates will remain unchanged until the outcomes of the cost allocation study and operational audit; and a hiring moratorium will be put in place during the first quarter of the fiscal year for all vacant positions.

The previously proposed budget called for a \$500,000 transfer from the water and sewer fund to the general fund, and a related 40 percent increase in water and sewer rates for residents, to cover administrative costs of running the utility services. Several Village Board members were vehemently opposed to such a transfer, which was a major reason the budget had not been previously approved. The April 27 approval of the budget keeps the village in compliance with state law, which required the 2011-12 budget be approved by April 30.

Both the cost allocation and operational audit are scheduled for completion by Aug. 1. **Vitas** said administrators have already spoken with companies capable of doing a cost allocation study and have found three that can complete it in 90 days. He added administration would start looking for companies April 28 to complete the operational audit, with a goal of also having that completed in 90 days. "The budget we look at on May 1 could be completely different Aug. 1 after the cost allocation study and operational audit have been conducted," **Vitas** said. By using \$500,000 from the reserves, the reserve balance is projected to be about \$3.5 million at the end of 2011-12, down from about \$4 million at the close of the current year.

**Internet Research
Bob Vitas**

[Articles Appear In Reverse Chronological Order]

Chicago Tribune
April 20, 2011

Trustees split vote on next year's budget
By Amy Alderman

Lake Zurich trustee failed to approve a proposed \$44.5 million budget during a recent meeting that saw heated discussion over the way administrators want to spend tax dollars.

A tie vote stalled the proposal.

Most of the criticism during the nearly two-hour discussion on April 18 focused on a plan to transfer \$500,000 from the water and sewer fund to the general fund — in tandem with a 28 percent water and sewer rate increase. The Tribune watched a recording of the meeting on the village's website, www.volz.org.

Trustee Jeff Halen gave a laundry list of concerns over what he called “inflated” costs in the budget. He vehemently opposed moving money from one fund to another, and suggested cutting two administrative positions to save \$250,000.

He also opposed using a hotel-motel tax to pay for July Fourth celebrations, arguing that the fireworks don't bring in enough out-of-town guests to justify the expense.

“It's like saving money for your child's college fund and using it to go out to dinner and a movie,” Halen said. “I am not for cutting personnel, but if it saves the budget, it has to be done.”

The rate hikes are justified because the current revenue does not cover the cost of the water and sewer services, Administrator **Bob Vitas** said. The rates have not changed since 2005. But the actual costs versus expenses are not itemized, and a study would answer questions about the true value of those services, **Vitas** said.

If the \$500,000 in the water and sewer fund isn't transferred to the general fund, as many as eight jobs would have to be cut, he warned. The proposed budget has already been cut 22 percent below recent years, **Vitas** added.

Meanwhile, Trustee Jonathan Sprawka said he was interested in putting an ambulance back in service, which had been taken out of service.

That would cost more than \$1 million because it would add six to eight positions, **Vitas** said.

Trustee Jim Johnson, at his last board meeting before his term expires, said Halen and other trustees have mulled over the same questions, which **Vitas** said he answered multiple times. The budget discussions were delayed at the last board meeting because of the questions.

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“The thing that is frustrating to me is, and I know I’m the lame duck trustee, but I see we have a professional staff,” Johnson said, looking at administrators. “I see you spending hours and days and weeks and months, coming up with figures and answering questions. You do your best job going over documents and we (trustees) all the sudden come up with lists of questions, saying let’s start over again, let’s start over again, and let’s start over again.

“I think we ought to vote the budget in, and do whatever amendment we want to fix it,” he added. “I don’t think it’s broken right now. I’d like to get this done and move on.”

However, only two trustees sided with Johnson on the final vote — Dana Rzeznik and Tom Poynton.

So the motion to pass the budget failed in a 3-3 tie, due to a lack of a majority. Halen, Richard Sustich and Jonathon Sprawka voted against the budget. Mayor Suzanne Branding, who could have broken the tie, did not attend the meeting.

The board attempted to pass the budget twice with one motion to approve the budget, which failed in a four to two vote, and the second motion to pass the budget with a contingency to possibly revise the budget at the board of trustees June 6 meeting.

The village could schedule a special meeting to vote on the budget before its May 2 meeting, village attorney Kelly Cahill said. If the budget is not approved by the April 30 deadline, the current budget would remain in place for 90 days, Cahill said.

**Internet Research
Bob Vitas**

[Articles Appear In Reverse Chronological Order]

Daily Herald (Arlington Heights, IL)

February 13, 2011

Getting on board with budget

Author: *Bob Susnjara bsusnjara@dailyherald.com*

Lake Zurich Village Administrator **Bob Vitas** says he wants elected officials to help shape the next fiscal year's budget in an effort to create one of the best such documents in Illinois.

Vitas spoke of his preference for the elected officials to spend up to 18 hours over various budget sessions after Trustee Jonathan Sprawka suggested otherwise during a village board meeting last week. "It's time to place our trust in the staff to develop a budget that reflects the board's direction," Sprawka said. But **Vitas** said the elected officials' input will be valuable for the new fiscal year that starts May 1. He said the village's strategic plan will be incorporated into the 2011_12 budget with ideas that would need funding.

Lake Zurich officials have an opportunity to adopt a budget "that's second to none in Illinois" by following a process designed to lead to full transparency on spending, **Vitas** said. "I know we don't want to meet for 24 hours or even 18 — I know that," he said. Village boards in Gurnee and Vernon Hills are among those that spend considerable hours in budget sessions. Vernon Hills even has had special Saturday budget work sessions for the board.

Before **Vitas** spoke Monday night, Mayor Suzanne Branding and trustees Jim Johnson and Dana Rzeznik supported Sprawka's idea of less village board involvement in the budget. "I'd just as soon hang up the green eyeshade and move on to the policy_making aspect of being a trustee," Johnson said.

Trustees Tom Poynton, Jeff Halen and Rich Sustich were opposed to reducing the time they are scheduled to spend on the proposed budget. Poynton said such a move would be counter to what most cash-strapped governments are doing. "I think there will come a time when we will be able to look at (the budget) 100 percent and say, 'We don't need to look at the details,'" Sustich said.

Last year, the Lake Zurich village board approved a \$40.8 million spending plan that ends April 30. Several steps were taken before the budget was passed to narrow what had been a \$3.3 million gap between revenue and expenditures.

Employee wage freezes and increased health insurance contributions were among actions taken to balance the budget.

Lake Zurich's strategic plan runs from 2011 to 2013. The document includes goals such as ensuring the development and maintenance of a capital improvement plan.

**Internet Research
Bob Vitas**

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Daily Herald (Arlington Heights, IL)

February 8, 2011

Lake Zurich looks at plan for downtown development

Author: *Bob Susnjara bsusnjara@dailyherald.com*

Lake Zurich's village administrator on Monday outlined a preliminary, three phase strategy that may be used in an effort to land a developer for a long stalled downtown project. Village Administrator **Bob Vitas** said what Lake Zurich won't need to do is start from scratch, because there are different plans that can be used. "What do we do when the truck doesn't show up and there is no money to make the project go?" **Vitas** asked.

Lake Zurich's downtown is once again on the front burner in the wake of developer David Smith and his Equity Services Group's recent departure. Smith's inability to deliver \$12.5 million in funding by Jan. 1 opened the door for a different firm to take over the project. Downtown Lake Zurich was declared a tax increment financing district in 2002, meaning property taxes to local governments are frozen so any new tax income could go into development. However, because the project stalled, the income isn't there. **Vitas** said there has been developer interest in some aspects of the project, particularly the unfinished Somerset townhouse development.

Lake Zurich's current debt on the downtown project, including interest, is about \$28.3 million. Officials said some of those loans will come due in the next few years. As part of the preliminary strategy he presented Monday, **Vitas** said an evaluation of the village's financial conditions must happen first for Lake Zurich to forge ahead with the downtown project this year. He said initial consulting services would be paid on a flat-fee basis. When Lake Zurich is ready for the second phase, **Vitas** said, the village must attract highly qualified and well capitalized developers with proven, successful track records. Such developers must match the village's vision and financial needs.

In the third phase, Lake Zurich would execute developer agreements. Responding to Trustee Tom Poynton, **Vitas** said part of that will be to get the word out that Lake Zurich is "open for business," adding that Lake Zurich is competing with other Illinois communities for downtown revitalization. Poynton said it may be worth discussing developer incentives. "What do we want to give away to get things developed?" he said. Smith's inability to make the payment by the deadline already extended from September 2010 essentially voided the deal he'd struck with Lake Zurich officials. At a meeting in January, the village board listened to Smith ask for an additional extension until the end of the month, but trustees opted to show him the door.

Vitas told village board members he'd welcome their input on strategies to ignite the downtown redevelopment strategy.

**Internet Research
Bob Vitas**

[Articles Appear In Reverse Chronological Order]

Daily Herald (Arlington Heights, IL)

January 19, 2011

Lake Zurich official has to pay own way

Author: *Bob Susnjara bsusnjara@dailyherald.com*

Lake Zurich Village Administrator **Bob Vitas** has spent his own money to buy tickets to a local business organization's dinner_dance set for Saturday because trustees refused to cover the expense with taxpayer funds.

Despite objections by Mayor Suzanne Branding, village board trustees recently declined to approve spending public money for the \$75_a_head Evening of Excellence sponsored by the Lake Zurich Area Chamber of Commerce. Set for 5:30 to 11:30 p.m. Saturday at Concorde Banquets in Kildeer, the chamber's dinner-dance will include awards in categories such as business of the year, educator of the year and citizen of the year. The Roy Vombrack Orchestra will entertain.

Branding said **Vitas** spent \$150 on two Evening of Excellence tickets for him and his wife late last week. Branding said she also used her own \$150 on tickets so she can attend with her husband. Given **Vitas'** job responsibilities as Lake Zurich's top staffer, Branding said it would have been appropriate for village money to cover his ticket. She added she understands the financial concerns about spending on the dinner-dance. At last week's Lake Zurich village board meeting that Branding could not attend, Trustee Jim Johnson read into the record an email from the mayor supporting the spending of taxpayer money for **Vitas** to be at the chamber event.

Branding said relationships must be maintained between village officials and those with other local governments and the chamber. "Lake Zurich has hired a professional administrator," Branding wrote, "and the board is handicapping him by not paying for him to attend the chamber's dinner-dance. Attending this function is part of his job." But Trustee Rich Sustich responded that spending on dinner-dance tickets would be questionable in tight budget times in Lake Zurich. He said nothing would prevent village officials from paying their own way to the Evening of Excellence. "Participation in an event such as this, I think, falls under the category of discretionary spending," Sustich said.

Vitas did not return messages seeking comment.

Lake Zurich isn't the only suburb where a small expenditure has been placed under a microscope and rejected.

In May, the Round Lake village board declined to contribute \$150 in public money to a private foundation that assists the village's park district in sending children to summer camp. Two trustees voiced concern about the message the \$150 donation would have sent to municipal employees whose pay was frozen.

Internet Research

Bob Vitas

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**Internet Research
Bob Vitas**

[Articles Appear In Reverse Chronological Order]

Daily Herald (Arlington Heights, IL)

January 4, 2011

Village's development deal over?

Author: *Russell Lissau* rlissau@dailyherald.com

The developer of Lake Zurich's planned downtown redevelopment project missed a Jan. 1 deadline to deliver \$12.5 million, officials said Monday.

"That date came and went," Village Administrator **Bob Vitas** said.

The missed payment essentially voids the deal Lake Zurich officials had struck with David Smith and his Equity Services Group, **Vitas** said.

But **Vitas** hopes Smith is still interested in the project and said the developer can request an extension or a new agreement.

Proponents of the project have so much time and energy invested in the plan, **Vitas** said, "it'd be horrible for the village to start from scratch."

Smith could not be reached for comment.

The Jan. 1 deadline was itself an extension, an ultimatum set for Smith in October after village officials said they haven't seen any evidence of the financing Smith had said he arranged.

Smith also missed a Sept. 30, 2010, deadline to submit detailed plans for the project. In October, he requested a 10-month extension.

Village officials have said other developers have expressed interest in the project, but those avenues haven't been pursued because of the contract with Smith's group.

Officials are eager for development to begin. The area has been declared a tax-increment financing district and is supposed to generate rising property tax revenue as the land is rejuvenated.

At least, that's the plan. Without redevelopment, the village could be short millions of dollars it needs to pay off loans for the project.

If Smith formally requests another extension, **Vitas** believes village leaders will entertain the concept with certain unspecified conditions.

The village board is next scheduled to meet Monday, Jan. 17.

**Internet Research
Bob Vitas**

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Chicago Tribune

Dec. 21, 2010

Sale of park property delayed

By Andrea L. Brown

The sledding hill and skate park in Lake Zurich will not be sold for commercial development for now, but the issue will likely come up again next year as the village evaluates its park plan and looks for ways to raise cash.

The Village Board this week unanimously voted not to declare a 7-acre slice of Paulus Park that fronts Illinois Highway 12 as surplus property. A yes vote would have paved the way to sell the land.

The board will begin in March to update its master plan, which will include a review of all of the village's 30-plus parks to determine if any of the parcels qualify as surplus property, Village Administrator **Bob Vitas** said.

The village has discussed selling a piece of Paulus Park for more than a year, after brokers approached Lake Zurich officials at a trade show, **Vitas** said. The proposal under discussion called for a group of free-standing buildings, which had attracted interest from chain restaurants.

The developers wanted to attach the park property to a vacant parcel, the former BP gas station on the northeast corner of Route 12 and Illinois Highway 22. Since Route 22 was widened a few years ago, the property is no longer desirable because a raised median limits access, **Vitas** explained.

Residents opposed to the idea of selling the park land filled the Village Board meeting room and spoke about the important role the park and its amenities, such as the skate park and sledding hill, play in the community.

"They're also singular," said Mary Mihelic, a member of the Park and Recreation Advisory Board. "If you get rid of that, your finger's right over the delete key. They will not exist any more."

The village's precarious financial state drives the need to look for creative solutions to bolster the village's cash reserves, contribute to underfunded pension accounts and pay impending debt in the tax increment financing district, Mayor Suzanne Branding said.

"The sale of this property seems to be the least bad in a group of bad choices," Branding said.

**Internet Research
Bob Vitas**

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Acknowledging residents' concerns they had little public notice about the development proposal, Branding said many developers won't negotiate unless discussions are private in the early stages. She said she would like to see the matter discussed in a public hearing formant.

Maureen Degen, a member of the Park and Recreation Advisory Board for 12 years said she was thankful that so many residents showed up at the meeting to oppose the notion of selling the Paulus Park land.

"I'm thrilled Paulus Park is going to remain," said Degen, who expressed skepticism about the village's contention the skate park and sledding hill could be moved another location either in Paulus Park or one of the system's other properties.

She also said the village should consider adding the former BP site to the village's park holdings.

"I don't think this is dead," Degen said. "What we should be doing is putting a bond referendum on the ballot to continue this park."

**Internet Research
Bob Vitas**

[Articles Appear In Reverse Chronological Order]

Daily Herald (Arlington Heights, IL)

October 15, 2010

Will sales tax increase?

Author: *Russell Lissau* rlissau@dailyherald.com

A proposal to increase Lake Zurich's sales tax by half a percentage point probably stands a 50_50 chance of passing on Election Day, Village Administrator **Bob Vitas** said Thursday. "It's a tossup right now," **Vitas** said during an hour long discussion at Daily Herald's Lake County office. "My guess is, people have already formulated an opinion." **Vitas** and two other village officials — Public Works Director David Heyden and Finance Director Al Zochowski — talked about the referendum during an editorial endorsement interview.

The proposal on the Nov. 2 ballot would raise the sales tax on most retail goods purchased in the village to 7.5 percent. If the tax is approved, it could raise between \$1.8 million and \$2.2 million annually for the village. Most of that money would be used to resurface roads throughout town, and to pay for simultaneous sidewalk, curb and sewer work, Heyden said. Funds generated by the tax also would pay to replace aging ambulances, police cars, snow plows and other village vehicles, Zochowski said. If approved, the tax hike would become effective in July 2011. The village would start receiving revenue from the tax the following month.

Village leaders already are eyeing some roads for repairs. If the sales tax is approved, projects will be assigned based on the time since a road last was resurfaced, a road's condition and appearance, and its structural integrity, Heyden said.

Vitas believes residents in older neighborhoods with streets in need of repair will support the proposal. Residents in newer neighborhoods with streets in better shape may not, he said. "If you're living on a street that was just dedicated by a developer two years ago in Coventry Creek, are you going to be inclined to vote for something (that) you won't see the road improvement benefit of for 20 years? Probably not," **Vitas** said. "Each individual taxpayer makes a decision based on their personal need and their personal financial situation." The village can't afford the repairs and purchases with its current revenues, **Vitas** said. Nearly two dozen workers have been laid off in recent years as cost saving measures. During the last round of budget talks, officials looking to save money went as far as to debate eliminating village -funded coffee for staffers — a step they eventually took, he said. "That's how deep we cut," **Vitas** said. Employees have accepted salary freezes and costlier health insurance premiums as ways to save the village money, **Vitas** said.

Officials opted for a sales tax because it also would be applied to nonresidents, unlike vehicle stickers or other dedicated taxes. Residents in other communities shop in Lake Zurich and drive on its roads without paying property taxes to the town, and this is a way for them to contribute to the maintenance of those roads, Zochowski said.

**Internet Research
Bob Vitas**

[Articles Appear In Reverse Chronological Order]

If voters reject the sales tax increase, services will be cut and more layoffs will be necessary, **Vitas** said.

Private contractors could be hired for tasks such as snow removal and street sweeping, he said.

"We appreciate (residents) want all these services, but please recognize it comes at a cost," **Vitas** said. "And those costs have gone up."

**Internet Research
Bob Vitas**

[Articles Appear In Reverse Chronological Order]

Daily Herald (Arlington Heights, IL)

April 8, 2010

Lake Zurich, CN approve of land swap

Author: *Adam DeRose* aderose@dailyherald.com

Lake Zurich officials have formalized the land exchange with Canadian National Railway as part of plans to build a 270-foot communications tower.

Construction is under way on the tower, which will be used to monitor rail traffic. The negotiations were to replace the original tower site near downtown.

"In large part, we were trying to straighten up their property lines, and we were only interested in taking what we need and leaving the rest as a tax piece," Village Administrator **Bob Vitas** said

The property CN was looking to exchange with the village was larger than the parcel at the industrial park on Ensell Road, where CN is constructing the communications tower, he added.

Village officials wanted assurance the property, along Route 22, and bordering the railroad tracks, was of equal size and value.

"We're not interested in taking new property at this time," **Vitas** said.

The tower construction was originally slated for a lot behind the Casper Hardware store in the downtown district. Village officials were not informed about the railway's plans to construct the tower. Because it is regulated by the Federal Railroad Administration, CN had no obligation to inform the village.

In negotiations with the village, CN agreed to move to the Ensell Road location. Doing so would incur the least amount of visual obstruction to nearby residents, **Vitas** said. "They could have placed that tower downtown, but we've worked with them to create the land swap," he said.

The tower will need to reach 270 feet, 45 feet taller than original plans, because the new site is lower and farther away from the original site and there are obstructions.

The real estate closing for the exchange will occur in the coming weeks, Village Attorney Mark Burkland said.

CN purchased the EJ&E railway in late 2008, and has been working with Lake Zurich and other suburbs as agreed upon with the purchase. The village and CN are developing plans for a sound barrier, and possible future road rerouting in the village.

Internet Research**Bob Vitas**[Articles Appear In Reverse Chronological Order]

Lake Zurich Courier (IL)

February 11, 2010

Lake Zurich may assess new taxesAuthor: *DAVID CONARD dconard@pioneerlocal.com*

Lake Zurich is facing a \$1 million to \$2 million shortfall in the proposed budget for fiscal year 2010-11, according to Village Administrator **Bob Vitas**, and he may suggest closing that gap with a utility tax, a wheel tax or a non-home rule sales tax. **Vitas** still isn't finished with his budget recommendations to the Village Board and won't be for at least two weeks. "My recommendation might include \$300,000 in additional taxes that are not here today in order to balance the budget," **Vitas** said at the Feb. 1 Village Board meeting. "I don't like surprises, and I don't want to hand you any surprises at this point, I just want to be upfront." **Vitas** said such a utility tax might be a one-to-five-percent tax on residents' natural gas and electrical bills.

Every one percent of utility tax would generate \$240,000 a year, up to the state-mandated maximum of five percent, Village Finance Director Al Zochowski said. A wheel tax might be \$30 every year on every vehicle village residents own, **Vitas** said. Zochowski estimated 13,000 vehicles in the village. Zochowski expects a wheel tax would generate between \$400,000 and \$500,000 a year. Trustee Jim Johnson said at the meeting the village had a wheel tax through its vehicle sticker program several years ago. Trustee Tom Poynton added the village had shifted the tax from a wheel tax to a telecommunication tax on village residents' phone bills. That telecommunication tax is expected to generate about \$1.125 million this year, Zochowski said.

Board members had varying opinions on a new wheel tax. "From my perspective, we already have a wheel tax -- it's on our phone bill," Poynton said at the meeting. "Another wheel tax on top of a wheel tax, regardless of where the money is and where it's been going, is an issue for me." "It's too early to make any judgment," Johnson said at the meeting. "To reject a wheel tax out of hand I think is premature, too." The money generated by the wheel tax would be used for a road program, which the village hasn't had for two years, **Vitas** said. The final possible new tax would be a non-home rule sales tax, which the village has never had, **Vitas** said. He added voters would have to approve that in a referendum in November, and the earlier the village could see sales tax revenue would be July 2011.

Zochowski said a half-percent sales tax increase would generate about \$2.8 million a year. Both **Vitas** and Zochowski said a sales tax would spread the burden to non-residents. **Vitas** and Zochowski both expressed hope that sales tax revenues in excess of what was needed for future budgets could allow the village to reduce property taxes. "The sales tax is more palatable," Poynton said. "I don't know how many more taxes we can afford." Next official meeting on the budget is village board budget workshop on March 6, **Vitas** said. Zochowski said the gap is caused in part by increasing funding expectations for village employee pensions, contractual obligations for village employee unions, and decreasing income tax revenues from the state.

Internet Research

Bob Vitas

[Articles Appear In Reverse Chronological Order]

Zochowski said he expects the village to have to pay \$1.8 million in 2010-11 as part of pension obligations to police and fire pensions, up from \$600,000 two years ago.

Vitas said the increase was partially due to the pensions' investment funds losing money in the stock market decline. The village is required by state law to fund the pensions at the full level with no exceptions, Zochowski said.

Vitas said the telecommunicators, public works and parks, and firefighters unions had a scheduled 3.5 percent raise next year, with the police union's contract being up for renegotiation.

Vitas said the village was looking for wage freezes for all union and non-union employees to avoid personnel layoffs.

Vitas said Friday he was preparing financial numbers in order to have a meeting with union representatives soon.

Vitas and Zochowski said TIF district revenues, or lack thereof, were not contributing to the shortfall. Zochowski said there was ability to refinance bonds within the district through 2015.

**Internet Research
Bob Vitas**

[Articles Appear In Reverse Chronological Order]

Daily Herald (Arlington Heights, IL)

February 20, 2009

Lake Zurich issues bonds to pay TIF debt

Author: *By Phil Collins pcollins@dailyherald.com*

Lake Zurich village officials say they'll be able to pay tuition reimbursement to Lake Zurich Unit District 95 on time in September, after delivering last year's payment five months late.

The village reimburses District 95 for tuition from students in a special tax increment financing district for downtown redevelopment. Last year's bill was \$532,000.

Tuesday, the village board voted to issue four series of bonds, restructuring a \$25 million debt.

"They restructured the debt so the current revenue, \$1.3 million, for the TIF will be enough to cover the school district payments," Village President John Tolomei said.

Village administrator **Bob Vitas** is confident this year's payment will be on time.

"We have shored up the leaky faucet of the TIF ... for the next four to five years," **Vitas** said.

He said the new bonds will also serve to make any outstanding principal and interest payments to previous bondholders.

Vitas said if there is no development in downtown Lake Zurich, the village will find itself in the same position again in four or five years.

Lake Zurich is also seeking to extend the life of the TIF, giving it more time to pay off the debt. The extension would be for a minimum of 12 years and would require General Assembly approval.

District 95 and other taxing bodies would continue to miss property tax revenue within the TIF for its extended life. School board President Kathy Brown said the necessity of an extension and its impact on the school district is still unclear to her board.

"It's my understanding that the board may be requesting to have the village of Lake Zurich bond council give our board a presentation so that we have a clear understanding of all the information involved," she said.

Vitas said the bonds will be available soon in \$5,000 increments. Anyone can buy them.

Internet Research**Bob Vitas**[Articles Appear In Reverse Chronological Order]

Daily Herald (Arlington Heights, IL)

March 5, 2008

Looking to fill another vacancy Lake Zurich on spot with Wickes closingAuthor: *Madhu Krishnamurthy*

Barely a year after Wickes Furniture came into Lake Zurich like a lion, the national store is going out like a lamb, leaving village and business community leaders pondering what will take its place. It's the second chain furniture store along Route 12 to go belly up in two years. Bay Furniture in Lake Zurich closed in June 2006. Village officials don't know exactly how much sales tax will be lost with Wickes' departure, but they say it will have minimal impact. The bigger fear is that the property will sit vacant a long time. "It is a concern," Village Administrator **Bob Vitas** said. "We'll be looking for another retailer to occupy that space."

Officials started talking to other potential users as soon as they were notified last month that Wheeling-based Wickes Furniture Co. was filing for bankruptcy protection from creditors. Nothing can really happen on the site until Wickes sells off its remaining inventory. "They've got 90 days under Illinois state law to do that," **Vitas** said. **Vitas** said he's relieved Wickes does not own the site, so the property should not be tied up in bankruptcy proceedings.

Lake Zurich's business community has weathered blows from several major store closures in the last few years, including a Big Lots and a Mattress Giant going bust.

The soon-to-be vacated Wickes site at 825 S. Rand Road, the former Bay Furniture lot and a long-vacant Kmart property are three prominent Route 12 pockets community leaders are eager to see occupied. Since the recent business closures have been regional chain stores, it's not a reflection on the local economy, said Dale Perrin, executive director of the Lake Zurich Area Chamber of Commerce. "There is still tremendous interest in this area for businesses and corporations to come in here," he said.

One example is a proposed development of a Lowe's Home Improvement Warehouse and a Meijer targeted for a Route 12 property on the border of Lake Zurich and Kildeer, Perrin said. There may be challenges to finding another tenant for the 42,000-square-foot Wickes building because of the way it was built, said John Sfire, president of The Fidelity Group, real estate developers based in Lake Zurich. "It's all glass ... a very expensive building to maintain from a heat loss perspective and difficult to subdivide," he said. "The building wasn't really constructed to be anything more than a furniture store, so it's going to be a difficult transition." Sfire said the national economy needs to improve before any new big retailers come to town. So far, there is no indication what retailer may fill the Bay Furniture location, owned by Sfire's group.

The Kmart site, owned by a New Jersey corporation, has been a thorn on the side of village officials, but there is hope. There's been some recent interest in that property and the building plans were produced and released to a private company," **Vitas** said.

**Internet Research
Bob Vitas**

[Articles Appear In Reverse Chronological Order]

Daily Herald (Arlington Heights, IL)

October 19, 2007

Lake Zurich hires new administrator

Author: *Madhu Krishnamurthy*

The top priority for Lake Zurich's new village administrator will be downtown redevelopment, village officials said.

After a nationwide search, the village board hired Bogdan "**Bob**" **Vitas**, who served as chief administrative officer for Menasha, Wis., for nine years and as city administrator for Lewiston, Maine.

He replaces John Dixon, who is retiring at the end of this year after 16 years with the village.

Vitas, now an independent consultant, served more than 10 years in village administration for towns throughout the Chicago area. Born and raised in the Chicago area, he has a master's degree in public administration from Northern Illinois University.

Since 2000, **Vitas** has led several U.S.-sponsored economic redevelopment and government reform projects in Serbia. Recently, he managed community recovery efforts in New Orleans and southern portions of Louisiana.

"The International City/County Management Association speaks highly of the work that he did in Serbia," Dixon said.

His economic development background is the main reason **Vitas** was chosen, Lake Zurich Mayor John Tolomei said.

Tolomei said **Vitas'** leadership and guidance is needed to help add momentum to the village's own downtown redevelopment projects that have stalled. "I think the challenge will be being able to manage whatever resources we have and what additional resources we'll need to try to accomplish some of the redevelopment," Tolomei said.

Another challenge for **Vitas** and the village is filling empty storefronts and vacant parcels on Rand Road, he said. **Vitas** agreed the success of downtown redevelopment is Lake Zurich's biggest test.

"With the economy being where it's at right now, especially with the housing market, I think it had a dramatic impact on the progress or the momentum that should have been there," he said. "It's not like building a new industrial park ... you are dealing with a different animal altogether."

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Bob Vitas**

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Vitas said Lake Zurich needs to find its own niche, like Long Grove has, with developments that draw people to downtown and make them want to live there.

Morning Sentinel (Waterville, ME)

October 19, 2001

Lewiston administrator quits for Yugoslavia job

Author: *Associated Press*

LEWISTON - City administrator **Bob Vitas** announced he is resigning from his post to work in Yugoslavia.

Vitas said Nov. 12 will likely be his last day in the job. He expects to start his new job as a municipal government management adviser in Belgrade on Nov. 15.

"I've done jobs like this on and off for five years," **Vitas** said of his new position. "It's something I truly enjoy, but it's always been something I've been able to do for a year at most because it separated me from my family. This opportunity is different because it allows me to bring my wife and children."

Vitas took over as city administrator in November. The city paid a headhunter more than \$10,000 last year to find a candidate to replace Robert Mulready.

City Council President Joyce Bilodeau praised **Vitas** as accomplishing much during his tenure.

"Economic development has been his strong point," she said. "I think it's safe to say that a lot of the success we've seen recently and a lot of the successes we will be seeing in the next few months (are) due to his work."

Vitas, a Serbian-American, spent several weeks in Sarajevo in 1999 with the U.S. Agency for International Development.

"I decided 20 years ago that if the opportunity to do this came up, I'd take it," he said. "This is a pivotal project. This is a country that we were at war with a few years ago that is just beginning now to open its doors again to democracy. It's a unique opportunity that will not likely be repeated."

**Internet Research
Bob Vitas**

[Articles Appear In Reverse Chronological Order]

Sarasota Herald-Tribune (FL)

March 14, 2000

Top choice declines North Port position

The manager job may now go to a candidate whose resume was inaccurate.

Author: *Kelly Cramer STAFF WRITER*

The North Port city commissioners will offer the city manager post to their second choice after being rejected by the top candidate Monday.

The move comes despite reservations by the commissioners and residents about inaccurate information on the resume of Robert Koncar, the city's unofficial runner-up for the job.

Commission Chairman Joseph Fink said **Bob Vitas Jr.**, the town administrator in Menasha, Wis., called him shortly before Monday's meeting to turn down the city's offer. Instead, he will take a job in Croatia, said Fink, who handled the negotiations.

Vitas is Croatian and has worked as a city government consultant in Bosnia since 1996, according to his resume. After being turned down by **Vitas**, the North Port commissioners voted 4-1 to offer the post to Koncar, a former DeSoto County administrator. "It is an outrageous move for the good of North Port," said Dick Lockhart, who was on the citizens' committee that pared the list of 88 applicants to 11. "The accuracy of his resume was not there. His statements were not accurate," Lockhart said. "It's just outrageous that they would consider him now. That's not the kind of city manager we want."

Koncar, the commission's unofficial second choice for city manager, submitted inaccurate information on his resume and failed to disclose during an interview that he had left his position as DeSoto administrator under pressure. Koncar said he was not trying to hide anything; he said he just didn't update his resume. Commissioner Tom Williamson voted alone against offering Koncar the job, though Commissioner Roy Hall said he had questions about Koncar. And Fink said providing false information on a resume is grounds for being fired, according to city policy.

"The voting of ranking 1, 2 and 3 was only intended for seeing if people had different rankings," Williamson said. "I want to go back to the list the citizens' committee recommended. We cannot act in haste." But the other commissioners groaned about how much time interviewing more people would take. "I don't know why we have to go back and re-evaluate," Mullen said. And Hall said Koncar, who was ousted from his last job, "could be here tomorrow."

More than three months after knowing his job was ending, Koncar sent North Port his resume, which said he had been the DeSoto County administrator from January 1996 to present. But his last day as county administrator was Dec. 21. He sent his resume to North Port on Dec. 27.

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Bob Vitas**

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Koncar's most recent employment status wasn't the only mistake on his resume. It states that he was an administrative assistant to the mayor and City Commission of Valparaiso from February 1978 to November 1985.

But Valparaiso city records state that from February to October 1985, Koncar was a part-time grants coordinator and that he did not become the administrative assistant until October.

The North Port commissioners decided not to verify the resumes or check the references of the three city manager finalists before they paid for their travel, interviewed them and offered one the job.

City Clerk Doris Briggs said that the firm hired to investigate **Vitas** would have its report to her Wednesday. That investigation cost up to \$1,300 plus the expenses of the investigators.

The city manager post opened when Paul Kaskey resigned Oct. 18, citing his rocky relationship with the city commissioners. Stan Frank, the city's communications manager, has been serving as interim city manager.

The new city manager will become the fourth permanent manager since North Port switched from a mayoral form of government.

Contact staff writer Kelly Cramer at 486-3052 or kelly.cramer@herald-trib.com.

Internet Research

Bob Vitas

[Articles Appear In Reverse Chronological Order]

The Post - Crescent - Appleton, Wis.
: Apr 11, 2000

No Title

By Steve Wideman Post-Crescent staff writer

TOWN OF MENASHA

Outgoing Town Administrator **Bob Vitas** claims a broken promise by Town Chairman Arden Tews and the Town Board cost him a \$108,000 city manager's job in Florida. Meanwhile, a city official in North Port, Fla., said **Vitas** rejected the city's job offer to take a job in Croatia.

Vitas filed a claim against the town on April 6 seeking more than \$7,000 in bonus pay, unspecified criminal penalties and other fees involving the alleged garnishment of his wages and a breach of promise by Tews and other town officials. The controversy began when supervisors adjusted **Vitas'** salary in closed session on March 6 from \$65,985 to \$69,212 and granted him a bonus of \$4,352.50 intended as compensation for **Vitas'** work in forming the town's utility district. The vote came as **Vitas** was mulling a job offer to be the city manager in North Port. **Vitas** said in his claim that Tews knew he was disappointed with the Town Board's action after he had requested a pay increase to \$76,957. **Vitas** alleges that the Town Board, through Tews, offered him on March 7 an \$8,705 bonus or a salary increase to \$76,957. **Vitas** said he viewed Tews' offer as an inducement to remain with the town.

Tews previously denied making any promises to **Vitas** involving pay increases or bonus payments. **Vitas** accepted Tews' alleged offer of an \$8,705 bonus and provided Finance Director Grace VanderVelden with his salary adjustments on March 8. He was issued a check for the adjustments, including the \$8,705 bonus, on March 9. **Vitas** said he reported his decision to accept the bonus offer to supervisors and Town Clerk Carlene Sprague on March 10. **Vitas** said in his claim that he turned down the North Port job offer on March 13 because of the town's promise to pay him an \$8,705 bonus.

North Port City Commission President Joseph Fink told The Post-Crescent on Monday that **Vitas** told him during a telephone call that **Vitas** was rejecting the city manager's post because he had accepted a job in Zagreb, the capital of the Republic of Croatia. "That's my recollection," Fink said. In his claim **Vitas** said he had been offered a compensation package in North Port worth \$108,000. Fink said North Port never put together a complete compensation package for **Vitas**, but he said **Vitas'** proposed annual salary was \$75,000. Tews declined to comment on **Vitas'** claim or the North Port information. **Vitas** did not return phone calls. It wasn't until March 13, the same day **Vitas** rejected the North Port job, that Town of Menasha supervisors took action on his salary, granting him a pay increase to \$71,794 annually, the use of a staff car and the earlier approved \$4,352.50 bonus for his work in forming the utility district.

**Internet Research
Bob Vitas**

[Articles Appear In Reverse Chronological Order]

Vitas alleges Tews first told him on March 14 the offer of an \$8,705 bonus was made in error. VanderVelden, on the advice of Tews and town legal counsel, ordered **Vitas** to repay the alleged \$4,352 bonus overpayment.

Tews, in a separate letter to **Vitas**, said **Vitas** should have known when he collected the higher bonus that the payment was unauthorized.

Vitas said that repaying the funds would result in a significant financial loss to him and his family. **Vitas** claims the town garnished his paychecks in identical amounts of \$2,176 on March 30 and April 13. In his claim, **Vitas** is seeking \$4,352.50 in bonus pay, \$2,176 as a penalty for 50 percent of the amount he claims is due him, \$500 for an unspecified criminal penalty and reasonable attorney fees.

**Internet Research
Bob Vitas**

[Articles Appear In Reverse Chronological Order]

The Post - Crescent - Appleton, Wis.
Mar 8, 2000

No Title
By Steve Wideman Post-Crescent staff writer

TOWN OF MENASHA - Although he is mulling a job offer from a city in Florida and allegedly courting another job in Bosnia, Town Administrator **Bob Vitas** received a pay raise Monday retroactive to Jan. 1. **Vitas** was among several non-union town employees granted annual pay hikes on a 4-1 vote of the Town Board. Under the new wage plan, **Vitas** will be paid \$68,888 annually, a 4.89 percent increase over 1999. Town Chairman Arden Tews said Monday's vote did not constitute an attempt to lure **Vitas** into staying on as town administrator. Sources said **Vitas** received a \$4,352.50 one-time payment, or half of what he had requested.

Other bonus payments also totaled about half of the requested amounts, the sources said. Tews said all the bonuses were well deserved because of the work by town employees to get the utility district up and running.

**Internet Research
Bob Vitas**

[Articles Appear In Reverse Chronological Order]

Sarasota Herald-Tribune (FL)

February 23, 2000

North Port commission agrees on manager

Author: *Kelly Cramer STAFF WRITER*

In a rare 5-0 vote, the North Port city commissioners picked their new city manager Tuesday.

Bob Vitas Jr., the town administrator in Menasha, Wis., went into negotiations with the city about an hour after his interview ended. He left City Hall to fly home. "This sure makes going home more exciting," **Vitas** said. He said he'll deliver the news to his wife, Janet, and three children, Bob, 12, Allie, 9, and Johnny Max, 7, as soon as he gets home. "He was everyone's top choice," Commissioner Joseph Fink said.

Charline Cristofori and Richard Lockhart, who served on the citizens board that initially reviewed the 88 applicants, said **Vitas** had been at the top of their lists since the beginning. **Vitas** was the last of three finalists to be interviewed. Robert Koncar, the former DeSoto County administrator, and Donald Crawford, city manager in Streator, Ill., were interviewed last week.

Koncar was the runner-up for the city manager post with all the commissioners but Fink. "I'm glad they've finally decided on someone," Koncar said. "I'd be interested in talking to them again" if **Vitas** does not become city manager. **Vitas** said he could start 30 days after signing a contract. His employment depends on passing a background check, which City Clerk Doris J. Briggs will conduct. She will also check his references.

Vitas told the commissioners he wanted to come to North Port because it is a growing city. He said he wanted to stay until he met the city's biggest challenge: balancing growth with city services. "I've always liked a challenge," **Vitas** said. "I have a young family. My son is two years away from starting high school, and my objective is that he'll start high school and graduate in the same place." **Vitas** has been at his post in Wisconsin for nine years and said he wanted to leave because he had accomplished what he wanted to do for the city.

According to his resume, he speaks Serbian, Croatian and Bosnian fluently and is proficient in Russian. He worked in Bosnia as a city government consultant.

Vitas will replace Paul Kaskey, who resigned Oct. 18, citing his rocky relationship with the city commissioners. Stan Frank, the city's communications manager, is serving as interim city manager. The job could pay up to \$82,000 a year. Kaskey made \$69,461 and drove a city vehicle. **Vitas** would be the fourth permanent manager since North Port switched from a mayoral form of government in 1987.

The unanimous show of support for **Vitas** was a relative rarity for the commissioners. "This is the first time all five of us have agreed in a long time," Commissioner Roy Hall said.

**Internet Research
Bob Vitas**

[Articles Appear In Reverse Chronological Order]

The Post - Crescent - Appleton, Wis.
Feb 25, 1999

No Title
By Steve Wideman Post-Crescent staff writer

TOWN OF MENASHA - Something old, something new. Something borrowed, something blue.

The continuing honeymoon between Menasha and Town of Menasha after last year's historic border agreement is bringing a marriage of new ideas that could save residents money while enhancing services. Joint operation of recreation programs and building inspector services are just two of a dozen scenarios for cooperation being tossed around by administrators for both municipalities during regular breakfast meetings.

"Now that the long-standing boundary dispute with the City of Menasha is officially over, the town and city have begun to move forward with our future relationship which promises to address many common issues between the two communities long overlooked," Town Administrator **Bob Vitas** wrote in a Feb. 22 memo to Town Board members.

Menasha Mayor Joseph Laux, who **Vitas** credits with initiating the breakfast discussions, said it is important for both municipalities to pursue talks to erase long-standing barriers to cooperation. "For many, many years the town and city have constantly been at odds," Laux said. "Now there are really strong possibilities for both communities to move and work together like we've never worked together before."

Vitas and Laux said good progress, in particular, has been made in the area of joint contracting for crack sealing and chip sealing of streets in 1999. "This should result in a cost savings to both communities," he said. An old issue of constructing sidewalks over joint boundaries on State 47 and Midway Road also is moving toward resolution with construction possible this year. Borrowing for the project is included in the town's capital improvements budget. The reflection of blue skies in streams of stormwater runoff that crosses municipal boundaries may disappear if talks of joint stormwater management prove fruitful.

"The topic of stormwater management is one that has been discussed for some time between the communities to no avail," **Vitas** said. He said the city has expressed an interest in working with the town on stormwater problems, but no specific projects have been discussed. On the other hand, a lowering of water levels in the Heckrodt Wetland Reserve could be reversed, in part, through a cooperative venture between the town and city.

One long-term project under discussion is converting an abandoned railroad trestle, known locally as the "mile bridge," to a bicycle and pedestrian trail linking the city and town over the Fox River.

Internet Research
Bob Vitas

[Articles Appear In Reverse Chronological Order]

Laux said he foresees the city and town entering into joint application for state funds to help convert the trestle. "That is a very important component regarding the bicycle trail system," Laux said.

Perhaps the most fitting cooperative proposal came from **Vitas** at the March 17 meeting. He is proposing that the town and city welcome in the new millennium with a joint celebration.

Compiled By: Keith Knutson and Sean Baenziger
Colin Baenziger and Associates