

**CITY OF TREASURE ISLAND, FLORIDA
BOARD OF COMMISSIONERS SPECIAL MEETING
December 11, 2006
6:00 PM**

The meeting was called to order at 6:02 p.m. by Mayor Maloof.

B. ROLL CALL: (Silent)

Mayor Mary Maloof		Present
Commissioner Phil Collins	District 1	Present
Commissioner Ed Gayton - Vice Mayor	District 2	Present
Commissioner Richard Kraus	District 3	Present
Commissioner Alan Bildz	District 4	Present

C. ITEMS OF BUSINESS

1. Methodology & Procedures for Hiring a City Manager

The Personnel Director, Fred Turner, discussed the ads that he would be placing in trade journals to recruit for the City Manager. This meeting is to make a decision as to how the Commission wants to proceed with the recruitment.

Commissioner Kraus stated that he is in favor of recruitment done in-house. He is not in favor of using local City Managers to reduce the numbers. He would like to have Mr. Turner go through all resumes and present the most qualified ones. He thinks the ads are excellent, as is the salary item. He feels that the residency requirement and the reimbursement of travel can be dealt with at a later date.

Commissioner Bildz agrees with everything that Commissioner Kraus said except for the requirement for 5 years experience in local government that is stated in the ad. He feels that there may be many well qualified candidates in private industry that would be left out.

Commissioner Collins does not feel that we should use an outside recruiting agency. He suggested that Charlie Fant assist Fred in the recruitment. He doesn't have a problem with the ad. He feels that it should be opened up to get as many recruits as possible. He does not want an outside source – he felt it was a waste of time and money and did a poor job.

Commissioner Gayton agrees with the rest of the Commission. He thinks it should be done in-house, and not use other City Managers. He agrees with Commissioner Bildz regarding managers that have not served as City Managers that could do a good job.

Mayor Maloof agrees with everything, with the exception of having City Managers look at the list. She feels that would be a good idea – it would give us an extra layer of protection, and give us a good list.

Commissioner Bildz asked if we used a panel of local City Managers, would they charge us. Mayor Maloof stated that they would not. It would be a simple thing for them to help us grade the applicants.

Commissioner Collins asked for clarification as to how we would ask the City Managers assist us. Would we ask their council on our short list? He doesn't want them to compile the list, but doesn't think it is a bad idea for them to review our short list.

Fred Turner explained the different ways that they could narrow down the field of applicants.

It was agreed to change the ad to read 5 years management experience, and government and beach community experience a plus.

Fred explained that he would remove the non-qualified applicants, and then give the Commissioners a packet of all qualified candidates. They would be given time to review the applications, then we would schedule a meeting to discuss it.

Commissioner Kraus asked if it would be a good idea to review tapes of televised meetings in the case of candidates who are currently serving as Managers in communities that televise their meetings. Fred discussed several ways of learning about candidates, such as internet searches, newspaper archives, etc.

Commissioner Gayton requested a matrix/spreadsheet to go along with the applications.

Fred asked if they wanted a detailed profile of what we are looking for in a City Manager like we did the last time. The consultant interviewed each Commissioner last time to get an idea of what they wanted for qualities in a City Manager. Fred asked if he should schedule a meeting with each of them to discuss this. The Commission agreed to do this.

It was agreed that some of the items can be decided at a later date. Fred will place the ads tomorrow.

Commissioner Gayton asked for clarification as to what we wanted from the City Managers. Commissioner Bildz suggested that we have them rank the candidates. Commissioner Kraus doesn't think that it is necessary to get their input. Mr. Turner explained what they normally do when they sit on a panel. They usually do the short-listing. Commissioner Collins stated that we do a background check. Commissioner Gayton asked which City Managers the Mayor would suggest that we use. Mike Bonfield (St. Pete Beach), Frank Edmunds (Seminole), Bill Horne (Clearwater), Bruce Haddock (Oldsmar). When it was done in Madeira they were given all applicants, and asked to get it down to a final number. Commissioners Gayton, Kraus, and Bildz stated that they were not in favor of that. They didn't want the Managers to eliminate any candidates. Commissioner Collins suggested that we play it by ear and wait until we get the applications in and see what we have.

F. ADJOURNMENT

The meeting was adjourned at 6:25 p.m. by Mayor Maloof.