

**TREASURE ISLAND CITY COMMISSION
SPECIAL WORKSHOP
February 13, 2007**

The meeting was called to order at 5:00 p.m. by Mayor Maloof.

The purpose of this meeting is to choose the final candidates to interview for City Manager.

Mr. Turner, Personnel Director, suggested that the Commission go around the table with their individual lists of candidates.

Commissioner Collins: Gallagher
 Silverboard
 Cottrell

Commissioner Gayton: Baird
 Cottrell
 Silverboard

Commissioner Kraus Baird
 Cottrell
 Silverboard

Commissioner Bildz Cottrell
 Silverboard
 Word

Mayor Maloof Cottrell
 Silverboard
 Word

Mayor Maloof suggested that they discuss each candidate individually.

Commissioner Collins stated that he felt Mr. Cottrell had experience and longevity. He doesn't need to relocate, and is familiar with the issues in our area. He chose Mr. Silverboard for all the same reasons. He was recently in Georgia, but came back here. He has eliminated his choice of Mr. Gallagher, and will change it to Mr. Word.

Commissioner Gayton chose Mr. Baird for his experience and length of time at his jobs. Mr. Cottrell has the experience, and is available immediately. He commented on Mr. Silverboard's salary requirements.

Commissioner Kraus commented that salary and compensation packages are negotiable items. As far as Mr. Silverboard is concerned, two years ago when he was a finalist here before he felt it was a conflict of interest with his wife being in Madeira Beach. He no longer feels that way. There have been no issues that have come up between the two communities. He has the experience. Steven Cottrell has the experience, is available immediately, and the compensation requirement is in the range. He is in Dunedin, which he is not comfortable with. He chose Mr. Baird because of his experience, availability, and reasonable salary expectations.

Commissioner Bildz liked Mr. Cottrell and Mr. Silverboard because of their local ties. Mr. Word is in the Keys, so has beach community experience. He thinks all three of them would be good candidates.

Mayor Maloof looked at experience and education. She feels that planning experience, Florida experience, and coastal community experience are important. Mr. Cottrell does not have the coastal community experience. He does not have her top rating. Gary Word has resigned in Islamorada, so has very limited coastal experience. Mr. Baird has broad experience, but his experience is in a series of communities very different than Treasure Island. He is a credentialed City Manager with some coastal and redevelopment experience. He has an MPA on top of his Bachelor's Degree. Reid Silverboard has his Bachelor's, MPA, and a Masters in Urban and Redevelopment Planning. He has a lot of redevelopment experience, coastal experience, and local knowledge. She also feels that it would not be an issue with a married couple being Managers of contiguous cities.

Commissioner Kraus commented that Mr. Baird is currently a County Administrator. He did not choose Mr. Word because of research that he did on his performance in other communities.

Commissioner Collins commented that Mr. Word also did not have any police or fire experience.

Mayor Maloof commented that he has had a lot of experience, and may not have the energy that we are looking for.

Commissioner Collins stated that Mr. Baird was not on his final list, but he is impressed with his 35 years of experience.

Commissioner Bildz stated that he thought Mr. Baird was alright, as was Mr. Gallagher, and he would not be opposed to interviewing either of them.

Mayor Maloof asked Mr. Turner for his comments. He stated that they should bring in candidates that would have a legitimate shot at winning the position.

Commissioner Kraus wants to stick with his original three candidates. He doesn't feel that Mr. Word is what we are looking for in Treasure Island, but would be ok if we wanted to interview four candidates.

Commissioner Collins stated that he is in agreement with Commissioner Kraus, with Mr. Baird, Mr. Cottrell, and Mr. Silverboard.

Commissioner Gayton stated that he is also in agreement.

Commissioner Bildz stated that he would also like to invite Mr. Word. He thinks four would be a good number.

The four candidates to be interviewed will be Mr. Baird, Mr. Cottrell, Mr. Silverboard, and Mr. Word.

Commissioner Kraus asked about putting together a compensation package now rather than wait until someone is selected.

Mr. Turner stated that the last time you used the contract for the previous City Manager and went from there. Commissioner Collins asked if that would make someone assume that they would start off there. Could we put parameters on it stating that the salary would fall into a range? Mr. Turner stated that once you had someone selected you would have an idea of the range and their requirements. Commissioner Kraus feels that if the package isn't chosen before hand it doesn't leave as much room for negotiation. Commissioner Collins agrees that it should be done now. Mr. Turner stated that you can take the basics and add to it as necessary. A discussion of the starting salary was held. It was suggested that the starting salary range be \$98,000 to \$105,000. There should also be a car allowance or car provided, as well as vacation, medical, and retirement. Commissioner Gayton suggested that the Mayor and Personnel Director negotiate the contract. Mayor Maloof requested that Mr. Turner draw up a list of the negotiation items that have been discussed and have the Commissioners give their ideas on them. It was suggested to go with \$4,800 for the car allowance. The dependent medical coverage can be a negotiation point. The previous two managers have also received 7% that went into a 457 retirement account. The total compensation package, excluding salary, is approximately \$24,000.

When discussing the interview process, Commissioner Kraus stated that he would like to see the process completed in one day. Commissioner Gayton stated that he was in favor of having the community meet the candidates. Mayor Maloof said that it didn't need to be elaborate. Commissioner Collins stated that lunch should be provided to the candidates. He suggested that the interviews be wrapped up by approximately 3:00 to give the candidates a little time to relax before the community social event that evening. Mr. Fant suggested that whatever day you choose for the interviews, you set aside time for the

candidates to have a joint meeting with all of you, then a one on one meeting with the commissioners, and also meet with department heads. You could do the social the night before. The last time was a two day event. There was a group interview and tour of the facilities for each candidate, along with meetings with department heads. The afternoon was free after lunch. The community social event was held that evening. The next morning the candidates had individual interviews with the commissioners.

The interviews will be held on Wednesday, February 28th and Thursday, March 1st.

The meeting was adjourned at 6:15 p.m.