

**City of Coral Gables City Commission
September 23, 2014
City Commission Chambers
405 Biltmore Way, Coral Gables, FL**

City Commission

**Mayor Jim Cason
Vice Mayor William H. Kerdyk, Jr.
Commissioner Patricia Keon
Commissioner Vince Lago
Commissioner Frank Quesada**

City Staff

**Interim City Manager, Cynthia Birdsill
City Attorney, Craig E. Leen
City Clerk, Walter J. Foeman
Deputy City Clerk, Billy Urquia
Finance Director, Diana Gomez**

Public Speakers:

Bud Parks

[Start:

City Manager Search - Part 2

Mayor Cason: We'll reopen the original meeting to discuss the steps (UNINTELLIGIBLE) forward with the City Manager. All right, do you have --? Anybody want to start this off?

Commissioner Quesada: Yeah, I'll start it off.

Commissioner Keon: Go for it.

Commissioner Quesada: I think this ended up with Commissioner Keon and I going back and forth on this. All right, so I think there's a consensus that we all want to move quickly on it, but we want to be thorough at the same time. My original request was to have a representative from the City Commission and a representative from the City search Commission -- committee to go out and recruit some candidates. Obviously, Commissioner -- I guess I'm recapping now, but let me -- I feel like it's necessary to do it. Commissioner Keon jumped in, said that she disagreed; that she thought it should be a professional that was doing that, and we ended up basically semi-agreeing to put those two ideas together. Well, we had discussed -- because we were all so impressed with him early on -- was Bud Burt [sic] being that individual, so we don't have to go out to an RFP (Request for Proposals) because we were all very impressed by him the first time around and him being that one to actively recruit with input from -- my thought was Commissioner Withers from the committee just because he's done it for such a long time and then whoever we decided, one of us, just so that -- that's involved in the process to say that's clearly "yes," that's clearly a "no" to be someone that we would consider coming back to us. During one of the breaks, I spoke with Cindy -- and Merritt Stierheim, as well, would be available (UNINTELLIGIBLE). I think he -- I got an e-mail (electronic) from him. I don't know if everyone got that e-mail.

Commissioner Keon: Get it.

Commissioner Quesada: I'm sorry?

Commissioner Keon: I didn't read it. Yeah.

Commissioner Quesada: Oh, OK. I perused through it quickly. That he would

also be willing. I think that could be a good nucleus to go out and recruit. Is that -
- I guess the first question is is everyone OK with that method moving forward?

Commissioner Lago: I --

Commissioner Quesada: And the second question is Mr. Park be willing to participate in such a process?

Commissioner Keon: OK. I would like to have Mr. Parks come up and go through again the best practices, where it didn't work, and why what we did -- maybe did -- we don't have to go through what we did.

Commissioner Quesada: I don't know --

Commissioner Keon: We all know what we did.

Commissioner Quesada: I don't know if rehashing it --

Commissioner Keon: Going forward.

Commissioner Quesada: -- is necessary.

Commissioner Keon: Right. Going forward --

Commissioner Lago: What I would like to hear is --

Commissioner Keon: -- what --

Commissioner Lago: -- what he thinks the best practice for us to be --

Commissioner Quesada: To move forward.

Commissioner Keon: -- will be going forward.

Vice Mayor Kerdyk: (UNINTELLIGIBLE) hear it.

Commissioner Keon: Yes.

Mayor Cason: Given where we are, what should we do now in order to quickly get a quality City Manager.

Vice Mayor Kerdyk: Right, that's the important --

Mayor Cason: That's --

Bud Parks: When Craig asked me if it was OK to go ahead and talk about the budget before we got to the search, I said sure, fine. I was really wondering whether it would take 10 or 20 minutes, but I'm not surprised that you ended up with -- you know, with a yard pickup hose. What do you call those things you were just talking about?

Vice Mayor Kerdyk: The hose (UNINTELLIGIBLE) --

Commissioner Keon: The trash pile?

Vice Mayor Kerdyk: The trash pile --

Vice Mayor Kerdyk: -- trash --.

Mr. Parks: Trash pile hose, yeah.

Vice Mayor Kerdyk: Yes, that's what (UNINTELLIGIBLE).

Mr. Parks: And I desperately need one of those at my house. I'm really happy --

Unidentified Speaker: Put that on the list of (UNINTELLIGIBLE).

Mr. Parks: I'm really happy that you're talking about that.

Commissioner Quesada: Well, you know, we might be able to help you if you help us out with this process. I'm kidding. It's a joke.

Mayor Cason: That'll be your payment.

Mr. Parks: As an aside, I'm intrigued by your conversation about performance measures. I wrote a book years ago with a few other people called "Key Indicators for Higher Education." It was for The Association of Governing Boards of Colleges and Universities. It's a national group. And I would just put two cents worth in on that one, and that is that performance indicators are a matter of operations. They can include budget, but they include so many other things that the resonance for that should really be in the Manager's Office, I would think, and not in a Budget office. It's a much broader thing, and the budget folks have a hard time getting beyond their own domain, as well as they do in their own domain. Anyway, thank you so much. Congratulations on passing your budget just now. And I have a question for you, and that is, How many of you think this search is going to be easier from now on than it was from the beginning?

Commissioner Quesada: Well, this morning we discussed and we agreed that it would be more difficult.

Mr. Parks: Well, that's the point. It's a --

Commissioner Keon: Worth it.

Mr. Parks: You have to do it right from the beginning. That's my main theme for you. That's what I was saying with the best practices before. And if you try to do it by cutting too many corners, it's like putting lipstick on a pig; it's just not going to work. I don't know exactly what you have mind. Craig called and asked me to come over and talk to you. I asked him just a couple of questions, which were satisfactory, but I'm happy to hear what you have to say and I'm happy to respond.

Mayor Cason: Well, I guess the question, basic one is we've -- we are where we are. We've -- we didn't get through the previous process, perhaps because of the sunshine, perhaps because other factors. We only got a few -- we only got two City Managers; one retired and one active in the five. We got people that had mixed backgrounds, so we had people in the private sector that were running -- Parking and running CRAs (Community Redevelopment Agencies) and the finance. Part of the -- perhaps, part of the problem was that the company policies that they won't go -- and they picked, I think, 84 City Managers in Florida, if I recall, something like that. They would not go back and call it "poach;" anybody that they had to hire in the last couple years. So the question, I guess, now is can we poach? Can we go out and look for people that are -- regardless how long they've been in the job, ask them if they're interested, ask them what it would take to be a candidate, and recruit them? That's something that --

Mr. Parks: Well, that can be done. I mean, you have some choices. You can hire another search firm. You can talk to me about doing this. If you want to talk to me, I've got some pretty clear thoughts about that; some conditions that I would place on it. I'm coming out of retirement; I have other things to do that I'm excited about. I'd have to put some things aside if I talk to you about this, but I'll be

happy to just chat with you about it --

Vice Mayor Kerdyk: I think the --

Mr. Parks: -- (UNINTELLIGIBLE) that.

Vice Mayor Kerdyk: I think the issue is is to talk to you about it. I mean, that's why we have you here, because we want your guidance and help on this project.

Mr. Parks: I haven't been reading the Herald today and --

Vice Mayor Kerdyk: Oh, OK. Well --

Mr. Parks: -- I haven't been watching the videotape --

Commissioner Quesada: That's why I tried to sum up --

Mr. Parks: (UNINTELLIGIBLE) have agreed conversation with you.

Commissioner Lago: (UNINTELLIGIBLE) gives good advice.

Mr. Leen: I had always -- I had asked Mr. Parks if he could put together a proposal for an expe -- based on what the Commission has said, an expedited process whereby he could reach out to people --

Vice Mayor Kerdyk: Correct.

Mr. Leen: -- in coordination with a representative from the committee and the Commission and come to you today and present it to you and then hear back your feedback and make a decision.

Commissioner Quesada: And that's why I summed it up at the beginning of this, and really, it's exactly that. It's -- if you're willing, you know, we want you to move forward, with two other representatives, to recruit other candidates that may be out there that may be a fit for us and to provide to us either a very limited list of who you feel are the top candidates for us and we interview them and we make a decision.

Mr. Parks: Two other representatives. What -- what are you talking about?

Commissioner Quesada: One representative from the Citizens Search Committee that we originally had that interviewed, I guess, fit -- they vetted 15 different candidates and they narrowed it down to 5 and (UNINTELLIGIBLE) interviews there and then one representative from the Commission.

Commissioner Keon: I don't -- well, I don't know that we decided that that was --

Commissioner Quesada: Oh, OK.

Commissioner Keon: I --

Mayor Cason: It's an idea.

Commissioner Keon: It's an idea.

Vice Mayor Kerdyk: It's an idea.

Commissioner Keon: I don't think that we decided that that is mandatory. I think it -- I would like to hear from you, what you believe is the best way for us to go about finding good quality -- or seeking out good quality candidates to make a

decision from.

Mayor Cason: Yeah, quickly.

Commissioner Keon: That's what I'd like to --

Commissioner Lago: Because just to go off what Commissioner Keon said, we had several discussions on the phone after you were asked to become involved and that did not work out, and it's not because of your lack of trying. It was -- I put that on me. I think that the previous entity that we -- I don't know if we paid the full check, but I think we paid a pretty significant amount of money and, hopefully, we get a refund. They maybe didn't listen to what the Commission was requesting, and maybe their ways of searching out individuals who are qualified and met our criteria. I think we may have to go in a different direction. I think we need to do a -- search out these individuals who you know or maybe we can give a list of individuals who we think are qualified; maybe at the end of day, they're not qualified; maybe they don't meet Coral Gables' standards, but we need someone who can truly recruit individuals, not put an ad in the newspaper and say, "Look, there's an opening."

Commissioner Keon: Right. But I -- Colin Baenziger in the very beginning told you that they don't --

Commissioner Lago: I know, but --

Commissioner Keon: -- recruit in that manner, so --

Commissioner Lago: But that's what I'm saying. That's --

Commissioner Keon: That's why I'm saying --

Commissioner Lago: Commissioner, you're --

Commissioner Keon: -- so tell us how you would do it.

Commissioner Lago: Commissioner, you're --

Commissioner Keon: Yeah.

Commissioner Lago: -- a hundred percent right. We're -- that's not even up for debate anymore, because I had that conversation with you on the phone. He preempted every statement -- you know, he basically foreshadowed what was going to happen. He told me, "Look, this is what's going to happen," and it did happen in a conversation that we had on the phone. So, look, the past is the past. I mean, we got to move on forward. So what I need to know is, number one, are you interested and willing to help us? What would it take for you to assist us in finding a person who's qualified to run this city? And what would be the methodology that you would employ to find that person?

Mr. Parks: Let me say, first, that I'm really very sorry that it turned out this way. I'm sorry for you, for the City, and sorry for the candidate, sorry for the other candidates. You know, it's hard on everybody. I really am sorry that that happened and I wish that it hadn't. As I said, it's harder now. The method needs to be very different now. I think what we need to do now is to identify people in the community, in other cities that folks may know about, but this is more now a word-of-mouth thing, and then following that up with phone calls, because you've got to get these people on the hook or they're not going to respond. This is a broken search, and they're going to be -- everybody knows about this, and all the City Managers in the state are going to know about it tomorrow. So it's -- you know, it's a matter of convincing people just to begin to talk to you to get back in the

game to do that. And so, that takes a lot of time on the phone and it takes a lot of work to get -- to meet with some of these people and to get the idea. You know, we can send out some wider publicity. I think it's always good to be fair. I don't know like to have closed searches that are not open to general participation. We can do that easily. That's not a hard thing to do. But I think that the quickest way to get on this and the best way is to aim specifically from high-profile individuals, so that has a lot of to do with methodology. Over time, if that all kind of falls apart, then you have to go back to the other folks and do a wider -- kind of shotgun approach and then follow up from there. It's very difficult to anticipate what's going to happen and what kind of time it's going to take to work the process through. You're eager to get something done quickly. You know, this is a little bit sort of hard to get your ahead around, but in terms of the intensity of the stress, the kind of work that's done, the faster search is done, the more costly it is, the higher the fee, because you're doing nothing but that, absolutely nothing but that, and I know that you're eager to move. The other thing is that I'm a professional search person, and I don't work with other people, unless they're on my payroll. I would be happy to talk to anybody. I'll be happy to seek anybody's advice about this. I would anticipate spending time with all of you, as well as anybody else that you would suggest. I can talk to the people on the search committee and see what they liked and didn't like about different candidates, kind of where we are there; a lot of work to be done in that direction too. But I'm a professional and I don't -- I'm not going to this in a three-way thing. If you're going to ask me to do it, I'll do it for you.

Vice Mayor Kerdyk: Can I ask you a question? I mean --

Mr. Parks: Yeah.

Vice Mayor Kerdyk: Are you -- if you find one person -- you bring one person back. If you think the one person is capable of getting -- you bring one person

back here and vet that person, right. You don't have to wait for three or four people. You could just give us one option. Is that how you see it?

Mr. Parks: Right. I would be -- yeah, but I -- let's be a little bit more fair on that, Bill. I would say that if I get two or three or four candidates that I think are at the level that you might need and I get those quickly, then I would bring those back.

Vice Mayor Kerdyk: OK.

Mr. Parks: I'm not going to bring just one person at a time because that's not quite fair to you or to anybody else. But --

Vice Mayor Kerdyk: OK.

Mr. Parks: -- yeah, it would be a very small -- could be a very small number and that -- if you're going to move quickly and we get who could be interested at that level, yes.

Vice Mayor Kerdyk: Because I know there are some people out there, and I've had this discussion on the dais, and I'm sorry to say it one last time, but I've talked to some personally --

Mr. Parks: Right.

Vice Mayor Kerdyk: -- and they didn't want to go through this process (UNINTELLIGIBLE) they just didn't want it.

Mr. Park. No. They want (UNINTELLIGIBLE).

Vice Mayor Kerdyk: But I think, if I gave them your -- the name, you might be

able to convince them and these -- everybody here may like that name and it might not need to go any farther than that.

Mr. Parks: Right.

Vice Mayor Kerdyk: So I guess the question is -- I may or may not have the name. I'm just using that as an example.

Mr. Parks: No, I understand that.

Vice Mayor Kerdyk: But the fact is since we are trying to expedite the process, I mean, is -- it could be a short or a long search, depending --

Mr. Parks: Right.

Vice Mayor Kerdyk: -- what kind of person you have. But I have like two or three names; maybe each one of you have one or three names.

Mr. Parks: I think that's the way to go. The problem that I do need to make clear is that that doesn't lower the fee.

Vice Mayor Kerdyk: Well, I'm not looking to lower the fee. I'm looking to bring the best --

Mayor Cason: (UNINTELLIGIBLE) get a good --

Vice Mayor Kerdyk: -- person in the City of Coral Gables.

Mayor Cason: (UNINTELLIGIBLE) City Manager.

Vice Mayor Kerdyk: I don't know. I don't (UNINTELLIGIBLE).

Commissioner Lago: I mean, I can't speak for everyone here, but I think I can. I mean, we're not here trying to --

Vice Mayor Kerdyk: Yeah, we're not trying --

Commissioner Lago: -- you know, five and dime here. You know, we're not trying to save money.

Vice Mayor Kerdyk: Yeah. I mean, we want (UNINTELLIGIBLE).

Commissioner Lago: We're trying to find -- like I think we -- well, it's very clear about that. We're trying to find the most qualified individual who's going to --

Vice Mayor Kerdyk: That's my point.

Commissioner Lago: -- be the Manager of the City for not one year.

Vice Mayor Kerdyk: Yeah.

Commissioner Lago: You know, try to be here for 10 years.

Vice Mayor Kerdyk: Yeah.

Mr. Parks: Another point that I would make in connection with this is that if you want to do it right, the way to go is to move now to the kinds of individuals that you're talking about.

Vice Mayor Kerdyk: I'd like to do all of that.

Mr. Parks: I have to tell you that that may come up dry.

Commissioner Lago: It may. It may.

Mr. Parks: And at that point, you got to go back and do more, and you need to be ready to do that and do it in the proper way.

Mayor Cason: How long do you think it would take if we go that way? You -- we give you names, you have names in mind; you call them. Are we talking -- is it -- would you be able to, I think, come up with a couple candidates and --?

Mr. Parks: I would know in a month what --

Mayor Cason: -- two weeks, three weeks, a month?

Mr. Parks: I would know in a month whether we have to go back to kind of plan B and do a longer -- what I would call a longer search, which may not only be another month or month and a half, but it's still -- it's a different methodology than to have to switch gears and go do that.

Commissioner Lago: And a question --

Mr. Parks: And we'd know in a month whether we can do that.

Commissioner Lago: If I could just for one second. A concern of ours, which ended up, you know, basically, coming back to bite us yesterday. Before you would bring any candidates that were vet through your process, you would obviously do a formal background search that'll include, you know, all bases.

Mr. Parks: I would do the things that I do, and I would also work with the City Attorney and possibly with some other agencies that do what needs to be done.

Commissioner Lago: Would you be --

Mr. Parks: Background checks at this point -- There are two things that are critical about this search, and it's convincing some significantly practiced professionals who have fairly good names in their own communities or around this community to get into the search. That's a biggy. The other part of it is the background checks have to be so squeaky clean and so thorough that some of those people may not be wanting to do that. So it's -- you know, it's got to be strong on both ends of that, yes. And I would do what we do, and we have a methodology that is probably, I think, as thorough as any search firm I've ever seen, but I also need to work with -- you know, with other folks and with, you know, other people you would put me in touch with.

Vice Mayor Kerdyk: One thing I think is an advantage is a few people I did contact, they said, "I don't want to apply based on what the previous City Manager was making." We had -- we were in a different range negotiating this last deal out, which I'm sure you can talk to Mr. Leen about and get an idea of where we are. I can just tell you, I think from my standpoint and I think everybody here, if we get right person, you know, we're going to pay a fair rate for sure.

Mayor Cason: Yeah.

Vice Mayor Kerdyk: And we have more of a range now than we did when we started the process before.

Mr. Parks: That makes a difference.

Mayor Cason: Yeah.

Vice Mayor Kerdyk: Yeah, it does make a difference.

Mayor Cason: Yeah. All right.

Commissioner Quesada: Both in salary and --

Vice Mayor Kerdyk: Yeah.

Commissioner Quesada: -- benefits.

Mayor Cason: And benefits, yeah.

Commissioner Keon: For total benefits.

Vice Mayor Kerdyk: Total package.

Mayor Cason: Total package.

Vice Mayor Kerdyk: I think it's going to help you.

Mr. Parks: That is important.

Vice Mayor Kerdyk: Yeah.

Mayor Cason: OK. Well, I think --

Commissioner Lago: Do you want to get into the finer details in reference to -- you know, we're obviously going to, hopefully, go in the direction of giving you --

Mr. Parks: Or you could --

Commissioner Lago: -- a few names or would you like to meet with us one on one or --

Mayor Cason: Why don't you --

Commissioner Lago: -- how would you like to do this?

Vice Mayor Kerdyk: Or call us, yeah.

Mayor Cason: Call us, whatever.

Vice Mayor Kerdyk: Yeah.

Commissioner Keon: I think there is -- I mean, I think some of the people, even that served on the citizens committee, know people and are aware of people. So, you know, I think if people have names, it's easy to -- for you to give us, you know, a means by which they can contact you. We'll give you, you know, a phone number, or whatever it is. But I think what we need to decide as a group is do we want to hire Mr. Parks to do this search in the manner in which he described (UNINTELLIGIBLE) he is a professional; doesn't have anybody work with him that is not on his staff; he will cooperate with anyone in the community that wants to provide him with names or whatever else. That's fine. You know, and what's the fee? And are we willing to pay that fee? That's the issue.

Commissioner Quesada: I would like, at a minimum, for at least one person from the Citizen's Panel to be working with him, because the members of the Citizen's Panel went through the interviews, had those conversations, were designated by all

of us, know all the feedback that we've had; they've been monitoring this process at -- maybe Mr. Park hasn't been as involved in. I know the names may have come up in their conversations. That I reviewed the minutes; I recall they were discussing many different names. So I would like that to be included in it as well, someone maybe that you would liais [sic] with, whether it was the chair of that committee --

Mr. Parks: I would be happy to talk to anybody that you like and -- you know, and find out all the information that we can and follow up on their leads. Vince, you're in charge of your own business. I don't really quite know what you do, Frank

Commissioner Lago: They're all in charge, everyone here.

Mayor Cason: Yeah.

Mr. Parks: Yeah. You're not going to have somebody else --

Commissioner Quesada: No. I just want you --

Mr. Parks: -- sparing the responsibility.

Commissioner Quesada: What I want is -- I guess the point for me is I want you communicating --

Mr. Parks: Absolutely. I'm happy to do it.

Commissioner Quesada: -- with them, because again, you're coming in -- I know you were at the beginning of this, but the substantive aspect of it, you're coming in at the tail end of it.

Mr. Parks: Right. And I need to get -- pick up all that information quickly.

Commissioner Quesada: Yeah.

Mr. Parks: And I understand that, and I'm happy to do that. It's just a question of responsibility and authority that's got to be (UNINTELLIGIBLE).

Mayor Cason: And accountability. You're --

Commissioner Lago: You know, and I think you're also going to be pleasantly surprised when you deal with this committee. You know, they're some of the brightest minds here in South Florida and, you know --

Mr. Parks: Oh, yeah, I know that.

Commissioner Lago: -- they've achieved a lot of (UNINTELLIGIBLE) business.

Mr. Parks: I know most of the people on the committee.

Commissioner Lago: And I think they're going --

Mr. Parks: I think they did a good job --

Commissioner Lago: -- to be an asset in regards to --

Mr. Parks: That's not a problem.

Commissioner Lago: -- maybe establishing some relationships, but --

Commissioner Keon: There's a difference between communicating with and being constrained by.

Commissioner Quesada: You know what my biggest problem is is what's your turn -- what do you think the turn-around time is going to be? I heard what you just said, that the conversations -- you know, maybe after a month, then we might have to send it out again. Man, that --

Mr. Parks: We're talking about a --

Commissioner Quesada: -- I hate to hear that.

Mr. Parks: We're talking about a personal reach-out strategy where we go to people that any of you may know or that people on the committee might know or that somebody else in the community might let me know.

Commissioner Quesada: Which is what I --

Mr. Parks: I mean (UNINTELLIGIBLE).

Commissioner Quesada: Which is what I want.

Mayor Cason: And also (UNINTELLIGIBLE).

Mr. Parks: And I have some ideas of people to contact myself, OK?

Commissioner Keon: And here's --

Mr. Parks: That process is going to -- that process --

Commissioner Quesada: That is what I want.

Mr. Parks: -- is going to take about a month to know whether we can (UNINTELLIGIBLE) that one, two or three people.

Vice Mayor Kerdyk: Yeah.

Mayor Cason: And maybe it'll be sooner; we don't know, but I mean --

Mr. Parks: It could be sooner.

Mayor Cason: (UNINTELLIGIBLE) outside.

Mr. Parks: Could be -- I'm edging my bet a little bit; you're right. Mr. Mayor, I'm edging my bet a little bit by saying a month. That's right.

Vice Mayor Kerdyk: But, you know, in my view, if you've got a good person, I wouldn't wait for two or three.

Mr. Parks: No, no.

Vice Mayor Kerdyk: That -- if you had one person that you thought was a really good person, you call each one of us and say, bounce it off and then --

Mr. Parks: Right. OK.

Vice Mayor Kerdyk: -- let's talk about this.

Commissioner Lago: But that's --

Vice Mayor Kerdyk: I would want to move it forward.

Commissioner Lago: -- exactly what I would like to (UNINTELLIGIBLE)

Mayor Cason: I agree. I agree.

Commissioner Lago: I mean, if you could get me with a next -- within the next two days -- I mean, I don't know if two days is adequate time -- you know, a breakdown of what your proposal sheet would be, what the cost would be in reference to doing the preliminary search -- I don't want to call it preliminary, but you know, the one will be -- we'll give you some names; you'll put your own names with your experience; and then if that doesn't work out, you know, we go through the standard process like we just went through right now, which wasn't very standard, but we went through this -- some process.

Mr. Parks: (UNINTELLIGIBLE) one-page letter. I'll get --

Commissioner Lago: Put it together so that we're clear in regards to your fees, and we can get this process started.

Mayor Cason: I'm good with that. I think that --

Commissioner Lago: I want to be clear from the beginning.

Commissioner Quesada: So --

Mayor Cason: Yeah.

Commissioner Quesada: -- just for clarity here, I'm OK with that. I agree. Great. Clarity is the word of the day. If you come -- if you find someone that you like, John Smith, random name -- You find John Smith. You think he's great. I guess -- what's your next step so that I'm clear? Are you going to call us individually? Are

you going to have us interview that person immediately? Are you going to wait until you get two or three names? What are you thinking? Or what is the Commission thinking?

Vice Mayor Kerdyk: Well, let me say what I --

Commissioner Keon: You know, I think he's a professional in his field. I think you have to give him --

Mr. Parks: It's not one phone call.

Commissioner Keon: -- the opportunity --

Mayor Cason: Yeah.

Commissioner Keon: -- to tell us --

Mr. Parks: It's not one phone call.

Commissioner Keon: -- how you do it.

Mr. Parks: It's a series of phone calls back and forth with their résumé, with your position description, and we go back and forth and we talk about that; we do that on the phone. If the person qualifies on the phone, enough interest, whatever, which is -- getting the interest is the hardest part of it -- then I meet with him face to face and I do that, then I make a few reference calls before I do anything else.

Commissioner Quesada: OK.

Mr. Parks: And if that person is fabulous, then we come with one person. If that

person is, you know, way up there pretty good, but I want to be sure that I also would like two or three --

Mayor Cason: OK.

Mr. Parks: -- other candidates --

Mayor Cason: That's good.

Mr. Parks: -- then we wait a few weeks to get the others up there.

Mayor Cason: So if you find superstar --

Mr. Parks: We will know.

Mayor Cason: -- come first. Then if you fine five -- four stars -- three, four (UNINTELLIGIBLE).

Mr. Parks: I'll probably know within two weeks by calling around whether we can --

Mayor Cason: OK.

Mr. Parks: -- attract some of those big names or not. If what -- I asked for a month because I think that whole strategy is going to be -- going to either be working or --

Mayor Cason: Or not.

Mr. Parks: -- it's going to be dead in a month.

Mayor Cason: OK.

Mr. Parks: Then you have to go back to the others.

Mayor Cason: And then, so why don't you come see each of us and about our views, like we did before, of things that --

Commissioner Keon: OK. We have to decide whether --

Mayor Cason: Well --

Commissioner Keon: -- (UNINTELLIGIBLE) what his fees are.

Commissioner Lago: First, we need --

Commissioner Keon: If they're acceptable.

Commissioner Lago: -- to get his --

Commissioner Keon: And if we're going to pay him.

Commissioner Lago: -- fee sheet.

Commissioner Keon: And then we can talk.

Commissioner Lago: First, we need to get his fee sheet and then proceed in engaging him --

Commissioner Keon: Yeah.

Commissioner Lago: -- if we are happy in reference to his terms. So I think that's what we should do in the next day, two days.

Mr. Parks: I'll send --

Commissioner Lago: (UNINTELLIGIBLE) one pager.

Mr. Parks: I'll send it to you tomorrow.

Commissioner Quesada: I'm going to make a motion.

Commissioner Lago: OK.

Mayor Cason: All right, make a motion.

Vice Mayor Kerdyk: (UNINTELLIGIBLE).

Commissioner Lago: He loves --

Commissioner Keon: Come on.

Commissioner Lago: -- making motions.

Commissioner Keon: Come on.

Mayor Cason: Frank "Motion" Quesada.

Vice Mayor Kerdyk: He does a good job. He does a good job.

Commissioner Quesada: I like to put --

Commissioner Keon: Jump in.

Vice Mayor Kerdyk: (UNINTELLIGIBLE) good job. (UNINTELLIGIBLE).

Commissioner Quesada: I like to put -- I want to make a motion.

Vice Mayor Kerdyk: Yeah, OK.

Commissioner Quesada: I like to cut to the chase.

Commissioner Lago: It's been a long day.

Mayor Cason: All right.

Commissioner Quesada: And I think I summarized what everyone's thinking. I'll try to summarize what everyone's thinking and put it together.

Commissioner Keon: And kill that rabbit.

Commissioner Quesada: I'm going to make a motion to direct acting City Manager, City Attorney to move forward with negotiating with Mr. Park; and additionally, for the Mayor to be included in those conversations in negotiating in the price and for --

Mayor Cason: I can talk to you about what (UNINTELLIGIBLE) just went through.

Commissioner Quesada: -- the City Attorney and or the Manager to contact us

once they've reached an agreement in principal to get our signoff, because we're not going to be meeting before the next time, and ideally, we want to put a procedure in place that we can move forward before we meet again. That's my motion.

Commissioner Lago: And --

Commissioner Quesada: And?

Commissioner Lago: -- once an agreement has been reached, to schedule time with each Commissioner.

Mayor Cason: Yes.

Commissioner Keon: Yes.

Commissioner Quesada: Yes.

Mayor Cason: OK?

Mr. Leen: Just one thing.

Commissioner Quesada: Yes.

Mr. Leen: We can't technically get your signoff. We can brief you.

Commissioner Quesada: Sorry?

Mr. Leen: We can't get your signoff, unless it's in a meeting. So the way I read your motion is that you're dela -- you're giving us the responsibility --

Commissioner Quesada: Yes.

Mr. Leen: -- in consultation with the Mayor --

Commissioner Lago: Yes.

Mr. Leen: -- after briefing each of you --

Vice Mayor Kerdyk: Right.

Mr. Leen: -- to enter into a reasonable agreement with --

Commissioner Quesada: Correct.

Vice Mayor Kerdyk: A hundred percent.

Commissioner Quesada: Got it.

Mayor Cason: All right, so we have a motion --

Commissioner Quesada: So that's (UNINTELLIGIBLE) -- but the ultimate decision to be made by the Mayor then?

Vice Mayor Kerdyk: Right.

Commissioner Quesada: Yes.

Mr. Leen: Well, could be the Mayor --

Commissioner Keon: (UNINTELLIGIBLE).

MULTIPLE SPEAKERS (UNINTELLIGIBLE)

Mr. Leen: It has to be the Manager and the Attorney.

Commissioner Quesada: OK.

Mr. Leen: It'll have to have the (UNINTELLIGIBLE).

Commissioner Quesada: So then --

Mr. Leen: But we have to be reasonable. We'll let you know. If there's an issue, we can always bring it back.

Mayor Cason: Yeah.

Commissioner Quesada: Got it.

Mayor Cason: And then if you find somebody -- I just went through a couple days of negotiating and one candidate, so I served -- (UNINTELLIGIBLE) a sense what the packages are.

Vice Mayor Kerdyk: Yeah.

Commissioner Keon: Right.

Mayor Cason: And would be willing to, you know, participate in that, so.

Commissioner Quesada: Sounds good.

Mr. Leen: OK.

Mayor Cason: All right. So we have a motion and we have a second.

Commissioner Lago: Second.

Mayor Cason: OK. City Clerk.

Walter J. Foeman: Commissioner Quesada?

Commissioner Quesada: Yes.

Mr. Foeman: Commissioner Keon?

Commissioner Keon: Yes.

Mr. Foeman: Vice Mayor Kerdyk?

Vice Mayor Kerdyk: Yes.

Mr. Foeman: Commissioner Lago?

Commissioner Lago: Yes.

Mr. Foeman: Mayor Cason?

Mayor Cason: Yes. Thank you very much.

Mr. Parks: I have two more points.

Commissioner Keon: (UNINTELLIGIBLE) also (UNINTELLIGIBLE).

Mr. Parks: I have two more things, real quick. One is that I would like to -- I can bring you that, you know, my proposal tomorrow and maybe we could meet in the morning, if you're available.

Mayor Cason: I'll be here, and if you tell me -- I've got something at 10 and 11. I can --

Mr. Parks: Mine's wide open. I can be here at 9, if you like?

Mayor Cason: I'll be here at 9 tomorrow.

Mr. Parks: OK, I'll be here at 9 tomorrow. The second thing is, in my proposal is going to be that slab.

Mayor Cason: Slab. Your slab.

Mr. Parks: For my (UNINTELLIGIBLE).

Commissioner Lago: Oh, yeah.

Commissioner Quesada: We won't --

Mayor Cason: We will give you the slab.

Vice Mayor Kerdyk: And you get your collar.

Mayor Cason: Thank you.

Commissioner Lago: Thank you, Mr. Parks. Appreciate it.

Mayor Cason: All right, meeting is adjourned. Thank you.