

CITY COUNCIL MINUTES SPECIAL MEETING

MARCH 28, 2011

Mayor Joe LaCascia called the meeting to order at 6:00 p.m.

ROLL CALL

Mayor Joe LaCascia, Vice Mayor Trudy Block, Councilor Nancy Adorno (arrived at 6:07 pm), Councilor Mike Blethen, Councilor Don Kimsey, Attorney Tom Cloud (arrived at 6:13 pm), and City Clerk Patricia Jackson. Also present was Mark Durbin, who is with the Range Riders.

A quorum was established.

Discuss City Manager Candidates

Mayor LaCascia turned the meeting over to Vice Mayor Block. Vice Mayor Block advised Mr. Waldron has withdrawn, which leaves four candidates of the five that were chosen to interview. Vice Mayor Block had questions regarding the remaining four; she started looking at the actual requirements and asked Council what their thoughts were on how we should move forward. The first thing would be how do we deal with the four candidates left, or are we going to add candidates – how are we going to deal with the four candidates that are left. Are they still candidates in Council's mind – Ms. Jankosky, Mr. Pierce, Mr. Janke and Ms. Miller, or do you think we need to re-evaluate.

Mayor LaCascia feels with common respect, these people in good faith have sent in resumes to be considered, and thinks we should have gone forward with that. He understands some of the background checks turned out to be problematic, which he thinks if they wish to stay as candidates, we probably should listen to a little more than what we know. Mayor LaCascia then referred to an NFL Quarterback (Michael Vick) who got into trouble and answered for his crime -- we seem to be land of forgiving people for past mistakes, and we look at what they done after they have made some mistakes. He thinks out of common respect we should give them the respect to hear from them directly and not just eliminate them from the list because of what we don't know.

Councilor Blethen advised we have two people out of five still on the list, and move over to the list of ten or so we had and start with that. He would have to ask for more information from some of the background checks to put some of those people back on the list. He thinks we should look at the last list and start from there.

Councilor Kimsey feels we should do background checks before we event set up interviews – he thinks we put the cart before the horse.

Vice Mayor Block advised she took the ad that was placed and comparing it to the candidates; it really helps to see if they meet the requirements. One of things that can be done if this is opened to the ten we had is look at the list and put that together – it will help the Council. Vice Mayor Block suggested Council go over the top candidates and narrow it down to three rather than five. Vice Mayor Block then discussed the candidates she reviewed:

- **Judith Jankosky** – has less than one year experience as an Assistant City Manager, but has experience has a Town Planner
- **Matthew Brock** – has over five years experience, has a M.S., Public Administration, ICMA Certified.
- **Pierce, Janke and Miller** – believes in forgiveness; however, she knows it is difficult in Polk City to have anything in your background. We need to have someone who is upfront. In five to seven years as Council changes, the City Manager can change. Councilor Adorno asked for clarification of the five to seven years. She was advised a City Manager's average stay in a city is five to seven years; some are let go for various reasons. Some discussion took place about the possible "attacks."

Pierce -- It was noted that Mr. Pierce was upfront when he submitted his resume to the City. Vice Mayor Block commented on the newspaper articles when she "googled" Mr. Pierce, and them saying he didn't tell the truth to the City Manager or to City Council. Councilor Blethen feels that is important and he has a no vote for Mr. Pierce. Mark Durbin advised he does not personally know Emory Pierce; however, he thought he did a very good job explaining what happened – he doesn't think he told the City Manager a lie, but we will never know. He also mentioned that Mr. Pierce was not hired by that particular City Manager. Mr. Pierce was included in the list because of his experience as an Engineer, his water and sewer experience, and his experience with Department of Transportation. He thinks Mr. Pierce is worth interviewing. Vice Mayor Block then went over Mr. Pierce's experience. Mark Durbin advised Mr. Peirce is now on City Council, and he doesn't know if Mr. Pierce would consider moving here. Mayor LaCascia advised he would place more weight on his position with Public Works, if we didn't have Woodard and Curran. Vice Mayor thinks there are stronger candidates. Councilor Blethen—no, Councilor Kimsey – mixed emotions but would say yes, Mayor LaCascia – no, Councilor Adorno – feels the same as Councilor Kimsey; there was something about his resume that "jumped out" at her, but if there is someone better, she is willing to bring them in. Councilor Kimsey advised he wasn't on board with all of the requirements, and he would like to see the City Clerk as Manager. City Clerk Jackson advised she did not apply and Council should finish the process. Brief discussion took place regarding residency for the City Manager. Vice Mayor Block then went back to the list. Mr. Pierce had three against interviewing him and two in favor of interviewing him. Mr. Pierce is off of the list.

Janke -- Vice Mayor Block advised Mr. Janke is on the list, and commented that “baggage will follow you” – it will be difficult not to have it in the paper. Vice Mayor Block advised this is not personal.

Jankosky -- Councilor Blethen asked who was on the list; he was advised Miller, Jankosky and Janke. Councilor Blethen says no for Jankosky to be interviewed. Councilor Kimsey doesn't have a problem leaving Jankosky on the list. Vice Mayor Block went over list. Mayor LaCascia feels her (Jankosky) resume is light in terms of experience; he feels it is important for the future to have someone with experience – he mentioned the valued assets we have in Attorney Cloud as well. Experience is important and she does not meet the requirements. Councilor Adorno feels she lacks the experience. Ms. Jankosky was removed from the list.

Janke – Vice Mayor Block feels because of the struggles with Polk City, we need someone “squeaky clean” - it would be tough. Mayor LaCascia advised he doesn't know anything about Mr. Janke; he doesn't know any facts about what he has heard, and he would like to look into some of that. Councilor Blethen – leave on list, Councilor Kimsey – leave on list, Mayor LaCascia – leave on list, Councilor Adorno – leave on list. Mr. Janke will be left on the list for interviewing.

- **Caryn Miller** – Vice Mayor Block asked Councilor Blethen if he wants to keep Caryn Miller on the list. Mayor LaCascia advised we should go through the same criteria. After reviewing the criteria, it was the consensus of Council to remove Ms. Miller from the interview list.

Vice Mayor Block advised that leaves Mr. Janke on the list; everyone else was eliminated and they will be contacted tomorrow. Vice Mayor Block then advised Council should look over the list from the Range Riders for other possible candidates. Vice Mayor Block advised Matthew Brock met all of the qualifications; people that know him have good things to say about him. Mayor LaCascia advised he chose him as well; he made some phone calls to his references and feels he qualifies – he would like to see him on the list. Councilor Adorno would also like to see Mr. Brock on the list, and Councilor Kimsey advised he has experience with finance and budgets. Mark Durbin gave Council an updated resume and advised Matthew is still interested in the position. Councilor Kimsey, Councilor Blethen and Vice Mayor Block also voted to put Mr. Brock on the interview list.

Vice Mayor Block then asked if anyone had a top pick they would like to see. Councilor Kimsey mentioned the City Clerk (did not apply). Vice Mayor Block would like to see Mike MacDonald added to the list; he is outside of Florida, but he had a very good resume. Councilor Blethen commented he is outside of Florida and he would eliminate him. Also mentioned was Blake Proctor from North Carolina. Mayor LaCascia asked Mark Durbin if he had anyone else on the list. Councilor Kimsey asked how many was on the current list; he was advised Mr. Janke and Mr. Brock. Vice Mayor Block would be happy with three; Mayor LaCascia agreed. Councilor Kimsey asked what was wrong with Mr. Pierce – Vice Mayor Block briefly reviewed the discussions that took place.

Councilor Adorno asked about Mr. Baker from Tennessee; Vice Mayor Block advised he had called and wasn't interested because he is more of an interim city manager. Councilor Blethen then brought up Douglas Haag. Vice Mayor Block advised he was not a member of ICMA; Mayor LaCascia asked how important was that, and Mark Durbin advised if they are currently not a member, then they should become a member upon being hired. Councilor Adorno asked who can be members, and Mark Durbin responded. Vice Mayor Block's concern is he doesn't have utility experience. Councilor Blethen questioned whether or not that was necessary since the City hired someone to take care of the utilities. Councilor Adorno feels we need to have someone with knowledge; Councilor Blethen feels if a report is given, they should be able to read between the lines. Vice Mayor Block advised we have complex issues at this point. Councilor Adorno advised we should have confidence and trust in what they are doing, but they have to know what they are doing; we need to have someone in place to make sure work is being done. Councilor Blethen feels like he should be put on the list to interview; Vice Mayor Block feels we should look at him. Councilor Kimsey feels we should put him on the list, but do a background check first.

Mark Durbin advised the only other candidate he sees is John Revelle; he works for Polk County, but he doesn't have top level management. When asked what he did for the County, Mr. Durbin advised his last position was Water Resource Management.

Vice Mayor Block then asked Council if they wanted to add Mr. Haag to the interview list as follows: Councilor Adorno – yes, Mayor LaCascia – yes, Councilor Kimsey – yes, Councilor Blethen – yes, and Vice Mayor Block said yes. Mr. Haag will be added to interview list. Mr. Revelle was considered because he did not have the necessary experience.

Vice Mayor Block advised she and the City Clerk will craft a letter to send the others, and background checks will be done before interviews are set. Mayor LaCascia asked about the interview date. It was the consensus of Council to interview the three candidates on Saturday, April 16 beginning at 8:00 a.m.

The meeting adjourned at 7:05 p.m. upon voice vote.

Patricia R. Jackson, City Clerk

Joe LaCascia, Mayor