

City of Coral Gables City Commission Meeting

Agenda Item H-1

October 26, 2010

City Commission Chambers

405 Biltmore Way, Coral Gables, FL

City Commission

Mayor Donald D. Slesnick, II

Vice Mayor William H. Kerdyk, Jr.

Commissioner Maria Anderson

Commissioner Rafael “Ralph” Cabrera, Jr.

Commissioner Wayne “Chip” Withers

City Staff

City Manager, Patrick Salerno

City Attorney, Elizabeth Hernandez

City Clerk, Walter J. Foeman

Deputy City Clerk, Billy Urquia

Public Speaker(s)

H-1 [Start: 12:24:00 p.m.]

Review recruitment process for obtaining the services of a City Attorney

Mayor Slesnick: I would like to bring up the proposal from the City Manager’s office that was done at our request for City Attorney recruitment process and I don’t know if you all have had a chance to review it, it was in our materials it seems to me to be an acceptable procedure whereby the Human Resources Department will advertise, will collect resumes, will send the resumes to us and then we will go through the resumes and then we will interview and then we will move from there, I think that, that pretty much sums it up.

Commissioner Cabrera: No, I have got one suggestion, and that is that we incorporate our City Attorney into this process as a secretary.

Mayor Slesnick: I think we will always use our Public Officials and I would not suspect that.

Commissioner Cabrera: But I would like to formalize it by including it as part of this.

Mayor Slesnick: That's fine.

Commissioner Cabrera: I mean we have got an accomplished City Attorney that has many, many years of many great things that she has done in spite of what the columnist might write about her, and we have her until December 31st and so I want to use her talents, she is not only know regionally, I mean in South Florida, she is known Statewide and if she can help this process, I am not suggesting that she spoon feed us resumes I think that just the fact that we can have her reviewing some of these resumes and providing some additional notes and comments will be highly helpful for us. That is where I am coming from. I have not talked to her, I know some of you may not believe that, but I have not had any discussions with her so I don't know how she feels about this. How do you feel about my recommendation?

City Attorney Hernandez: I am perfectly happy to provide the Commission with any input, several Commissioners had asked me for input on how I felt that we should go about the selection process and I am happy to volunteer any information the Commission wants and I am an Appointed Official, I serve at your pleasure.

Commissioner Cabrera: Got it. I mean I would like you to have an active role until the time. I don't know if this is going to be accomplished by the 31st of December, I doubt it.

Mayor Slesnick: I am hoping, listen let me say what my hopes are, I think that we are going to have some outstanding applicants, outstanding, we have already had expressions from people that I think each of you know that at least have called me to say. Are you really going to have an open process? Does it really, do you have someone? I said no, it is open and I think that there is going to be, and I think that we can move with rapidity. I hope that we can and as long as Liz is here I certainly hope that she will be available to us.

Commissioner Cabrera: All I am looking to do is formalize her role, I know how it works around here, and if we don't formalize it all of a sudden she gets left out of the loop and information does not get disseminated and properly channeled and all that I am looking to do...

Mayor Slesnick: How would you do that? Where would you put her?

Commissioner Cabrera: I am not sure, I am not going to micromanage this process.

Vice Mayor Kerdyk: Can we start collecting resumes now and then come back and revisit the issue maybe next, I have got to walk out I am sorry. Keep on going, I just want to tell you. I am OK with doing something I just don't know how to formalize it in the process.

Commissioner Cabrera: OK. Before you go, 30 seconds, I know you have to go. What if we, and I am just looking at this for the first time, I mean seriously looking at it, what if we

incorporate Ms. Hernandez right at the onset of looking at the candidate criteria, don't you think that it beckons that the person that served for the last 17, is it 17 years.

City Attorney Hernandez: Sixteen.

Commissioner Cabrera: Sixteen years, who is counting?

Mayor Slesnick: OK. The Human Resources Department in coordination with the City Attorney.

Commissioner Cabrera: Yes. That is all.

Commissioner Anderson: I would like to have that on an ad-hoc basis, I don't know if I want to formalize it, but I definitely will be seeking talking with Liz, but can we talk about it when maybe all of us are maybe able to do kind of do that because we are rushing and maybe...

Vice Mayor Kerdyk: I am sorry.

Mayor Slesnick: One second, how about this. We come back next time about the exact process, but I would love to see us give direction to the Manager to have the Human Resources Department develop the ad in conjunction with the City Attorney's advice and counsel on the ad because obviously she knows how to describe it and get it out there so we can start collecting resumes, and we will talk about the specific procedure next time.

Commissioner Cabrera: That is fine, OK, but with one caveat that whatever they come up with, we get copies at the same time so that we can review it.

Mayor Slesnick: OK. But it says in here that they are going to process them and give them to us.

Commissioner Cabrera: I just want to put it on the record OK. We didn't read the entire document.

Mayor Slesnick: OK. Mr. Manager will circulate the resumes and the applications as they come in to the Commission. The only thing I urge, is that if we start circulating resumes it opens up the possibility of, I mean why don't we have them available to us.

Commissioner Anderson: I think it needs to be funneled.

Mayor Slesnick: Yes, why don't we do that, have them available at the Human Resources Department, because floating around City Hall is not a good idea.

Commissioner Anderson: It actually becomes, for me, just my opinion, it becomes more piece mail.

Mayor Slesnick: Let's do this, wait a minute, here is what we are going to do, we are going to have the ad developed by the Human Resources Department in conjunction with the City Attorney publicize it as soon as possible (ASAP) start collecting the resumes, we will come back to the exact procedure as we come back next time, but the one thing is, I would like Mr. Manager that any Commission member who wishes to see resumes that have been turned in that can referred to the Human Resources Director and see them, that is all.

City Manager Salerno: Any Commissioner, that wants to see any of them, can see them absolutely.

Mayor Slesnick: Thank you. How is that? We move forward in that basis.