

**TOWN OF LAUDERDALE-BY-THE-SEA
TOWN COMMISSION
SPECIAL MEETING MINUTES
Jarvis Hall
4505 Ocean Drive
Thursday, January 31, 2019
6:00 PM**

1. CALL TO ORDER, MAYOR CHRIS VINCENT

Mayor Vincent called the meeting to order at 6:00 p.m. Also present were Vice Mayor Elliot Sokolow, Commissioner Edmund Malkoon, Commissioner Alfred "Buz" Oldaker, Commissioner Randy Strauss, Town Manager Bud Bentley, Deputy Town Manager Tony Bryan, Assistant Town Manager Sharon Ragoonan, Town Attorney Susan L. Trevarthen, Municipal Services Director Ken Rubach, Development Services Director Linda Connors, Special Projects Coordinator Debbie Hime, Public Information Officer Steve d'Oliveira, and Town Clerk Tedra Allen.

2. PLEDGE OF ALLEGIANCE

3. PUBLIC COMMENTS

At this time Mayor Vincent opened public comment, which he closed upon receiving no input.

4. NEW BUSINESS

Mayor Vincent recognized consultant Connie Hoffmann for her work in steering the selection process for the new Town Manager. The Commissioners also thanked the three final candidates for their time and commitment to the process.

a. Town Manager Presentations

Glenn Irby, candidate, provided a PowerPoint presentation to the Board, stating that he has over 30 years' experience with municipal government. He characterized his management style as participatory in nature. His proudest accomplishments as a manager included working for the city of Umatilla, Florida in Central Florida, where he oversaw the redevelopment of a blighted area through the use of public-private partnerships. Mr. Irby convinced a developer to participate and the city provided funds to help move the process along. The result was three renovated buildings with a 95%

occupancy rate, three new parking lots, and new streets with improved traffic signalization.

Mr. Irby also oversaw the redevelopment of the Umatilla Municipal Airport, including the construction of new hangars using grant funds from the Federal Aviation Administration (FAA) and the Florida Department of Transportation (FDOT). The city also built a ramp for visiting aircraft, a parallel taxiway, and the installation of fuel tanks. Another public-private partnership and FDOT grant helped to fund the purchase of fuel tanks. These investments led to the hangars being filled within a few months.

Mr. Irby described a street rebuilding project in Umatilla, which was triggered in part because of road damage by buses from a nearby school. While the school was at first reluctant to help fund this project, they eventually shared the cost of a \$1.8 million project to rebuild curbs, gutters, and sidewalks. The expense of this rebuilding was equally shared by the city, the county, and the school board.

Mr. Irby concluded that he is well-rounded with regard to Florida municipal government, emphasizing the importance of intergovernmental relationships. He thanked the Town Commission for their time.

David Strahl, candidate, advised that he has worked in local government in the Midwest for over 30 years. He emphasized the importance of constant learning and asking questions, stating that he can bring a different perspective to various situations. He described his management style as collaborative, as he encourages input and suggestions. He also felt it is important to mentor Staff by encouraging them to provide solutions to issues.

Mr. Strahl continued that the best leader is someone that people want to follow, and added that he is in favor of sharing information with the public as well as with the Commissioners in order to minimize surprises. His open-door policy would involve working outside the office and within the community so residents can share concerns. He stated that he also believed Town revenue should be managed and spent in the way the Commissioners would like to manage and spend their own money.

Mr. Strahl described some of the projects in which he has been involved in Mount Prospect, Illinois, including a town hall project intended to create a gathering place in the center of the town. He worked with citizen committees and elected officials to determine what would or would not work before the design process began. He also managed the budget and provided regular updates to the town council to keep them apprised of

progress. The final structure successfully represented the community around it and was constructed on time and within budget.

Mr. Strahl advised that he observed staff at work and in interaction with the town council, pointing out that staff's job is to provide local government with options. He worked to implement this into presentations to the councilmembers by staff, providing materials in support of each option, vetting presentations ahead of time, and anticipating questions by the council.

Mr. Strahl complimented Lauderdale-By-The-Sea on its unique sense of place, noting that there is a sense of energy throughout the community. He acknowledged that he would not have all the answers regarding the Town's future, but was willing to seek them out and push for constant improvement. His goal would be to listen first.

William Vance, candidate, complimented the Commissioners and Town Staff on the thoroughness of the Town Manager selection process. He stated that his experiences in local government have been quite dynamic, showing that he had the ability to work with a team to coordinate excellence and guarantee the quality of the end product. He took professional pride in his ability to get things done.

Mr. Vance continued that he would be very employee-friendly and assist other Town employees in what they do, as the entire Town benefits from excellence. He emphasized the importance of always seeking to improve, as well as a high level of customer service. His favorite aspect of local government was helping individuals to help their community, and noted that his intent is to interpret Town Code in an optimistic fashion without compromising continual improvement or complementary development.

Mr. Vance advised that his 26 years of experience in local government began in Franklinton, North Carolina, with a small-town administration. He spent six years working in this small municipality, where he was successful working with others to develop infrastructure and revitalization projects. He then moved on to Luray, Virginia, where he gained significant tourism and historic district experience.

Mr. Vance's next experience was in Lady Lake, Florida, where he characterized his experience as helping to "build a town from scratch." This municipality is adjacent to The Villages in central Florida, which is a retirement community of approximately 100,000 residents. Lady Lake did not have water or sewer lines to accommodate commercial development. Mr. Vance helped develop a wastewater treatment facility and install water

and sewer lines, which led to significant commercial and residential development opportunities. He also experienced hurricanes and a tornado during his tenure.

Mr. Vance stated that in 2010 he relocated to Pickerington, Ohio, which had not experienced a tax increase since 2000. During his time there, the town tripled its fund balance, undertook significant paving projects, and increased income tax revenues by \$2 million/year. He concluded that he did not benefit from any of the significant tax increases at the four municipalities, and saw all fund balances increased upon his departure. He felt this experience could benefit Lauderdale-By-The-Sea.

Mr. Vance noted that in addition to customer service experience, he has also gained a significant grasp on development and construction regulations and would seek to keep the Commissioners apprised of what is going on in the community. He would communicate effectively with residents, implementing an open-door policy. The goal would be for the entire community to improve.

The Commissioners took a brief recess at this time.

b. Selection of New Town Manager

Town Attorney Susan Trevarthen stated that each of the Commissioners' ballots would be part of the public record and would be disclosed once they have been submitted. When the balloting process is complete, the Commission would be asked to make a motion to designate one Commissioner to work with the Town Attorney on contract negotiations with their top choice. The motion should also name a second choice in the event that anything might prevent their top candidate from accepting the position.

The results of the ballot ranked Mr. Vance in first place, as he received three first-place votes. Town Attorney Trevarthen recommended that the Commissioners work toward consensus on second place, as the results did not clearly identify a candidate in this position.

The Commissioners discussed the ballot, with Commissioner Oldaker explaining that Mr. Vance provided thorough answers to his questions, including one question referring specifically to hurricane season. He emphasized the importance of Mr. Vance's experience in this area. Commissioner Strauss added that given the candidates' similarities in experience and abilities, he had emphasized communication skills, including negotiation, leadership, and accessibility. His first choice was Mr. Strahl, based upon his

vision for the future; however, he clarified that he would not be disappointed with any of the candidates.

Vice Mayor Sokolow advised that his choice was in part because not all candidates have experience in the state of Florida. This led him to rank Mr. Vance first and Mr. Irby second based on this experience, although he felt either Mr. Irby or Mr. Strahl would be a strong second choice. Commissioner Malkoon commented that his choices were based on the candidates he felt would work best with the Town and Town Staff. He also did not take issue with Mr. Vance as first choice.

Mayor Vincent stated that Mr. Vance's referrals were important to his ranking, as these were consistent from all sources. He felt these strengths were what the Town needs in the future, along with Mr. Vance's experience. He continued that while the second-ranked candidate was difficult to select, he had ultimately chosen Mr. Strahl based on information included in his presentation.

Commissioner Oldaker made a motion, seconded by Vice Mayor Sokolow to put Mr. Vance as the number-one candidate for Town Manager of Lauderdale-By-The-Sea. Motion carried 5-0.

Town Attorney Trevarthen advised that a motion is also necessary for the second-ranked candidate.

Commissioner Malkoon made a motion, seconded by Commissioner Oldaker, to select David Strahl as the second candidate. Motion carried 5-0.

Town Attorney Trevarthen also asked that a Commissioner liaison be selected to work with her in attempting to negotiate a contract. Mayor Vincent stated that he would like to appoint Town Manager Bud Bentley to undertake contract negotiations with Town Attorney Trevarthen, while he himself was willing to serve as liaison.

Vice Mayor Sokolow made a motion, seconded by Commissioner Strauss, to appoint Town Manager Bud Bentley to assist with contract negotiations, and for Mayor Vincent to serve as liaison from the Commission. Motion carried 5-0.

5. ADJOURNMENT

With no further business to come before the Commission at this time, the meeting was adjourned at 7:09 p.m.

Lauderdale-By-The-Sea
Special Town Commission Meeting
January 31, 2019



Mayor Chris Vincent

ATTEST:



Town Clerk Tedra Allen



Date