

CITY OF MADEIRA BEACH
Board of Commissioners Workshop Minutes – Part I
Friday, July 29, 2011

A Workshop Meeting of the Madeira Beach Board of Commissioners was held on Friday, July 29, 2011 in the City Hall Auditorium, located at 300 Municipal Drive, Madeira Beach, Florida.

Mayor Travis Palladeno called the workshop to order at 4:12 p.m. All commissioners were present.

Mayor Palladeno called for a moment of silence for Army Corporal Frank Gross, from the City of Oldsmar, who lost his life in Afghanistan on July 16, 2011. Afterward, the Commission remained standing to give the Pledge of Allegiance.

THE BOARD OF COMMISSIONERS WILL CONDUCT A PANEL INTERVIEW DISCUSSION WITH THE THREE CANDIDATES FOR CITY MANAGER IN ACCORDANCE WITH THE FOLLOWING FORMAT: *(James Gleason, one of the four candidates selected to interview this evening, withdrew on July 19th)*

1. TOPICS:

A. THE CANDIDATES WILL HAVE 15 MINUTES EACH TO MAKE INDIVIDUAL OPENING STATEMENTS IN THE FOLLOWING ALPHABETICAL ORDER: KENNETH HURST, PETER LOMBARDI, JAMES SUNDERMEIER

Each candidate provided opening statements, a brief history of their experience and outlined their goals with regard to the city, staff and the citizens in the following order:

Mr. Hurst
Mr. Sundermeier
Mr. Lombardi (arrived at 4:40 p.m.)

B. THE BOARD OF COMMISSIONERS WILL SPEND APPROXIMATELY 45 MINUTES ASKING QUESTIONS OF THE CANDIDATES AND HEARING THEIR RESPONSES.

Commissioner Lister questioned Mr. Hurst on his budget management skills with regard to how he could save money. Mr. Hurst responded that he would be confident to manage the city budget as he has worked through the period while there was a huge cutback in the military budget prior to the 911 attack.

Commissioner Lister asked Mr. Sundermeier how he would handle acting as the city manager and public works director. With regard to dealing with staff, Mr. Sundermeier stated that he believed that the keys were to get the employees involved, to empower them and to consider their ideas. With respect to projects, he said that facility assessments must be done in order to identify the difference between acceptable level of services and the existing levels, and then consider costs.

Commissioner Lister asked Mr. Lombardi how many employees the city should have to maintain the desired service quality, in comparing Pinecrest and Madeira Beach. Mr. Lombardi responded by providing an outline of the number of employees in various departments which he managed in Pinecrest.

Commissioner Vander Velde asked the candidates, what steps they would take to increase the involvement of the residents and the business communities with city government.

Mr. Hurst said that he would use Madeira Way as a tool to solicit interest from residents.

Mr. Lombardi responded that he would invite residents to attend meetings, use the neighborhood/monthly newsletters, emails, radio stations, and local newspapers. He stated as a city manager he has always encouraged residents to report any issues directly to him.

Mr. Sundermeier said that he agreed with what Mr. Lombardi has said, and added that the city could also have residents involved in project planning and it was important to collect resident input during town hall meetings.

Commissioner Vander Velde asked the candidates to describe how they would handle negative press and generate positive press for Madeira Beach.

Mr. Hurst responded that the city manager needs to be proactive to deal with negative press, and at the same time should be honest and consistent with the answers he provides to reporters.

Mr. Lombardi said that the city manager needs to make sure what the media sees is what the reality is; he stated that city manager must speak the truth. He said he would provide public information as the reporters requested, and would also provide the Commission the same information provided to reporters.

Mr. Sundermeier believed that the most important thing in dealing with the media was being responsive. He stated that the city manager should promptly respond to the media.

Vice Mayor Reynolds asked the candidates how they would deal with informing the commissioners regarding what was going on before moving forward.

Mr. Sundermeier said that the information given to each of the commissioners must be concise, identical and truthful. He stated that communication was the key for success between the city manager and the commissioners.

Mr. Lombardi said that as a city manager, he liked to know what the commissioners expected to know, and then he would make sure all the commissioners received accurate information.

Mr. Hurst said that he would find out what the commissioners wanted to know, and would keep them informed to the level they desired.

Commissioner Oakley requested the candidates to each describe their management style.

Mr. Lombardi responded that he operated under participatory management style, where he liked to bounce ideas off the commissioners, staff, and the citizens in the community. He stated that when staff made wrong decisions, he would not just blame the staff, but instead he would back them 100% as long as they were honest to him.

Mr. Hurst said that his management style would be participatory and building on consensus. He believed that as a leader, one must give clear directions and be supportive to his employees.

Mr. Sundermeier said that he tended to be collaborative, and liked to empower his employees. He seeks employee input, and stands behind staff when they need him. He believed in building trust between employees and himself.

Commissioner Oakley asked the candidates if they planned to live in Madeira Beach.

Mr. Hurst answered that he would live in the city where he was hired.

Mr. Lombardi believed the individual must live in the city where he managed.

Mr. Sundermeier said that he would live as close as possible to the city hall.

Mayor Palladeno had no questions for the candidates.

C. THE LAST 15 MINUTES WILL BE RESERVED FOR THE PUBLIC TO ASK QUESTIONS OF THE CANDIDATES, UNDER THE FOLLOWING CONDITIONS:

- **All questions must be submitted in writing on the preprinted cards provided by the city clerk and located on the table at the back of the auditorium**
- **Questions must be brief, civil, and will be screened by the city attorney to avoid any potential legal issues**
- **The questions will be read by the city attorney, and directed to the appropriate candidate or all four as indicated**
- **Citizen participation will be entertained as time permits, it is suggested questions be turned over to the city clerk prior to the meeting, or turned in prior to the end of the Board of Commissioners question and answer period (agenda item B).**

City Attorney Trask read the first public question to all the candidates:

Please have each candidate give us short synapses of their technical experience.

Mr. Sundermeier replied that his professional education was in parks and recreation, and through-out his career; he was able to learn the field of construction, planning, and design development. From a public works perspective, he learned about facility engineering, utilities, and fleet maintenance.

Mr. Hurst described his technical experience focusing on technology and various computers operating systems.

Mr. Lombardi has been exposed to several technical projects and said he was experienced in getting appropriate personnel to put together a Geographic Information System, and a website.

City Attorney Trask read the second public question:

What issues did you discuss with any members of the Board of Commissioners before this meeting?

Mr. Lombardi responded that he had a phone conversation with Mayor Palladeno several weeks ago inquiring about the city manager position, and has met with Commissioner Lister and Vice Mayor Reynolds in the city hall lobby and discussed with them their expected qualifications they were looking for in selecting the city manager.

Mr. Sundermeier said that he had a conversation with Commissioner Vander Velde and spoke in depth about the budget process, concerns regarding fund allocations, personnel issues, and talked about the community as a whole. Mr. Sundermeier also said he had a brief conversation with Mayor Palladeno with respect to the contacts Mayor Palladeno has made with elected officials from the City of Coconut Creek. He also said he had met with Interim City Manager Mallory and spoke about issues relating to the city and any advice he could offer regarding the interview.

Mr. Hurst met with Commissioner Vander Velde and discussed the budget process. He said he had spoken

with Mayor Palladeno regarding his military leadership style. He also had a conversation with Interim City Manager Mallory, as well as Human Resource Manager Debbie Cline regarding personnel issues in the city.

City Attorney Trask read the third question:

Give an example of what you consider is not worthy of being communicated to the Commission.

Mr. Sundermeier explained that some day-to-day activities might not be necessary to report to the Commission, i.e., the city towed a broken truck back to the public works building. He added that it was the city manager's responsibility to recognize the importance the activities and then decide which should be reported to the Commission.

Mr. Hurst believed that routine things should not be communicated to the Commission.

Mr. Lombardi replied that certain activities were not worth informing the Commission. However, if the Commission was inquiring about the activity he would be willing to report it, if it happened again.

City Attorney Trask read the final question:

The city needs a strong manager and not a caretaker. Sirs, presently the city Commissioners are doing what our previous city managers should have been doing – eliminating unnecessary or surplus positions in the city and improving the overall efficiency of operations, without reducing services. What results have you experienced that would indicate that your management style or experience would accomplish this?

Mr. Hurst said that he would start with a performance assessment, and then make a decision regarding each of the employees based on his leadership judgment.

Mr. Lombardi stated that he would look over the employee profile, try to get to know the employees and their concerns. He would make the decisions after he has evaluated the current situation and discussed them with the commissioners.

Mr. Sundermeier believed that it was important to maintain a desired service level which was determined by the city Commission, and eliminating positions should not be made without considering the long-term effects.

2. ADJOURNMENT

There being no further business, Mayor Palladeno adjourned the workshop at 6:05 p.m.

Date Approved: 3/27/2012


Travis Palladeno, Mayor


Ginger Stilton, CMC
City Clerk

**BOARD OF COMMISSIONERS
WORKSHOP MEETING-PART I
4:00-6:00 PM--FRIDAY, JULY 29, 2011--AUDITORIUM**

PUBLIC PARTICIPATION CARD

QUESTION FOR THE CITY MANAGER CANDIDATES:

Please have each candidate
give us a short synopsis of
their technological expertise
for Feasibility

Please print clearly, and give the card to the city clerk.
Thank you for your interest in the City of Madeira Beach

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QUESTION FOR THE CITY MANAGER CANDIDATES:

WHAT ISSUES DID YOU
DISCUSS WITH ANY MEMBER
OF THE BOARD OF COMM.
BEFORE THIS MEETING

Please print clearly, and give the card to the city clerk.
Thank you for your interest in the City of Madeira Beach

BOARD OF COMMISSIONERS

WORKSHOP MEETING - PART I

4:00-6:00 PM -- FRIDAY, JULY 29, 2011 -- AUDITORIUM

*ALL
CANDIDATES*

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QUESTION FOR THE CITY MANAGER CANDIDATES:

*GIVE AN EXAMPLE OF WHAT YOU
CONSIDER IS NOT ~~WORTHY~~ WORTHY
OF BEING COMMUNICATED TO THE
COMMISSION.*

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Thank you for your interest in the City of Madeira Beach.

The city needs a strong manager and not a caretaker.

Sirs: presently the City Commissioners are doing what our previous City Managers should have been doing – eliminating unnecessary or surplus positions in the city and improving the overall efficiency of operations, without reducing services.

What results have you experienced that would indicate that your management style or experience would accomplish this?