

ORIGINAL

TRANSCRIPTION OF CD

RE:

CITY OF CORAL GABLES
CITIZENS ADVISORY COMMITTEE MEETING

FRIDAY, AUGUST 15, 2014
CITY HALL COMMISSION CHAMBERS
405 BILTMORE WAY
SECOND FLOOR
CORAL GABLES, FLORIDA

Transcribed by:

Patricia Diaz, RPR, FPR

1 BOARD MEMBERS:

2

3 CRISTINA MORENO, Chairperson

4 JOSÉ MAS

5 MANNY KADRE

6 RUDY FERNANDEZ

7 WAYNE "CHIP" WITHERS

8

9 ALSO PRESENT:

10 Craig Leen, City Attorney

11 Murray Greenberg, Esquire

12 Colin Baenziger

13 Dave Collin

14

15

16

17

18

19

20

21

22

23

24

25

1 (Beginning of CD.)

2 MR. KADRE: Well, I think, you know, if we are
3 going to interview five, that doesn't bode well for
4 us because our interview is going to be relevant so
5 I think that we'd want to interview a few more
6 people and sort of narrow it down and then
7 determine whether -- Craig, are we required to send
8 five or are we sending between three and five?

9 MR. LEEN: My recollection, the commission's
10 instructions was three to five. And I know when
11 they did the city attorney, they did three, and, in
12 fact, when they did the former city manager, it was
13 three as well. So there is tradition for three.

14 MR. KADRE: Yeah. I would suggest, at a
15 minimum, we have to interview seven people, at a
16 minimum.

17 MR. MAS: And I would say seven to ten so we
18 get three to five.

19 MR. KADRE: I agree with that.

20 MR. BAENZIGER: Well, to some degree this
21 number is going to depend on how many you are
22 sufficiently impressed with, okay.

23 My recommendation to most council is to see
24 five, but it's very common they see four because
25 they can't agree on a fifth.

1 MR. KADRE: Are you now pretty satisfied that
2 the -- from the list of 100 that you are able to,
3 that these are the best 15 or 16?

4 MR. BAENZIGER: Yes.

5 MR. MAS: Do you feel that if not for the fact
6 that their application is public you would have had
7 better candidates?

8 MR. BAENZIGER: Absolutely.

9 MR. MAS: And were there any candidates that
10 specifically dropped out because of the nature that
11 this was going to be made public?

12 MR. BAENZIGER: I don't think so. That may
13 have been a factor -- I think that was more likely
14 a fact in terms of candidates not applying in the
15 first place. In states where we do recruitments
16 where it can be kept confidential, you do get
17 better candidates.

18 MR. KADRE: Were you contacted by anyone who
19 you would deem an exceptional candidate who did not
20 apply because of the process?

21 MR. BAENZIGER: I don't think so. I mean, we
22 did networking. I have talked to some people and
23 there are some people that I would, you know, if
24 for some reason this doesn't work out but the
25 reason that people didn't apply, some was

1 confidentiality. I mean, there are some people
2 that just won't apply in Florida, period.

3 MR. KADRE: I understand. My question was
4 more directed at, did you get a call from someone
5 who is either a manager somewhere else that you
6 would deem exceptionally qualified but said I
7 cannot stick my name in this process because of the
8 way the process is?

9 MR. BAENZIGER: I don't recall any calls like
10 that.

11 MR. GREENBERG: Madam chair, if I may just
12 interject.

13 THE COURT: Yes.

14 MR. GREENBERG: I got a call from a current
15 manager. I don't know if at the last minute he
16 applied or not, but the confidentiality was, of
17 course, the issue.

18 MS. MORENO: The confidentiality has to be a
19 barrier for people.

20 MR. BAENZIGER: There is nothing we can do
21 about confidentiality. You know, in the managerial
22 community Florida is known as a place where if you
23 apply, there is a very good chance your employer is
24 going to find out about it. So they don't even --
25 the ones that are concerned about confidentiality

1 generally don't apply in Florida, period.

2 MR. WITHERS: Just to be totally transparent,
3 were there any of these finalist, these 17 or 16,
4 are any of them your clients that you solicited?

5 MR. BAENZIGER: Well, that's always a
6 difficult question to answer, because, you know, we
7 use lots of different approaches and so did we
8 reach out to some of these people, yes.

9 Where they came from, whether we called them,
10 they called us first, I couldn't tell you offhand.

11 MR. GREENBERG: So is it safe to say that some
12 of those 100 were ones that you did direct reach
13 outs to as opposed to the --

14 MR. BAENZIGER: Yeah, and some that dropped
15 out too were ones that we reached out to.

16 MR. WITHERS: Did that concern anyone?

17 MR. MAS: It doesn't me because that's why we
18 hire experts to go and find the best candidates
19 that are out there.

20 MR. KADRE: I know you had the conversation
21 with Commissioner Keon about her desire to have
22 someone from Florida, more people from Florida with
23 managerial experience.

24 Did you hear anything to the contrary of that,
25 about having people from the outside who were not

1 Florida people as an advantage or disadvantage?

2 MR. BAENZIGER: Yes, uh-huh. We had some
3 people that talked about the fact that perhaps
4 somebody coming in from outside who had no
5 experience in this area would bring a new set of
6 eyes and that that could be an advantage.

7 MR. KADRE: So what are your thoughts on that?

8 MR. BAENZIGER: I think the key is whether or
9 not they are a good manager and that people will
10 learn. And, yes, local knowledge is important. I
11 think all things being equal, someone who managed
12 in Florida is an advantage because they're familiar
13 with the climate. They're familiar with the laws.
14 They know people. The learning curve is a lot
15 shorter. It's a less risky decision than someone
16 who has worked in Miami-Dade County, quite frankly,
17 because they have lived here and are comfortable
18 here.

19 But, you know, it's one of these things where
20 there is lots of different things to balance. Tom
21 Mattis, for example, is somebody I think is a very
22 strong manager. He has never managed in Florida,
23 but he has managed in Texas and Ohio. And he is in
24 Virginia right now. The fact he has managed in
25 three states I think is an advantage because he has

1 seen how different people do it.

2 But does he have any local experience, no.
3 But he will learn. You know, I came from the DC
4 area when I was a manager. Dave has managed all
5 over the place. I think it's an advantage, but
6 it's one piece of the puzzle when you are
7 evaluating candidates.

8 MR. GREENBERG: Madam chair, at any time that
9 any of you want me to stop giving anything except
10 purely legal opinions, just tell me and I will shut
11 up. But over the years at the county I found --
12 and I think many people found, people coming from
13 the private sector, while they may have been good
14 managers there, don't always adjust well to the
15 public sector.

16 For example, the absolute requirement to have
17 competitive bidding, you know, in the private
18 sector you don't have to do that. And sometimes it
19 becomes a problem for someone with significant
20 private sector experience to accept it.

21 I will tell you there was a problem at the
22 public hospital in this town a number of years
23 back. My first day as county attorney, I went out
24 to the hospital and said you're not going to like
25 me, but things are going to change. And it was a

1 constant battle.

2 MR. KADRE: You know, there is truth to that,
3 Murray, but, you know, some of -- the person
4 managing the public hospital now most people think
5 is doing a very good job. He is a -- he is really
6 a private sector person. He worked for a limited
7 time at the city.

8 MR. GREENBERG: You are right. I mean, I'm
9 just saying -- I am not saying to eliminate him.
10 No, he is a very good administrator, and he came --
11 you know, when he went to his previous position he
12 came from the private sector. Sure there are
13 exceptions. I'm just pointing it out and it might
14 be something that when you come to the interviews
15 you may want to discuss with people.

16 MR. KADRE: I agree.

17 MR. BAENZIGER: Well, it's something too that
18 we will have further discussions with candidates
19 should you choose any of them that have private
20 sector experience and talk to a lot of them about
21 the difference in the two areas.

22 MS. MORENO: Did any of the candidates stand
23 out for you as having experience in negotiating
24 with labor unions, particularly the government
25 labor unions that we have in the city?

1 MR. BAENZIGER: Several of them did, yeah. I
2 think Don Elliot has a lot of labor union
3 experience. Let's see, Tom Mattis has some in
4 Ohio. In terms of the actual negotiations, I think
5 Alex probably has some, but I'm not sure, to be
6 honest with you.

7 Dave, do you --

8 MR. COLLIER: I can't think of any other. I
9 know of two that --

10 MS. MORENO: I'm sorry?

11 MR. COLLIER: Two of the candidates of the
12 group had extensive labor experience, but I don't
13 remember any more than a couple that that stood out
14 as an issue. As private or public managers, many
15 of them noted that they had unions they dealt with,
16 but they didn't -- they, obviously, hadn't had the
17 kind of battles that a few of them had that they
18 began to highlight. Labor relations is a very
19 important thing. You have to live with that to
20 realize that it's important.

21 THE COURT: That's why I ask.

22 MR. COLLIER: Otherwise, it's just a part of
23 the manager's job to deal with unions, and that's a
24 different issue.

25 MR. BAENZIGER: The one I was thinking about

1 is, I was thinking about the negotiations part too
2 that managers often don't do and there is often
3 someone that does it for them.

4 MR. COLLIER: For the record, I'm Dave
5 Collier. I work with Mr. Baenziger.

6 MS. MORENO: Do any of you have other
7 questions about the general qualifications of the
8 candidates that concern you?

9 Any questions on the general qualifications
10 that concern you, you know, something you want them
11 to point out to us?

12 MR. MAS: I mean, I thought the information
13 was well prepared.

14 MS. MORENO: Yes.

15 MR. MAS: But I think we have a lot of
16 information. I am bothered by the fact that I
17 think a lot of good candidates wouldn't apply
18 because of the public nature of the job.

19 For whatever it's worth, I know it's the rules
20 we have to live by, but they are really bad rules
21 we have to live by if we want to get the best
22 candidates available. But, you know, I think we've
23 got some really good candidates and I also think
24 it's a good process to go through and everybody put
25 maybe their five to ten that they like and see if

1 there are none that we are interested in and I
2 think it makes the process a lot easier.

3 MS. MORENO: Let's do it.

4 MR. BAENZIGER: All right. One thing I would
5 say, too --

6 MR. KADRE: By the way, can I ask a question
7 before we do this public ballot thing?

8 MR. BAENZIGER: Yes.

9 MR. KADRE: Do these ballot things -- do these
10 ballots become public?

11 MR. BAENZIGER: Yes. They are public record.

12 MR. GREENBERG: I was just going to say, you
13 need to sign them, give them to the clerk who will
14 save them.

15 MR. BAENZIGER: I don't need them. I have a
16 summary sheet.

17 MR. MAS: All we are doing here is -- we are
18 actually not ranking them. We are just selecting
19 people --

20 MR. BAENZIGER: Check them off.

21 MR. MAS: -- people who are interesting and we
22 can see if anybody falls off.

23 MR. BAENZIGER: Right. I am just looking for
24 checkmarks because at this point it would be
25 premature to rank anyone until you have had an

1 opportunity to meet them and until we have had an
2 opportunity to complete our research.

3 You know, I mean, the other thing we can do is
4 a show of hands, but I think in the terms of public
5 process and transparency, it's much better to do a
6 ballot. And Murray is going, yes, yes.

7 MR. KADRE: Just to clarify, we are now voting
8 -- we are now voting for people who we would like
9 to interview?

10 MR. BAENZIGER: Yes. It could be five. It
11 could be seven. It could be less. Who are the
12 people you want to talk to?

13 MR. MAS: And it could be somebody you don't
14 check off maybe you want to bring back and see the
15 discussion that ends up happening.

16 MR. BAENZIGER: Exactly. This is just a straw
17 ballot. It's not definitive at all. I mean, you
18 may -- it's really designed more than anything else
19 to help focus us a little bit because there are a
20 lot of names here.

21 MR. WITHERS: But, I mean, there are still
22 questions we may want to ask these folks that may
23 eliminate them anyway.

24 MR. BAENZIGER: Chip, would you like to do
25 that first?

1 MR. WITHERS: Huh?

2 MR. BAENZIGER: Would you like to do that
3 first before we do the selection to see if there is
4 consensus or not on this group of folks?

5 MR. WITHERS: I think we are going to be
6 surprised how we come close.

7 MR. KADRE: Yeah. I think to fill these out
8 before we have general comments -- because there
9 are some people on this list that I know and there
10 are some that I don't. I'd like to sort of -- if
11 anyone has any comments about candidates, it may
12 persuade me to go one way or another. You know,
13 there is a couple of them I am on the fence on, so
14 I would just like to kind of have discussion before
15 we fill out this form.

16 MS. MORENO: That was my feeling as well that,
17 you know, we are doing it on the paper and maybe
18 some of you know these people much better than I do
19 but, you know, I would really say, this guy sounds
20 great and then keep on going and say, well, he
21 hasn't managed anybody. So perhaps having like a
22 brief overview of these people before we select
23 them might be helpful.

24 MR. BAENZIGER: We can do that if you like.

25 MR. KADRE: Yeah.

1 MR. BAENZIGER: Excuse me, I'm going to get my
2 notes.

3 MS. MORENO: Particularly, the last group.

4 MR. BAENZIGER: All right. I am going to
5 start with, and I am not quite sure how we are
6 going to do this. Dave and I will trade up.

7 Why don't you think about Chris Bragg? We
8 will start with Dave.

9 MR. KADRE: Start with who?

10 MR. BAENZIGER: I was just asking Dave to get
11 ready with Chris Bragg because I can talk about
12 Beard and Pieter Bockweg.

13 Jim Beard is the current chief financial
14 officer for the City of Atlanta. He is an FIU
15 grad, and I am just trying to get here to the
16 front. He's got some private sector experience.
17 It's been a little while but -- it hasn't been that
18 long, but he has also been the clerk and
19 comptroller of Palm Beach County.

20 What attracted me in particular about Jim was
21 the City of Atlanta has had a reputation for having
22 difficulties in the financial department. It's
23 kind of been, for lack of a better term, a disaster
24 area for years, and since Jim has been there, you
25 don't hear anything about the City of Atlanta in

1 terms of finances or in terms of the department.

2 So to me it's kind of a turnaround story.

3 MS. MORENO: So my concern when I reviewed his
4 resume was that he seemed to be fantastic on the
5 financial aspect, but I didn't see anything that
6 jumped out at me about managing people, which I
7 think is a big part of the city manager's job here
8 in Coral Gables.

9 Is there something that I missed that should
10 make me look at him harder?

11 MR. BAENZIGER: What I would say is,
12 weaknesses on Jim's side, there is a couple. He
13 has not managed huge numbers of people but in the
14 City of Atlanta, there is I think about 150
15 employees. So it is not an insignificant number of
16 employees. My experience as a manager is that when
17 I managed five or ten people I knew everybody and I
18 could personally give them instructions and keep
19 them on track and hold them accountable.

20 When I became a manager of 40 people, you
21 know, I could still do that to some degree, but I
22 had to work through my supervisors a bit more.
23 When I got 150 or 200, I don't know where that
24 cutoff number is, then you have to work through
25 your supervisors. So there is probably another

1 number when you get to a thousand or something
2 that's another order of magnitude, but I've never
3 been there. Maybe David can speak to that.

4 But to me, if you hit 150 you -- and can do
5 that successfully, you're probably going to be okay
6 at 600 or 700.

7 MR. COLLIER: My feeling is, I did not grade
8 Mr. Beard as high as Colin did because I didn't see
9 any experience other than financial. That doesn't
10 mean he hasn't worked in governments and doesn't
11 understand how a government works. I think the
12 thing that made me teeter on this is, if you are in
13 finance you are involved in the budget, and that is
14 probably the most political activity one gets
15 involved on in a yearly basis is meeting all the
16 priorities and going to the commission and
17 convincing or talking with them through what you
18 see the budget needs are and all. So I think
19 that's a very important thing, and he has done that
20 for a long, long time. In the end, we both agreed
21 that he should be part of the 15.

22 My experience on numbers is I always remember
23 working with the police chief, he said when my
24 department reached 150, I couldn't pass people in
25 the hall and ask how their wives were because I

1 couldn't remember whether they were married or not,
2 so maybe that's the number.

3 MS. MORENO: But it is also important to know
4 how to deal with your supervisors and make sure
5 your policies are trickling down and that, I think,
6 concerns me more in the sense -- not that he knows
7 everybody in the department but has he really
8 worked with a sufficient number of supervisors and
9 heads of departments to make him an effective city
10 manager.

11 MR. FERNANDEZ: Have you guys interacted with
12 him personally?

13 MR. BAENZIGER: Yeah, I talked with him.

14 MR. FERNANDEZ: You have known him for a
15 while?

16 MR. BAENZIGER: Yeah. I think he is a capable
17 guy. There is no question, it's another step. He
18 is going from a department head now -- you know,
19 probably in finance more so than any other
20 department, you have to know something about public
21 works and police. You know, you are making
22 judgment calls on the budget or at least
23 recommendations to the manager but -- so you've got
24 that broad range of oversight to some degree.

25 The danger with financial types is that they

1 don't understand the importance of the operational
2 aspects of an organization, of a city.

3 You know, you probably noticed with some of
4 our car companies 10 or 15 years ago part of the
5 problem was they were run by financial types that
6 were really focused on the bottom line and not so
7 much on quality product or the other things,
8 customer service.

9 I think that's probably less true in
10 government, but it still is a factor that they are
11 focused more on the numbers than they are on
12 actually having delivered the goods, the water, the
13 sewer service, the solid waste, making the roads
14 right, so on -- so that's another learning curve
15 too that he would face.

16 MS. MORENO: Okay. Are we ready to move on to
17 Mr. Bragg?

18 MR. KADRE: No, there is a person in between,
19 I think.

20 MR. BAENZIGER: Yeah, Pieter Bockweg.

21 He was one I initially didn't have in, and my
22 concern is the number of people you mentioned. He
23 hasn't managed a huge number of people, but I liked
24 his economic development, his redevelopment
25 experience. In talking to him, I thought he knew

1 his stuff, sharp guy.

2 Would it be a jump? Yeah, it's a bigger jump
3 than Beard, but it's a jump.

4 MR. KADRE: By the way, can someone confirm
5 for us how many employees there are in Coral Gables
6 that the manager directly supervised?

7 MR. BAENZIGER: I am sure it's in our
8 brochure. I can take a look if you like.

9 MR. FERNANDEZ: While Craig is looking that
10 information up, on this issue of the number of
11 people that you manage, I mean everybody -- I mean,
12 every piece of literature in management sort of
13 tells you that there is a limit to how many direct
14 reports you can manage effectively. You tend to
15 manage, whether you are managing a business of
16 15,000 people, you know, or, you know, a group of
17 300, you tend to manage through your direct
18 reports. So I would want to add to the point of
19 James Beard, that's why I think it's important to
20 get your insights on, you know, what his demeanor
21 is, what are his personality traits, you know, what
22 is his management experience and whether you
23 consider him a capable guy. Because I don't buy
24 that anyone manages effectively more than eight to
25 ten direct reports.

1 MS. MORENO: I agree with that, but the key is
2 does he have the ten direct reports or does he just
3 manage his own little department -- well, it won't
4 be a little department in the City of Atlanta.
5 It's a big one, but has he had to manage direct
6 reports in a variety of areas as what happened with
7 the city manager here who would have to have the
8 planning and zoning person and public works and the
9 police chief and the fire chief. Those are very
10 different areas, and that is what I am looking for,
11 someone who has been able to have direct reports
12 from different areas and balance the interest of
13 each and get his message down.

14 MR. MAS: I have never spoken to him, but of
15 all the -- for me, personally, of all the
16 out-of-state candidates, I thought that when you
17 are talking about a city with a \$1.8 billion budget
18 so it's sizable, I thought that he did a great job
19 talking about pensions and capital projects and the
20 developments of some of the projects they have done
21 in the City of Atlanta. So for me he was one
22 that -- are there questions surrounding his ability
23 to lead a city from the management perspective,
24 there might be. But I think that's why you bring
25 him -- I think that's the purpose of the interviews

1 next week is to really understand what we might
2 think some people's weakness are and to drill them
3 on it.

4 I mean, just, I don't think we need to go
5 through every candidate, but I was actually pretty
6 impressed with his resume and what he prepared for
7 us to read.

8 MR. FERNANDEZ: So was I, and a good finance
9 turnaround story is a good story. And in order to
10 be a great financial guy you got to understand
11 every part of the business, so I was very impressed
12 with his record. I would want to learn more.

13 My concern, as Cristina mentioned, is, you
14 know, what is his operational acumen and can he be
15 a strong operational leader, but I was impressed
16 with him.

17 MR. LEEN: In answer to your question, it's
18 800 employees but about 70 of them are vacancies.
19 So it's about 730 actual, 800 total.

20 MS. MORENO: I'm sorry, Craig, can you also
21 tell us how many direct reports the city manager
22 would have?

23 MR. LEEN: Well, there is 800 total employees
24 but there is 69 vacancies, so it's around 730 that
25 are actual employees.

1 MR. KADRE: How many of these people report
2 directly to the manager?

3 MR. LEEN: Much less than that. I will get
4 the number.

5 MR. COLLIER: I just wanted to interject
6 something. I had an experience -- I worked for
7 Montgomery County, Maryland for the first 16 years
8 that I worked in the public sector. We had 7,000
9 employees. The finance department probably had
10 120. You can't imagine how complex something like
11 that can be because you learn everything from risk
12 management to auditing to revenue disbursement, to
13 collection of money, to license tag sales, all of
14 that stuff so that the direct reports that that
15 finance director had was probably eight, which is
16 very close to what most city managers had.

17 MR. BAENZIGER: And the city managers
18 typically oversee somewhere between 4 and 15.
19 Fifteen I think is way too many, but that's how
20 some people do it. Sometimes they can't get their
21 commission or elected officials to approve a system
22 to kind of share the load.

23 MS. MORENO: Okay. Mr. Bockweg, are we
24 finished with him? Any more questions about him?

25 Okay. Mr. Bragg.

1 MR. COLLIER: Mr. Bragg, you can see from his
2 resume that he is one of the private sector
3 candidates that we brought forward. And I found in
4 both looking through his background and speaking to
5 him for a considerable period of time that he
6 clearly understands there is a big difference
7 between private and public management.

8 He would like to make that change. He feels
9 comfortable that he can make the change, and he
10 shifted pretty violently. If you look at the jobs,
11 some of them are very close to the headquarters
12 type of jobs and other jobs were he was out in
13 another continent, South America, pretty much
14 running the show on his own, and a large one at
15 that.

16 So we saw him, both Colin and I, as somebody
17 who probably has the ability to make the shift into
18 public sector management more easily than other
19 candidates.

20 MS. MORENO: Did he reflect experience in
21 budgeting and financial aspects?

22 MR. COLLIER: Yes. Yes.

23 MS. MORENO: I think here we have two of the
24 additions go next, Michael Hein and Mark Cutney.

25 MR. BAENZIGER: I actually got Don Elliot

1 next.

2 MR. LEEN: Madam Chair, I have an answer for
3 you first, but I am waiting for an official answer
4 from human resources. But I took a look at our
5 current budget and there is ten departments that
6 are listed. And, of course, some of them have
7 subdepartments or divisions.

8 That includes economic sustainability, leisure
9 services, fire, police, information technology,
10 finance, public works, historical resources,
11 development services and human resources. In
12 addition to that, the office of the city manager
13 has the city manager, an assistant city manager for
14 operations, an assistant city manager for finance
15 and administration, which is currently a vacancy,
16 an assistant to the city manager, an executive
17 assistant to the city manager.

18 In addition, there is a public affairs
19 manager, a video production manager, public affairs
20 specialist, and I'm not certain if all of these are
21 filled. I am just listing to you what it says.
22 There is also a chief compliance officer, a senior
23 auditor and there is also an executive secretary
24 position. But that may have been switched.

25 So there's a number of people that he will be

1 responsible for.

2 MR. BAENZIGER: And when you say ten, you've
3 got a deputy or an assistant city manager for
4 operations so probably that person is overseeing
5 some of those ten departments, at least that's the
6 way I would do it if I was a city manager.

7 MR. LEEN: Remember, the development services
8 department has in it code enforcement, planning and
9 zoning, building, so there is divisions. Likewise,
10 leisure services, parks and recreation. I believe
11 public service is now under public works, but
12 really there is even more than that.

13 MS. MORENO: I'm sorry, Mr. Elliot.

14 MR. BAENZIGER: Mr. Elliot, I will let Dave
15 talk a little bit about Mr. Elliot after I get
16 done, but I have known Don probably since 2004,
17 2005, probably 2005, 2006, somewhere in there.

18 Don was a candidate when we did Broward County
19 a number of years ago. He was the chief
20 administrative officer of Lancaster Pennsylvania at
21 that point, at that point in Lancaster County. He
22 is a sharp guy. He has private sector experience,
23 as well as public sector experience.

24 Lancaster County is a little different. I
25 believe he had three supervisors there, elected

1 officials and not five, but he still has the
2 experience with the elected officials, and that's
3 one of the things that attracted me to Don.

4 MR. COLLIER: I spoke to him. I was
5 impressed. Once again, he understands government
6 from his experience in Pennsylvania or as they
7 refer to it The Commonwealth, and I personally have
8 some vices with Pennsylvania managers because I had
9 to deal with some of them earlier in my career.
10 But I think he stepped out of that job and
11 broadened his experience in the last few jobs
12 because he really had worked in pretty much heavy
13 industry and then he switched into the health
14 field. And he told me that was based on knowledge
15 he gained when he was working as chief
16 administrative officer in Lancaster. And the rest
17 of his career has all been in nonprofit healthcare.

18 MR. WITHERS: So he intrigued me, but I have a
19 couple of questions about him. He went private
20 sector, public sector, then back to the private
21 sector.

22 MR. COLLIER: He started in private, yes.

23 MR. WITHERS: Why that -- then the other thing
24 is, I think he had nine jobs in 20 years. I am
25 just -- you know, whenever I see someone with a

1 resume, if it's a vertical movement in an
2 organization, I understand the job change. But
3 when you go nine different employers over 20 years
4 and you go public -- I mean, private, public,
5 private and you say you know him so I am just
6 curious to know what's that all about.

7 MR. COLLIER: No, I just said I talked with
8 him.

9 MR. BAENZIGER: I know him.

10 MR. COLLIER: And I didn't see that as a
11 problem because, from what I read, I thought he
12 worked for Dana and Dana was ultimately a division
13 or bought out by Eaton. I know that as an auto
14 buff.

15 MR. BAENZIGER: And that's the concern I had,
16 the number of jobs in the time period, and it's
17 typically something we eliminate people for. But
18 he had that knowing him feeling that he is
19 competent capable individual and also the fact that
20 he had the private and the public, which seemed to
21 be something the commission was looking at, would
22 like to see. That's why I put him in.

23 MR. WITHERS: I know it's hard to gather, but,
24 you know, sometimes if you can also track salary
25 levels, when you see someone go from a salary level

1 of X to a salary level of X minus one, you probably
2 know they left under a situation that wasn't the
3 best. When you see someone go from X to X plus,
4 you know it was probably a good upward move for
5 them.

6 MR. COLLIER: Well I told Colin I was
7 impressed with him because he didn't stay too long
8 in Lancaster, Pennsylvania, which shows --

9 MR. WITHERS: One winter, right.

10 MR. COLLIER: But he did a lot while he was
11 there. He clearly came in as a change agent and if
12 you read some of the details of what he did there,
13 he made the changes and then he left.

14 MR. BAENZIGER: Is Mr. Hein next?

15 Mike is someone that I've known for years and
16 I think very highly of him as a manager. He does
17 have a rather large hiccup in his background. That
18 is a DUI in 2009, which is about the time he was
19 leaving or had left Tucson, was getting divorced,
20 so on and so forth. Mike has taken responsibility
21 for that, acknowledges his mistake and, you know,
22 is a stable individual at this point from what we
23 can tell from the references and from our
24 conversations with him.

25 But he is the kind of person that, to me, if I

1 was looking at -- looking for candidates for Coral
2 Gables, he would stand out just because he has been
3 the manager of Tucson, Arizona, and Tucson is not
4 an easy place to manage. The large cities in
5 Arizona are rough places. Scottsdale may be an
6 exception, but Tempe, Tucson, are all -- if you can
7 stay four or five years, it is a tribute to your
8 abilities. It's just very difficult. Libertarians
9 running around and antigovernment and it's just
10 tough.

11 MS. MORENO: Why did he leave the city manager
12 position to become director of emergency
13 management?

14 MR. BAENZIGER: I don't think he had a choice.
15 He was terminated.

16 MS. MORENO: He was terminated?

17 MR. BAENZIGER: Yeah, I mean, it happens to
18 city managers.

19 MR. MAS: Did you get into why he was
20 terminated? I mean, he was fired by the
21 commission, if I am not mistaken.

22 MR. BAENZIGER: Yes, he was.

23 MR. WITHERS: He was challenged by three
24 commissioners on a pretty --

25 MR. BAENZIGER: Yeah.

1 MR. WITHERS: If you can read, no offense to
2 our esteemed Miami Herald report here, you can read
3 the newspaper clips. It was a very highly
4 publicized situation.

5 MR. BAENZIGER: Yes. It's true. It happens
6 in the profession.

7 MR. FERNANDEZ: You have known him for a
8 while?

9 MR. BAENZIGER: Yes.

10 MR. FERNANDEZ: What's your sense as to how
11 his direct reports and people that worked with him,
12 the general impression they have of his
13 capabilities?

14 MR. BAENZIGER: Quite positive, yeah.

15 MR. WITHERS: What does passable mean?

16 When you did your credit ratings, you have
17 excellent, but his is passable.

18 MR. BAENZIGER: It means he had some hiccups
19 in there in going through the divorce and
20 everything else that may have been a factor. I
21 mean, his salary in Tucson was 220 or something and
22 it dropped down to 120. So I imagine there was
23 some adjustments there.

24 Passable means that there aren't real serious
25 problems, but there are some hiccups in the

1 background.

2 We don't have access to credit scores and, you
3 know, frankly it's a little touchy too with the
4 Fair Credit Reporting Act on how much we can judge
5 on -- how much we cannot divulge but how much of a
6 factor that can be in making a decision. But if I
7 saw poor on that, in that thing, I would be
8 concerned.

9 MR. FERNANDEZ: Did you have a conversation
10 with him about this particular job in Coral Gables?

11 MR. BAENZIGER: Yes.

12 MR. FERNANDEZ: What do you feel attracts him
13 to make the move to South Florida?

14 MR. BAENZIGER: It's Coral Gables. I mean,
15 it's your reputation.

16 There are two or three candidates that I
17 talked to personally in here that I thought really
18 stood out to me because they were excited about
19 Coral Gables because it was Coral Gables.

20 Talking to Mike, I don't think he has really
21 applied certainly anywhere else. That may be
22 because of his hiccup in his background he may be
23 trying to put some time behind him, but he was
24 excited about the possibility of Coral Gables and
25 its reputation, what's going on here, the kind of

1 government you have. And you know, having managed
2 a place like Tucson, he is used to big
3 organizations and a lot of employees. So...

4 MR. COLLIER: Yeah. I spoke to him, and your
5 reputation is what he was interested in. And that
6 is stable and trying to be on cutting edge on a lot
7 of areas. That appealed to him.

8 Now, he has gone through terrible financial
9 problems when he was in Tucson. That was a period
10 where Arizona city government was really on a roll,
11 so he has had that experience too. Maybe he wants
12 to come to a place that he thinks has slightly less
13 problems than he had. The other thing there is,
14 they have extremely strong labor unions. The
15 negotiations in Arizona are some of the toughest in
16 the country.

17 MR. BAENZIGER: One other thing I would say
18 about Arizona, you know, we went through a building
19 bloom here in Florida, and when the recession hit,
20 it was bad. I think it was even worse in Arizona.
21 And a lot of these cities had never considered the
22 possibility of what goes up might come down.

23 MR. FERNANDEZ: In terms of the candidates'
24 motivation, which is something that I hope that we
25 dive into when we interview the number that we

1 interview next week, one thing I try to screen out
2 for because certainly at the University of Miami,
3 you know, we have had our hits and we have had our
4 misses. But a lot of times a candidate like this
5 one who is clearly a candidate for city manager
6 looks at an opportunity in South Florida as a
7 retirement -- I am going to come down to South
8 Florida to retire. And something that's very
9 important to me and I believe will be very
10 important to the commission is make sure that they
11 recruit someone that's hungry and has that fire in
12 the belly for the job because, you know, the city
13 certainly deserves that.

14 How do you guys, head hunters, screen for
15 that, for that fire in the belly?

16 MR. BAENZIGER: I think I rated low probably
17 five city managers that I viewed as probably
18 looking for a nice suntan in the winter.

19 MR. COLLIER: Talking to them you can tell if
20 the fire is in the belly or not. A lot of times
21 the first thing people will say to you when you
22 ask, why Coral Gables, you know, it's sunny. I am
23 tired of the winters, and that's kind of a
24 nonstarter with me.

25 MR. FERNANDEZ: As it relates to this

1 particular candidate you believe he is still
2 passionate and hungry to make his mark.

3 MR. COLLIER: Oh, yeah, absolutely.

4 We can't get into age, but I don't think he is
5 old enough to retire. He is excited about the
6 profession and he has had to take some time off
7 from it.

8 MR. BAENZIGER: Are you ready for Mr. Kutney?

9 MS. MORENO: Yes.

10 MR. BAENZIGER: Mark is also someone I have
11 known for several years. Mark I think has wanted
12 to be a city manager probably since I would say the
13 day he was born, but that's probably an
14 exaggeration, probably since he was in college.

15 And if you look at his career path, he has had
16 a number of jobs and what he has tried to do in
17 each instance is to move to the next level to get a
18 better job, to become a city manager and, you know,
19 he was the development services director in Davie
20 for eight years.

21 His finance director in Davie went to Belle
22 Glade to become the city manager and asked Mark if
23 he'd join him. Well, if you become the assistant
24 city manager, that's kind of almost what you need
25 to have on your credentials to go to the next job

1 to become a city manager. He took advantage of
2 that opportunity and then he had another
3 opportunity to become the town manager in
4 Loxahatchee. Loxahatchee Groves is tiny. There is
5 no doubt about that.

6 But Mark has been in large cities. Davie has
7 a population of 70,000. Hallandale Beach I think
8 is around 30, so it's not like he hasn't seen the
9 bigger cities or been in that environment.

10 He has never had the number of employees that
11 you have here. In fact, I don't know -- I think we
12 got his -- I don't know, I think we got his number
13 of employee counts questionnaire that Committee
14 Member Withers had suggested. I don't know that I
15 have that with me, unfortunately, but I think it's
16 on your iPads or computers. He is a guy who's
17 ready for the next step. He tends not to interview
18 as well as others. He tends to do the job right.

19 MR. WITHERS: He impressed me because he sees
20 -- I think it was the flood issue where he was
21 concerned about the maps on the flood zones, which
22 I felt was fairly -- but was he the one -- one of
23 these folks kind of made a public stand on
24 something, which upset some of his bosses. But I
25 don't think it was Mark. But he certainly seemed

1 to understand -- he opposed that public referendum
2 for land use change I think is what it was where
3 they wanted a redevelopment of public lands to go
4 to a public vote as opposed to --

5 MR. BAENZIGER: Yeah. Most professionals in
6 Florida oppose that, and I think almost -- I mean,
7 virtually all of them and not to mention most of
8 the cities, most elected officials as well. I
9 didn't always agree with that.

10 By the way, St. Pete Beach is one of our
11 clients. They actually passed that and undid it
12 four years later because it's a mess. But anyway,
13 that was a side note.

14 MR. FERNANDEZ: I need to step out, sorry.

15 MR. BAENZIGER: Are you ready for Maria
16 Lasday?

17 MS. MORENO: Let's wait for Rudy.

18 MR. BAENZIGER: You know, we could come back
19 at 2:00 if you like?

20 (Brief recess.)

21 MR. BAENZIGER: You are ready for Maria?

22 Okay. Maria is someone Dave and I disagreed
23 about. I probably had her rated more highly than
24 he did. What I liked about Maria was the private
25 sector experience, the public sector experience.

1 She speaks Spanish, which is a plus. She is a
2 trained attorney, which I think is a plus,
3 generally. I'm being a little facetious here, I'm
4 sorry. She is an out-of-the-box thinker.

5 Now, Bannockburn is a lot smaller than Coral
6 Gables. She probably -- I think she has like 30
7 permanent employees and she has 40 contract
8 employees. They do a lot of their work through
9 contractors, but she still has responsibility for
10 roughly 75, 80 employees.

11 There is a university in Bannockburn, and it
12 has a lot of proper presence. It's a city next
13 door to where my parents lived many years, so I am
14 familiar with Bannockburn. It's a very high-end
15 community, and so when I looked at her she had
16 everything we were looking for except managing a
17 large number of employees.

18 The number of staff she had was not horribly
19 small, though. It wasn't like, say, Weston where
20 John probably has half a dozen or a dozen employees
21 where he manages and the rest are contract. So she
22 was somebody I thought was worth a look.

23 She has Florida connections in the sense. I
24 think she owns a condominium somewhere on the east
25 coast of Florida. She has a house on the west

1 coast of Florida, Bonita Springs or some place and
2 spends a lot of her time here.

3 I think she said she comes down about every
4 other weekend, and her goal is to move to Florida,
5 not to retire but because that's what where she
6 wants to be.

7 She is vested in the Illinois Retirement
8 System I think at the end of November, so that's
9 her target is to move -- and I kind of followed
10 Maria for years because I thought she had a lot on
11 the ball. And she can come start roughly
12 December 1st, so she is somebody that I thought was
13 worth looking at.

14 MS. MORENO: And the negative?

15 MR. COLLIER: No. We are not doing that
16 anymore. He is getting the ones he thinks he is
17 best to explain and I the others.

18 MR. BAENZIGER: We can talk about why you
19 don't have her rated as high as I did, if you want.

20 MR. COLLIER: Well, I -- I think my rating
21 came before I spoke to her and after I spoke to her
22 I felt that she was very, very, very professional.
23 She had one of the best interviews I have had on
24 the phone in a long, long time. But Colin's
25 background there is he knows a lot more about the

1 town.

2 If you read about the town, you can see that
3 it's clearly an A number one community. It's not
4 anywhere out in the toolies somewhere.

5 MR. BAENZIGER: But it is a lot more rural.

6 MR. WITHERS: But I don't understand how they
7 can have a 10 million dollar budget with 75
8 employees. That just doesn't add up, which -- I
9 mean.

10 MR. BAENZIGER: I guess I have to say I have
11 known people who have taken jobs like this coming
12 from a background like that and have done very
13 well, so I don't have --

14 MR. MAS: I think Chip's point is, though, if
15 you divide 75 into one million, it doesn't give you
16 a lot of money for all of those employees.

17 MR. WITHERS: Somewhere there were contractors
18 and some were part-time, but it just seems like --

19 MR. BAENZIGER: Something we can look at in
20 more detail.

21 MR. WITHERS: It jumped out at me.

22 MR. BAENZIGER: I mean, if you choose to
23 interview her, that's something we will look at in
24 more detail.

25 MS. MORENO: One thing that bothered me is she

1 seemed to bounce around a bit.

2 MR. BAENZIGER: Yes, although she has had a
3 good career as this town manager. Excuse me, while
4 I look at the dates. In 2008 she was -- yeah,
5 2008, so she has been there six years, and that's a
6 pretty good tenure. I have a theory with city
7 managers you don't want them to stay more than ten
8 because I think they stop seeing the spots on the
9 walls and they get stale. Dave was the exception
10 in Stuart, of course. He was there for 14,
11 something like that.

12 Should we go on to Tom Mattis?

13 MS. MORENO: Tom Mattis.

14 MR. BAENZIGER: Now, Tom, from my point of
15 view, has almost the picture perfect career as a
16 city manager. He starts out at a relatively small
17 community. He is in a large-knit community, the
18 budget analyst in Dallas. He goes to another small
19 community, another small community and then he gets
20 to a decent size place and he stays there nine
21 years.

22 He goes to another place and stays eight
23 years, and the only reason he is applying to Coral
24 Gables is, it's Coral Gables. I talked to him on
25 the phone. I thought he was very capable, very

1 knowledgeable. He has 700 employees, and I think I
2 put this in the memo, but Virginia has a category
3 of government called an independent city.

4 And what that means is, in Miami-Dade County
5 each of the cities is kind of part of the County.
6 In Virginia, Colonial Heights is an independent
7 city, so it is not part of a county. It is
8 essentially a city and county put together. They
9 have about 40 of them in the state.

10 But I think he is -- you know, he has managed
11 in all kinds of different situations. He seems to
12 have done very well, and, you know, he is attracted
13 and thrilled by the idea of Coral Gables so he is
14 somebody I thought very highly of.

15 MR. COLLIER: I did speak to him also and what
16 I was interested in is he came out of Dallas after
17 his initial manager position, a very small town,
18 2000. Dallas, at that point, was a real incubator
19 for city managers. They prided themselves in
20 hiring recently graduated MBAs and put them in
21 departments that had an overview like budget
22 finance and that sort of thing. And from that they
23 encouraged them to get out of the incubator and go
24 somewhere, take their experience and start with
25 small towns and move up, not jump to a big one.

1 He has followed that. He clearly moved around
2 a lot, but when you look at the communities, you
3 probably realize that he went in as a professional
4 manager, young professional manager, did what he
5 needed to be done, was offered a better job and
6 moved on. And then I think he is an example of
7 earlier career job change that when you look at his
8 earlier career, it shows he slowed down and once he
9 had that experience it appears that he had a good
10 tenure in all the larger communities he served.

11 MS. MORENO: Any questions?

12 Yvonne McKinley.

13 MR. BAENZIGER: I can tell you what attracted
14 me to Yvonne was the fact that she had been the
15 city manager twice in Miami-Dade County. South
16 Miami, as you probably know, is a very difficult
17 place to be a city manager. Doral, it had some
18 turnover there and some very good people left, but
19 you may all well know her better than I do. But
20 that's what attracted me to her. I didn't mean to
21 take up Dave's time here but until he finds his
22 place in the book.

23 MR. COLLIER: Once again, I thought that her
24 experiences could fit very well here, as Colin
25 mentioned. She seemed, in our phone conversation,

1 very comfortable with the idea of working here, and
2 I rated her higher after talking to her than I did
3 previously. But I do think her city manager
4 experience in this area is a real plus.

5 MR. BAENZIGER: Ready for the next one?

6 MR. KADRE: By the way, can I ask a question
7 about Yvonne?

8 Did you get any feedback as to the types of
9 job that she did in the two cities that she was
10 manager in?

11 MR. COLLIER: I did not.

12 MR. BAENZIGER: We really haven't gotten --

13 MR. KADRE: You haven't gotten to that point
14 yet?

15 MR. COLLIER: No. South Miami, I wouldn't
16 know that I would even know who to inquire of there
17 because I had such a negative impression of the
18 city, I hate to say it, but the Doral we do know
19 some people.

20 MR. GREENBERG: Manny, Madam Chair.

21 MR. FERNANDEZ: Thank you for the ringing
22 endorsement there of our neighboring city.

23 MR. BAENZIGER: I'm sorry, you are paying me
24 for my personal professional opinion.

25 MR. FERNANDEZ: That's not the opinion of the

1 City of Coral Gables.

2 MR. BAENZIGER: Officially.

3 MR. GREENBERG: I've been special council to
4 South Miami, and I'm just going to keep my mouth
5 shut, but you are right.

6 When I was at Stearns Weaver, we were the city
7 attorney for Doral and worked with Yvonne. She did
8 a very capable job. She hired good people, and as
9 you mentioned, a number of those people have left.

10 When she left, Doral was undergoing some
11 turmoil, but she did a capable job of hiring people
12 and running the city as a relatively strong
13 manager.

14 MR. COLLIER: It tends to be a difficult city
15 too. The mayor tends to be very involved.

16 MR. GREENBERG: Yes. She left when the former
17 mayor's term limited and the new mayor came in.

18 MR. KADRE: I think, you know, to the extent
19 you can give us a little feedback on candidates who
20 have been managers in public cities, whether they
21 did a good job or not when they were in that city,
22 I think would be extremely helpful.

23 I heard she did an outstanding job in Doral,
24 but I don't know anything about her tenure in South
25 Miami.

1 MR. BAENZIGER: There are people I can call
2 and get a better read on that.

3 MR. GREENBERG: South Miami is a difficult
4 city to manage or to work in.

5 MR. BAENZIGER: I could talk to you about that
6 privately as Murray could, but I don't think I
7 should say any more than I probably have, which is
8 probably way too much.

9 MS. MORENO: We are up to Art Noriega.

10 MR. BAENZIGER: It's on your list unless you
11 want me to do it.

12 MR. FERNANDEZ: Before we leave, Yvonne, one
13 of the things that would interest me is, obviously,
14 effectively working with the city commission and
15 communicating effectively with the city commission
16 is going to be very important. I would love to get
17 some feedback as to her dealings with the
18 commission in South Miami and in Doral.

19 MS. MORENO: Particularly in Doral.

20 MR. GREENBERG: I can say from the perspective
21 that I saw she had good relationships with them.
22 Now, the Doral commission even under the former
23 mayor was divided and, you know, if you do things
24 that one faction likes, some other commissioners
25 are not going to like you but that doesn't mean

1 that you are not a professional manager. You can't
2 keep counting votes all the time.

3 Just from looking at her and working with her
4 as one of the attorneys for the city, and I will
5 tell you that Jimmy Morales was the lead attorney
6 for the city, and he worked very well with her. I
7 think she did a good job, and the department
8 directors that she hired were good people who were
9 sought after and they left when there was a change
10 of administrations there. If you want to talk to
11 me privately, I'm available.

12 MR. MAS: I mean, I have had a chance to work
13 with her on some things. I think she is an
14 excellent candidate. We do have a lot of
15 experience in this field. I think she would be an
16 excellent one to interview.

17 MR. BAENZIGER: Ready for Art?

18 MS. MORENO: Art Noriega.

19 MR. BAENZIGER: Okay. Go ahead, Dave.

20 MR. COLLIER: Well, as you can see when you
21 look at his resume, his experience has been in
22 private business and I guess you could say public
23 private parking authorities that are a little bit
24 off a city government experience. But what we saw
25 was a person who moved through a number of

1 important jobs and seems to have a good track
2 record in all of them. Plus, the fact he knows
3 this area very well, both from living here and
4 clearly from the jobs he has had in this area. So
5 that was what put him high on our list.

6 MR. BAENZIGER: Beyond that, I liked the fact
7 that he has been in the private sector. Well, he
8 has been in the private sector. I don't know that
9 I would call the Miami Parking Authority a private
10 sector enterprise, but it's, you know, a situation
11 where the rubber has to meet the road or you don't
12 stay around.

13 But he has also been with the Carlisle Group.
14 He's been with the Cornerstone Group, so he has
15 been on the other side of the development equation,
16 which I think could be valuable in Coral Gables
17 because I understand you have a little development
18 going on here. I thought he could do very well in
19 that environment.

20 Again, fewer employees. He's got a little bit
21 under 200 when you're public -- excuse me, when you
22 count full time and part-time. Again, he's got the
23 development side. He's got the management side,
24 limited area though. I mean, he hasn't done
25 police. He hasn't done fire or public work.

1 He has done supervision of off duty -- you
2 know, cops have come in on an off-duty basis for
3 stuff that they had to do but his breadth of
4 experience would be a learning curve for him
5 because he doesn't have the breadth yet. A lot
6 like Beard, you know, Beard is primarily finance.

7 MS. MORENO: So he lacks what Beard has.

8 MR. BAENZIGER: I'm sorry?

9 MS. MORENO: He lacks what Beard has, the
10 financial experience, is that what you are saying?

11 MR. BAENZIGER: No, I'm sorry. What I'm
12 saying is that Beard has the finance. Art is kind
13 of limited to the parking end of it and also the
14 development side. Those are his two areas of
15 specialty.

16 You take somebody like Beard, he has basically
17 been the finance side. He has, I would say, an
18 advantage because he has had to do the budget. He
19 has had to do the accounting for the other
20 operations and by osmosis, if nothing else, you
21 have to have some command of those areas.

22 MS. MORENO: Okay.

23 MR. BAENZIGER: The next one, if you are
24 ready, is Guillermo Olmedillo. And we have had
25 Guillermo before in other job searches, very sharp

1 guy. We also put a lot of stock in Merret
2 Stierheim's recommendation. He was one of his
3 references. Guillermo was -- he was a director of
4 the department, and they changed names over in the
5 county so that basically it was the planning and
6 zoning department. So he's got the planning zoning
7 development side of it. He has had, I think, 400
8 employees or something, if I remember correctly.

9 He has also been on the private sector. He
10 has been making a living on his own back eight or
11 ten years, which carries some weight. Just a very
12 capable guy, I think. Any questions?

13 Should we move on? We are getting near the
14 end here. Carlos Puentes.

15 MS. MORENO: Carlos Puentes is next.

16 MR. COLLIER: Carlos I found has a very
17 interesting background because he served 20 years
18 in the Army with a lot of service in Latin America,
19 and clearly a lot -- once he got beyond the troop
20 duty, he has been involved in pretty much
21 management planning type of operations. As much
22 financial as probably the financial set.

23 Then he stepped off and worked for General
24 Electric for several years, and then moved through
25 two names that most of us know, Dell and Tiger

1 Direct, two large computer-related firms, computer
2 firms. And recently he is working for another
3 company that specializes in procurement and sort of
4 packaging of computer-related devices.

5 To me, that combination was unusual, but I
6 thought it might be helpful as the city manager to
7 have really two areas so much separated coming
8 together with enough experience. He certainly
9 would come to this job seasoned, not as a city
10 manager but as a manager.

11 MR. KADRE: This to me was one of the more
12 difficult candidates on the list putting my arms
13 around. What in particular about this candidate
14 prompted you to put him on the list?

15 MR. COLLIER: My feeling was the long period
16 at Dell was a period where that corporation went
17 through some major, major shifts, and he survived
18 it. And that sounded to me like he not only knew
19 what he was doing but must have had the political
20 dealings to not step in the wrong direction at a
21 hard time.

22 I have to say one thing. We were charged with
23 bringing people in with backgrounds other than city
24 managers. That's really why he is on this list.

25 MR. KADRE: No, no, that's not the question

1 that I am asking. What -- I am sure he is not the
2 only person that applied that had a nongovernment
3 background. You got a hundred and something
4 resumes. I just want to know what in particular in
5 your communications with this particular person
6 prompted you to put him on the list?

7 MR. COLLIER: I think two things. One is his
8 military experience was not average. It was much
9 more technical and managerial than it was troop
10 duty or commanding a post. He really had
11 experience in a lot of complex planning activities,
12 including finance and procurement. The second
13 thing is the high tech firms he worked in clearly
14 are firms that demand and usually get good managers
15 and that was -- it was the firms he worked for more
16 than anything else on the private sector that
17 caught my eye.

18 MR. KADRE: Did you inquire from him what
19 attracted him to the job?

20 It's the first time he has ever applied for a
21 public position?

22 MR. COLLIER: He told me this is the first
23 city manager job he had seen listed. I think he
24 got the listing or advertisement out of the Wall
25 Street Journal is what got him started, so I didn't

1 go any further than that.

2 MR. KADRE: Okay.

3 MR. BAENZIGER: Outreach into the private
4 sector is something we normally don't do and that
5 could have happened.

6 Ready for Steve Rasmussen?

7 Steve has a varied background, U.S. Army
8 officer. One of the things that is attractive
9 about Steve is he was a garrison commander at Fort
10 Campbell, Kentucky. Garrison commander is very
11 much like a city manager except you don't have five
12 bosses but you have public works. You have
13 utilities. You have housing, which city managers
14 don't, but you have almost all -- I shouldn't
15 say -- you have a lot of the same responsibilities
16 a city manager does.

17 And then he moved over to actually being a
18 city administrator in Iowa and Missouri, Jefferson
19 City to Capital City and seems to have done well
20 with that. He has had a good career. His
21 references were strong. I talked to him. I think
22 he is a very capable guy.

23 There is one thing that I should point out in
24 his background check, his personal disclosure,
25 there is number ten where it says is there anything

1 else in your background that may cause a reasonable
2 person concern if he or she became aware of it
3 through the press or any other mechanism. He
4 circled yes. We don't have an explanation
5 attached, which I think is an oversight on the part
6 of my staff because in talking to him he did tell
7 me that he submitted it. It's a little bit of a
8 complicated story, but, apparently, there was a hit
9 and run accident on the other side -- you got it?

10 MR. COLLIER: Yes, 16 at 1.6.

11 MR. BAENZIGER: Anyway, there was a hit and
12 run accident on the other side of town. He was
13 having dinner with some of his appellate court
14 judges or something, so clearly he wasn't involved.
15 But it was a young police officer that saw some
16 scratches on his car and kind of put two and two
17 together and got 16. So he became a person of
18 interest.

19 There was an investigation. Obviously, as a
20 city manager, he didn't want his department
21 investigating it so the Highway Patrol did. The
22 bottom line was they took the paint samples. There
23 was no match, so he was cleared. But it was one of
24 those things apparently for about two weeks it was
25 kind of high priority in the newspaper and somebody

1 Googling him might find this article and might not
2 find the results which cleared him completely.

3 MR. COLLIER: By the way, the scratches in his
4 car came from backing out of his garage.

5 MR. BAENZIGER: That never happens, does it?

6 MR. COLLIER: It does to me. I don't know
7 about you.

8 MR. BAENZIGER: It happened to me the other
9 day. I hate to admit it.

10 MR. KADRE: I think you're up, Dave.

11 MS. MORENO: Alex Rey.

12 MR. COLLIER: His most recent experience is a
13 town manager in the town of Miami Lakes. He served
14 in a number of areas in Dade County, including
15 Miami-Dade Transit Agency, where he was chief of
16 management and information services and assistant
17 director of administration.

18 Clearly, his background has been with the City
19 of Miami and Miami-Dade. His position in Miami
20 Lakes started in 2002, and he lasted six years
21 there. So he came back in 2010, I think. I think
22 that was a switch in political makeup of his
23 commission that both had him leave and with the
24 change brought him back.

25 He has the educational requirements, and I

1 don't have any other information, although I
2 interviewed him and I thought he handled himself
3 well in the interview.

4 MR. BAENZIGER: The only thing I would
5 probably add is, I did talk to Merrett Stierheim
6 about him briefly and he is very positive about
7 him.

8 MR. FERNANDEZ: One thing that I liked about
9 him and discussed it with Cristina's concern
10 earlier is that he has had various experience
11 within government. It's not just in budgeting, IT.
12 He worked in the Transit Authority. Has been a
13 city manager. I think he has a pretty compelling
14 background.

15 MR. COLLIER: And in big organizations, too.

16 MR. WITHERS: I guess that what I questioned
17 was, he made a comment that he was termed out as
18 far as the number of years he could remain.

19 MR. COLLIER: No. No, I'm sorry, you
20 misunderstood me. He served to 2008. There was a
21 change in the political dynamics of his commission.
22 He left and came back two years later when the
23 commission sort of came together the way it had
24 been.

25 MR. WITHERS: No. No. This was in his

1 paperwork, wanting to leave the current job.

2 MR. BAENZIGER: The current job is that same
3 job.

4 MR. COLLIER: He says I am limited to the
5 number of years I can remain.

6 MR. WITHERS: No, no, this was in his
7 paperwork wanting to leave the current job.

8 MR. COLLIER: The current job is that same
9 job.

10 MR. BAENZIGER: He says I am limited to the
11 number of years I can remain with the Town of Miami
12 Lakes.

13 MR. WITHERS: To achieve the number of years I
14 need to achieve with the Florida Retirement System,
15 I am limited in the number of years that I can
16 remain with the Town of Miami Lakes.

17 MR. BAENZIGER: I don't know. I haven't asked
18 that question, but I imagine what he is saying he
19 is in the DROP Program.

20 MR. WITHERS: I understand, but for the city
21 manager they have a DROP Program.

22 MR. COLLIER: Oh, yeah.

23 MR. BAENZIGER: It's really common.

24 MR. WITHERS: I mean, I understand the DROP
25 Program, but for a CEO to be in a DROP Program

1 where he is forced out after a number of years,
2 don't you find that somewhat --

3 MR. BAENZIGER: It's the rule. I mean, it
4 happened to Mark Antonio in Hallandale Beach. They
5 hired him knowing that in 16 months they were going
6 to have to let him go because by law he could not
7 work more than 16 months.

8 Pat Salerno was in the DROP Program in
9 Sunrise. They kept extending it, but that was
10 Sunrise's own program. In the state you don't have
11 a choice. At the end of five years, you are out in
12 the DROP Program.

13 You usually do 30 years as an employee and
14 then you do five in the DROP, and then you have to
15 leave. It doesn't matter what position you are in.

16 Ready for Daniel?

17 MS. MORENO: Frank, he is one of the late
18 additions.

19 MR. BAENZIGER: Daniel Rosemond. He has some
20 private sector experience. He has some public
21 sector experience. He is a deputy city manager.
22 He's got redevelopment. He was an assistant city
23 manager for five years in Miami Gardens and --
24 actually, I think he was a department head there as
25 well for a little while, but he is a sharp guy.

1 The manager in Miami Gardens at the time,
2 Danny Crew, Danny is somebody who doesn't tolerate
3 fools. He hires the best people, and then when --
4 oh, shoot, I have forgotten her name now. This
5 escapes me. It's on the tip of my tongue. The
6 assistant -- an assistant city manager from Miami
7 Gardens went to Hallandale Beach as a city manager,
8 Renee. I've forgotten her last name because she
9 changed it when she got married but when she went
10 to Hallandale Beach. She thought enough of Daniel
11 to bring him over as her deputy city manager and
12 run the CRA. So he is very highly regarded and
13 very capable guy.

14 And I like the fact that he has done the
15 planning, done the community development and oddly
16 enough he was with the Parking Authority.

17 MR. FERNANDEZ: Let me ask you a question
18 about -- this applies to Rosemond, Kutney and
19 Bockweg, you know, the little three additions and I
20 guess, Michael Hein as well. They all applied --
21 there was one deadline. They weren't part of your
22 original 15.

23 MR. BAENZIGER: Right.

24 MR. FERNANDEZ: They only made it into the cut
25 that we are reviewing today after some people

1 dropped out. Why was that?

2 MR. COLLIER: I think they weren't in the
3 initial list we reviewed. They were late
4 applicants, as far as I remember.

5 MR. BAENZIGER: No, I think they were all in
6 on time, Dave.

7 I could be wrong. When you are evaluating
8 candidates for city manager job, there is all kinds
9 of different skills and pieces of the puzzle, and
10 when we picked 15, we had to leave some out. And,
11 you know, we stuck them back.

12 MR. FERNANDEZ: Is it enough for us to infer
13 that they were not on you're "A" list?

14 MR. BAENZIGER: I mean, I'd hate to say that.
15 We didn't think they were in the top 15. Let's put
16 it that way. But it doesn't mean that they aren't
17 in the top 15.

18 MR. COLLIER: I have to tell you, my
19 experience of stopping at 15 was extremely
20 difficult because there were probably another five
21 or six, any one of them you could substitute and
22 sleep at night. Now, after that it doesn't go very
23 far.

24 MR. BAENZIGER: There was a point where it was
25 easy.

1 The last candidate, if you are ready for Jane
2 Shang, she is somebody I have known for years. In
3 fact, the reason she became a deputy city manager
4 in El Paso, Texas was a conversation I had with
5 her. She was lined up to be the transportation
6 director in Broward County, and I said to her, you
7 know, what's your long-term goal. And she said I'd
8 like to be a city manager, and then I said, given
9 the two, do you want to be the deputy city manager
10 in El Paso, Texas.

11 El Paso is a big city, 700,000 population.
12 The city has got 6,000 employees. As a deputy, she
13 doesn't oversee all of those, but she has
14 experience in a big organization. Her background
15 is primarily in transportation. I thought it
16 was -- her education was interesting in the sense
17 that she is a trained attorney, but what you see is
18 a lot of project management and management skills.
19 She is somebody we have recruited for other jobs.
20 We tried to get her to apply at Bellevue,
21 Washington, but the timing wasn't right.

22 There is a little bit of turmoil when she
23 left, and I don't know that I fully understand it.
24 But that didn't give me pause in recommending her.
25 The new city manager coming in is an interesting

1 individual and I could well see where she was a
2 candidate for the position. He was selected over
3 her, and she may not have -- the situation may not
4 have been comfortable for anybody at that point.

5 MR. KADRE: If I'm not mistaken, she is also a
6 candidate for the Des Moines job, a finalist?

7 MR. BAENZIGER: She was. They have gone back
8 out. They had somebody they liked, a guy from
9 Illinois, and they decided that rather than hire
10 from amongst the rest of the candidates that they
11 would do something else. Now, I don't know if they
12 have decided what that something else is. She was
13 one of the five people that was interviewed and she
14 was not selected.

15 Chip, do you want to make any changes in your
16 ballot?

17 MR. WITHERS: I'm sorry?

18 MR. BAENZIGER: I said, do you want to make
19 any changes in your ballot. I'm teasing you, Chip,
20 I'm sorry.

21 Are we ready to tally?

22 MR. GREENBERG: Remember to sign the ballots.

23 MR. BAENZIGER: Also, check the box next to
24 your name so that if I can't read your signature, I
25 can at least -- do you want me to read those and

1 you can tally as I read them?

2 Craig, why don't I read the ballots and you
3 and David can both tally?

4 MR. KADRE: We are not limited to checking
5 five; right? We can check as many as we want?

6 MR. BAENZIGER: Exactly.

7 All right. I will read these aloud.

8 MR. KADRE: Can I suggest something to you
9 with the ballots?

10 MR. BAENZIGER: Yes.

11 MR. KADRE: There is not a lot of purpose in
12 reading them out loud. It may be -- it may be --
13 it may just be a more productive exercise if the
14 city attorney can look at the ballots and if there
15 is someone who obviously got five checks, I think
16 we can assume that this person gets an interview.
17 I think if someone gets four checks, I think we can
18 assume the person gets an interview, and then if
19 the person has less than three checks, I would tell
20 you, you know, they probably wouldn't get an
21 interview unless one of the commissioners had a
22 very strong opinion as to why they wanted to see
23 that person. But that may just add a little
24 structure.

25 MR. FERNANDEZ: Manny, the only thing I would

1 caution you, and I agree with you and Jose, you
2 want to interview seven or eight so that may
3 have -- you're assuming that we are going to agree
4 on --

5 MR. KADRE: No. No, I'm saying five and four
6 are definitely interviewed.

7 MR. FERNANDEZ: For sure.

8 MR. KADRE: Anyone who has less than three we
9 can have a discussion about. That's my bad
10 signature, yes.

11 Thank you. I was trying to avoid checking it
12 off.

13 I think my point is, the people who have five
14 and four, we don't need to get into an elaborate
15 discussion about because 90 percent or 80 percent
16 of us think that they should get an interview.
17 People who have less than three checks we can get
18 into a discussion.

19 MR. BAENZIGER: Okay. I think that's
20 reasonable and if somebody has no checks. I don't
21 think we need to discuss them.

22 MR. KADRE: Yes. If someone has no check, I
23 don't think that anyone is going to advocate for
24 them.

25 MS. MORENO: They should be about seven.

1 MR. BAENZIGER: Seven to ten.

2 MS. MORENO: If we all agree on the same five,
3 we are in trouble.

4 (Whereupon the ballots were tallied.)

5 MR. LEEN: I will just read them. The ones
6 that received votes:

7 Art Noriega received five votes.

8 James Beard received four votes.

9 Thomas Mattis received four votes.

10 Alex Rey, four votes.

11 Pieter Bockweg, three votes.

12 Yvonne McKinley, three votes.

13 Guillermo Olmedillo, three votes.

14 Don Elliot, three votes.

15 Mark Kutney, two votes.

16 Steve Rasmussen, two votes.

17 Michael Hein, one vote.

18 Maria Lasday, one vote.

19 MR. BAENZIGER: So we have seven candidates
20 that have a majority of you that would like to see
21 them. It might be a logical place to cut it off,
22 unless the other candidates that have two votes
23 were Don Elliot, Mark Kutney and Steve Rasmussen,
24 unless there was somebody -- I don't know if
25 anybody would suggest someone with no votes be

1 considered.

2 MR. KADRE: I am fine with the seven also so I
3 move initially that we at least interview these
4 seven.

5 The one question I want to ask if there was
6 anyone on seeing the seven, if there is anyone who
7 does not have public experience but has great
8 private experience who we may want to consider.

9 MR. BAENZIGER: Of the seven, everyone has at
10 least some public sector experience. McKinley and
11 Olmedillo have more of a mix. Beard has more of a
12 mix probably. There is nobody who is pretty much
13 all private. In fact, the two that we suggested
14 with private experience didn't get a vote.

15 MR. KADRE: I don't think that's true.

16 MR. BAENZIGER: Don Elliot would be an
17 exception. He's got some public experience.

18 MR. KADRE: Yeah, Puentes got two votes.

19 MR. BAENZIGER: Did he?

20 MR. KADRE: Yeah. He is just a private
21 person.

22 MR. BAENZIGER: I'm sorry, it's not on the
23 sheet. You are right. I apologize.

24 MR. KADRE: Where does Puentes currently
25 reside? I don't remember.

1 MR. BAENZIGER: He has a West Coast of Florida
2 cellphone number, but you can't really tell from
3 his materials. It's a Fort Myers telephone number.
4 It might mean something. It might not. I don't
5 know, in other words.

6 MR. KADRE: Does he -- you don't have a full
7 resume for him there?

8 MR. BAENZIGER: We do, but I guess full is
9 kind of -- it does not list his address.

10 MR. KADRE: Okay. Is he currently working
11 somewhere?

12 MR. BAENZIGER: Yes, I believe so. He is with
13 Automated Control Technology Partners. It doesn't
14 say where that is. He doesn't list locations.

15 Would you like to bring him in?

16 MR. KADRE: Well, I just -- I want to have a
17 little discussion with my colleagues because we
18 made -- we were trying to make an effort to not
19 just have current government people, and there was
20 a desire both from the commission and from the
21 charge that you had to include people in the
22 private sector. And I know that's at least
23 important for a couple of commissioners, so I want
24 to see if there is at least one or two people from
25 the private sector who it would be important to

1 include in the process.

2 MR. FERNANDEZ: Manny, who from the private
3 sector stands out that you would like to bring in?

4 MR. KADRE: You know, Puentes is -- it's hard
5 to tell from, obviously, the amount of information
6 that we have now, but certainly a person who has
7 worked for companies like he has worked is someone
8 from the private sector who would be of interest.
9 You know, if there is truly a desire to look at
10 people from the private sector.

11 MS. MORENO: I thought Don Elliot -- if you
12 are really going from a private sector I think Don
13 Elliot has an extensive private background.

14 MR. LEEN: I have to apologize. It's Carlos
15 Puentes I know you pointed out with the two votes.
16 Steve Rasmussen has no votes, forgive me.

17 MR. KADRE: Yes. So I was just assuming that
18 was -- yeah, I voted for Elliot too.

19 MS. MORENO: I would add my vote to Elliot
20 making it. If you want to give me my sheet, go
21 ahead and give me that.

22 MR. BAENZIGER: We could do that, although I
23 already -- that's not really important.

24 MS. MORENO: That's not necessary?

25 MR. BAENZIGER: No, that was a straw poll just

1 to get an idea where you are at. Now we are having
2 a discussion to see if there is someone else you
3 would like to bring in.

4 MR. KADRE: Chip, what are your thoughts?

5 MR. WITHERS: About Elliot or about --

6 MR. KADRE: Well, just about your thoughts.

7 MR. WITHERS: I heard two commissioners say
8 that over and over again.

9 MR. KADRE: Yeah, and you sat on this
10 commission.

11 MR. WITHERS: Yeah. Yeah. I mean, at the end
12 of the day I can't -- I think the experience as
13 previous city manager is going to weigh out. I
14 mean, I just have that gut feeling, but the will of
15 the commission was to bring out a couple of public
16 sector folks.

17 MR. KADRE: Private sector folks.

18 MR. WITHERS: I mean private sector, I'm
19 sorry. And Elliot is a hybrid, it seems, no. He
20 is the one that went private, public, private.

21 MR. BAENZIGER: Yeah. He has actually had two
22 years as a county administrator or county manager,
23 so he has done the job, you know, reporting to the
24 board in his case I think at three. That's a
25 challenge so he has a little public sector

1 experience, but it's very limited.

2 MR. WITHERS: I mean, I have no problem adding
3 him, adding eight to the -- I mean, I voted for
4 him, so obviously that's the horse I have in the
5 race here.

6 MR. BAENZIGER: I've got Withers and Kadre who
7 are voting for Elliot.

8 MR. WITHERS: And I do have to admit the
9 reason I added the vote in was to flavor in the
10 private sector.

11 MR. KADRE: I am comfortable adding him.

12 MR. BAENZIGER: Okay.

13 MR. LEEN: Elliot.

14 MR. BAENZIGER: All right. So a week from
15 today we will have our interviews. What time would
16 you like to start?

17 MR. KADRE: I think we had talked about 9:00.

18 MR. BAENZIGER: I'm sorry?

19 MR. KADRE: I think we had talked about
20 9:00 a.m. previously.

21 MS. MORENO: Can we set a limit, maybe a
22 30-minute limit for interview?

23 MR. BAENZIGER: That was my next question, how
24 much time would you like with the candidates?

25 MS. MORENO: We have eight people. That means

1 four hours not taking into account breaks so I
2 think half an hour a piece. And then could you
3 give us some guidance if people from the community
4 come in, do they speak, do they not speak, what
5 happens?

6 MR. LEEN: I will defer to your counsel, but
7 the statute says at some point in the process the
8 residents have to speak. So you can let them speak
9 now during your process or you can let them speak
10 in front of the commission or they can do both.
11 They do not have a right to question the candidates
12 unless you decide that they do.

13 MR. KADRE: I would like to -- there is no
14 point in allowing the public to speak multiple
15 times. I mean, I think that the best way to deal
16 with the public issue is to allow them to speak at
17 the commission stage. That's my feeling on it.

18 MR. LEEN: Murray, you know the other issue is
19 that under Florida law, if you only allow them to
20 speak at the commission stage, then your decision
21 could not be final. So the commission is able to
22 reconsider any person that you consider. I think
23 they have that power anyway.

24 MR. KADRE: I think that's the case anyway.

25 MR. LEEN: So these would just go up as

1 recommendations but all 15 would still be
2 potentially choosable {sic} by the commission.

3 MR. MAS: What if we let them all speak at the
4 end prior to us making the cut?

5 I don't think they should be allowed to ask
6 any questions in the interview.

7 MS. MORENO: Yeah.

8 MR. MAS: It's going to be very difficult, so
9 I think once the interview is done, if they want to
10 say anything --

11 MR. KADRE: I think that makes sense. You
12 want enough public input. You want the citizens to
13 feel like they had enough of the say in the
14 process.

15 MR. BAENZIGER: Okay. So we will schedule
16 starting at 9:00 a.m. We will do half an hour each
17 unless you want --

18 MR. KADRE: I think half an hour. You have to
19 schedule a short break in between every interview.

20 MR. BAENZIGER: Five minutes.

21 MR. WITHERS: How are the logistics going to
22 work?

23 Are you going to bring in each candidate and
24 put them in a room for a time? You are going to
25 allow them to sit here? What's the deal?

1 MR. BAENZIGER: Well, it's technically a
2 public meeting so if they want to come in and sit
3 and watch the other candidates, they can. It
4 usually doesn't happen because I explain to them
5 that if somebody gives a really good answer in
6 front of you and you would have given the same
7 answer, then it looks like you stole it. So
8 usually they kind of stay out. But, you know, if
9 they want to they are welcome to, but generally
10 speaking, yeah, they stay outside.

11 The other thing I would say is, these are
12 sequential, so if it comes to a point where you
13 decide you want another ten minutes with someone,
14 you can add some time. It's not like --

15 MR. WITHERS: Is Ms. Rey out of the country
16 until the -- didn't I see something -- didn't she
17 have a big red thing saying she is out of town?

18 MR. BAENZIGER: I'm sorry, who is that?

19 MR. WITHERS: Rey.

20 MR. BAENZIGER: Alex Rey.

21 MR. WITHERS: Who was out of town?

22 MS. MORENO: Yvonne.

23 MR. WITHERS: Maybe it was Yvonne.

24 MR. BAENZIGER: It could be, yes.

25 MR. WITHERS: How do you accommodate those

1 folks that can't be here?

2 Are you going to try to hook them up through
3 teleconference or -- because some of them aren't
4 going to be able to fly down here, I know that.

5 MR. BAENZIGER: We warned all of them so my
6 guess is the ones that are -- most if not all would
7 be here.

8 MR. KADRE: How many people do we have from
9 out of town just so that we know what we are
10 dealing with?

11 MR. BAENZIGER: Beard, Elliot, Mattis. That's
12 it.

13 MR. KADRE: Three of the eight.

14 MR. GREENBERG: Craig, is there a deadline by
15 which the commission needs to receive these names?

16 MR. LEEN: They need to receive the names --
17 there is a three-day rule.

18 MR. GREENBERG: What is that date?

19 MR. LEEN: Depends on which commission meeting
20 they act on. It's mid September so -- you know,
21 they can -- this could be considered an emergent
22 matter, you know, because we don't have a present
23 city manager so we can even do it up to the day
24 before.

25 MR. GREENBERG: No. What I'm asking, it's up

1 to the commission, because it is a short time
2 people could have things scheduled for next Friday
3 where they are. If you do that in two weeks
4 instead of one week from now, does that upset the
5 apple card in any way, shape or form?

6 MR. LEEN: And the reason for that would be?

7 MR. GREENBERG: Well, to give people a bit
8 more time to plan to travel. I mean, many of you
9 have commitments a week in advance.

10 MR. LEEN: Does that back us up into Labor Day
11 weekend?

12 MS. MORENO: Yeah, I will be out of town that
13 weekend.

14 MR. KADRE: The 29th is Labor Day.

15 MR. BAENZIGER: Just so you know, we told each
16 of the candidates when we talked to them that the
17 22nd was the date, and I sent each of the
18 candidates an e-mail confirming the 22nd. And the
19 ones I talked to are ready to be here on the 22nd.

20 MR. LEEN: The only other thing is that for
21 the commission meeting where this is considered,
22 which my understanding is we were looking at the
23 12th -- we will have to do that with the commission
24 but we would need some time in advance in case any
25 of the individuals have to fly in for that, and we

1 definitely would want them to be here for that
2 meeting because that would be the meeting where the
3 commission chooses the city manager after
4 interviewing them.

5 MR. MAS: Between our interviews and that.

6 MR. LEEN: We probably need a week in advance
7 of knowing what it is.

8 MR. MAS: Are they going to get a chance to
9 interview them or are they only going to interview
10 them in that commission meeting?

11 MR. LEEN: What I was planning to do since we
12 are flying some down, I was going to make it
13 available to the commission to meet with them
14 individually since we are bearing an expense to
15 bring them down so they can meet them. It's not an
16 official interview or anything. But the official
17 interviews will happen after you choose someone.

18 MR. KADRE: Craig, can I see my ballot?

19 MR. LEEN: Of course.

20 MR. KADRE: There was an inaccuracy on the way
21 I voted so I want to double-check it.

22 MR. GREENBERG: It's the one with the
23 signature you couldn't read.

24 Craig, my question was, is there any -- the
25 commission had set a date. Is it set in stone?

1 I mean, I know budget time and everything but
2 whoever comes in isn't going to be working with it.
3 I mean, if they got it at the end of September
4 instead of, you know, the date they have set -- you
5 know the commission. I am just asking.

6 (Unintelligible speaker)

7 MR. KADRE: You know, I think that I had put a
8 scratch through Yvonne McKinley's name and I meant
9 to vote for her, but it just wasn't reflected. I
10 just wanted to reflect that I did vote for her.
11 She was one of the candidates I do want to see.
12 That's okay.

13 MR. BAENZIGER: The only thing I would say is
14 the candidates are all aware of the dates, so it's
15 possible they may have scheduled a cruise if we
16 move the dates.

17 MR. KADRE: The scratch meant I did want to
18 vote for her, so I want to fix my discrepancy.

19 MR. BAENZIGER: We can juggle it if need be.

20 MR. KADRE: So she has four. I just wanted it
21 to -- I was just looking at my votes. That's all.
22 So I made it look better for you guys.

23 MR. GREENBERG: That's fine. It's a straw
24 vote anyhow.

25 MS. MORENO: Are we finished? Anything else?

1 Okay. Our meeting is adjourned.

2 MR. LEEN: Before we adjourn, you have eight
3 candidates.

4 Is there an order you want them presented in?
5 I didn't hear that.

6 MR. WITHERS: Maybe the ones from out of town
7 earlier to give them an opportunities to fly out
8 that afternoon. I don't know if there is flight
9 schedules to be concerned about.

10 MR. LEEN: So we can determine the order based
11 on --

12 MR. WITHERS: Obviously, if we are here for
13 four hours, are we going to break for lunch or are
14 we going to --

15 MR. LEEN: The city will have lunch brought in
16 for you and also for the candidates. What time,
17 8:30?

18 MR. BAENZIGER: We will start at 8:30, give
19 you a five-minute break between each candidate.
20 Would you like a five-minute break in between --

21 MR. WITHERS: It takes me anyway an hour to
22 get dressed in the morning so you might not make
23 it.

24 MS. MORENO: I think it would be good to have
25 a 15-minute break halfway through.

1 MR. BAENZIGER: Okay. So we will probably
2 finish roughly about 1:00 if we start at 8:30.

3 MR. LEEN: We will order lunch for the
4 committee. It's possible if it goes over
5 30 minutes that you may end up going past lunch so
6 we will have a lunch about noon.

7 MR. BAENZIGER: Then we have to have the
8 public comment, and then we have to decide who we
9 are going to bring in. So you are probably here
10 until 2:00. You know, if we bring in lunch, half
11 an hour for lunch and half an hour to figure out
12 what you want to do next.

13 MS. MORENO: So we are starting at 8:30.

14 MR. WITHERS: I am assuming after we interview
15 each of these, we are going to sit and discuss and
16 probably spend another hour or so picking them.

17 MR. MAS: Plus public comment.

18 MR. KADRE: Can I ask a question?

19 Is it possible, and I understand we are
20 operating with some restrictions, but is it
21 possible to advise candidates that because of the
22 public process they are allowed to sit in but there
23 is a preference that they don't sit in?

24 MR. LEEN: Well, I think we can tell them
25 that, because we don't want to make it seem like

1 they will be penalized for sitting in. They
2 shouldn't be.

3 You shouldn't penalize them if they choose to,
4 but we can ask them to -- I mean, we can tell them
5 that there is a place available for them to sit out
6 of courtesy to the fellow people applying.

7 MR. KADRE: Are interviews going to be
8 televised?

9 MR. LEEN: Yes.

10 MR. KADRE: So they can see it.

11 MR. LEEN: We are probably going to make the
12 first floor conference room available to them and
13 we will have some snacks there for them as well.

14 We will publish a list of the times so they
15 don't necessarily have to get here either six hours
16 in advance or five hours in advance of their
17 interview. So thank you. Thank you again for your
18 service on behalf of the city.

19 MR. GREENBERG: Before adjourning, I just want
20 to thank you. I will not be here next Friday. I
21 have pronounced I wouldn't be. I am not a
22 necessary party, but thank you.

23 MR. KADRE: Will you be available by link up,
24 Murray?

25 MR. GREENBERG: The answer to that, Manny, is

1 no, but anything that goes on after the 26th, I
2 will be available, after the 27th.

3 MR. LEEN: I will be sitting with you, and I
4 will have him available by phone.

5 MS. MORENO: Thank you all.

6 MR. MAS: Thank you.

7 MR. FERNANDEZ: Thank you.

8 MR. WITHERS: Thank you.

9 (Whereupon, the meeting was concluded.)
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

CERTIFICATE

STATE OF FLORIDA)
COUNTY OF MIAMI-DADE)

I, PATRICIA DIAZ, certify that the foregoing
pages 1 to 82 is a correct transcript from the official
sound recording of the proceedings in the above entitled
matter.



September 3, 2014

Patricia Diaz, RPR, FPR

Date