

**MINUTES OF A SPECIAL MEETING  
CITY COMMISSION  
FORT LAUDERDALE  
October 12, 2010**

Meeting was called to order at 7:40 p.m. by Mayor Seiler on the above date, in City Hall, 100 North Andrews Avenue, 1<sup>st</sup> floor Chambers.

Roll call showed:

Present:                   Commissioner Bruce G. Roberts  
                              Commissioner Charlotte E. Rodstrom  
                              Commissioner Bobby B. DuBose  
                              Vice Mayor Romney Rogers  
                              Mayor John P. "Jack" Seiler

Absent:                   None.

Also Present:           Acting City Manager   Allyson C. Love  
                              City Auditor           John Herbst  
                              City Clerk             Jonda K. Joseph  
                              City Attorney         Harry A. Stewart

Invocation was offered by Pastor Dan Tennis, Christian Romany Church, followed by the recitation of the pledge led by Robert Walsh.

Commissioner Rodstrom stressed the importance of appointing an experienced city manager who shares the city's goals and is capable of moving it forward. She also stressed the seriousness of this decision. Commissioner DuBose agreed and emphasized that appropriate time should be taken for this decision. The next city manager must reflect the city's diversity. He recalled concern that the decision not to renew the former city manager's contract was a 3-2 vote. It is important to him that the next city manager is not appointed on a 3-2 vote. Commissioner Roberts agreed with Commissioners Rodstrom and DuBose. He stressed the importance of the city manager participating with the community to execute policies and procedures and to determine needs in order to achieve the city's goals and objectives. He would like the next city manager to expedite City matters and view the city as a whole, rather than in terms of districts. Vice Mayor Rogers mentioned the upcoming centennial, noting that these are unique times. He thought this position will draw the best candidates. He emphasized that this process must be open and directed. A committee that accurately reflects a cross-section of the community must be established in a timely fashion. He warned against a committee so large that its swiftness and efficiency are compromised.

Mayor Seiler thanked the Commission for not allowing the prior vote for non-renewal of the former city manager's contract to have a divisive effect. He went on to express gratitude to the Acting City Manager for her responsiveness and professionalism. He thought an appropriate-sized search committee should be established, with seven to nine members. It should represent a cross-section of the community. He suggested civic and business interests be represented, as well as a former elected official experienced in this matter. To complete a seven-member panel, he proposed each commissioner select an individual from their district and he would forego an

appointment. He discussed the concept of nine members and the disadvantages of a panel of more than nine or fewer than seven. He agreed with Commissioner DuBose that the entire process, including selection, must be transparent and reflect the city's diversity. Based on current operations, there is nothing to suggest this matter should be rushed. He encouraged interested City staff members with the appropriate skills to apply. He thought the selection committee should narrow down the candidates before Commission involvement.

Mayor Seiler opened the floor for public comment.

Marc Dickerman, 1417 SW 2 Street, urged the Commission to appoint a fiscal conservative who will look within to reduce the budget, decrease management size, and implement a five-year fiscal recovery plan. He thought the new city manager should regularly attend the Budget Advisory Board's meetings. He would like a city manager who is responsive to the Commission, but strong enough to oppose when necessary. He offered himself as a selection committee candidate, representing the community at large and the Gay, Lesbian, Bisexual, and Transgender community.

Robert Walsh, 401 East Las Olas Boulevard, pointed out that, regardless of selection committees and advisory boards, the Commission will make the final decision. He stressed the importance of fairness in the process. He warned the Acting City Manager to beware of political snares, and expressed his belief that she has done the job well. He wanted to be certain that the Acting City Manager would return to her former position if she is not selected. He urged that much thought be put into this decision.

Genia Ellis, 1801 Marietta Drive, pointed out that assessment of a city manager includes evaluation of all employees as well. In recent years, the longevity of city managers has been poor. She emphasized that staff implements directives and it is essential the city manager commands respect from staff. She believed the Acting City Manager has the respect of employees which she has earned. As for the new city manager, she thought the Commission should speak to the former staff of candidates to get a fair character assessment.

Dan Lindblade, president of the Greater Fort Lauderdale Chamber of Commerce, sought clarification whether this meeting will address only the city manager position, or include the acting city manager position as well. The Chamber considers its relationship with the city manager very important. He felt comfortable with Ms. Love serving in this position. Based on his prior work as an executive recruiter, he advised this process will take approximately nine months or longer if a selection committee is included. He believed an exterior firm should be utilized in the vetting process, and elaborated upon the types of services that would be provided at an approximate cost of \$35,000. He believed a vetting service would more effectively bring about a consensus than a selection committee. He offered his skills to help in this process.

Ron Centamore, representing the Downtown Fort Lauderdale Civic Association, emphasized that the next city manager and his staff must have the city's best interest at heart. The candidates' prior performance must be researched as to respect, growth and budget control. The next city manager should want to improve the city's blighted areas and establish a path for development.

Fred Carlson, president of the Central Beach Alliance, pointed out that it is safe, but problematic, to utilize a checklist selection process. He thought the selection process should involve thinking that is outside of the box. The need is not to find an individual who meets a lot of criteria, but rather to find an outstanding person. He warned against managing the city as though it were average. An exceptional leader capable of building consensus is required. The candidate does not necessarily need prior experience in city management. He offered Frank Herhold as an example of a good candidate, and elaborated upon his credentials and characteristics. He believed there are many outstanding individuals locally who would make good candidates.

Fred Nesbitt, member of the Budget Advisory Board, summarized the Budget Advisory Board's recommendations on this matter. A copy of the recommendations, dated September 16, 2010, is attached to these minutes. Because of this city's greatness, the selection process should be a nationwide pursuit. It is imperative that the selection committee involve all elements of the community. He hoped some of the board's recommendations would be used.

Bob Swindell, 1317 Tangelo Isle, pointed out the challenge of locating a new city manager. He commended Mayor Seiler's leadership skills, particularly his ability to effectively deal with divisive issues. He expressed pride in this Commission's work. He endorsed Mr. Lindblade as a potential business representative on the selection committee, stressing his experience as an executive recruiter. He thought a seven to nine-member panel would more effectively represent the city's diversity.

Burnadette Norris-Weeks, 2136 NW 4 Street, noted the daunting task of selecting a new city manager. She hoped the Commission would take appropriate time to select a candidate suitable for the entire community. She urged the Commission to remember the mid-town business community when choosing selection committee members and that residents be a part of the (selection) process.

There being no other individuals wishing to speak on this matter, Mayor Seiler closed the floor for public comment.

Commissioner Roberts agreed with Mr. Lindblade's suggestion to include an exterior consultant to control the process. This would help form a consensus regarding the desired credentials for city manager candidates before establishing the selection committee. He emphasized the importance of community participation. His priority is public safety, followed by economic development and neighborhood integrity. Other important issues are community participation, maintaining the Commission's collegiality, and the budget. He elaborated upon his experience with a selection committee for hiring a police chief. He thought a similar system could be used to develop a transparent process with community participation.

Commissioner DuBose liked the selection committee example offered by Commissioner Roberts. Commissioner Roberts provided more detail on the process used in that recruitment. Commissioner DuBose agreed that the process should involve strong community involvement. A more transparent process will likely ensure a candidate who reflects the city's diversity. Vice Mayor Rogers elaborated upon what he believes is an effective selection process. The most important roles of the selection committee are to ensure that the criteria are assimilated so the proper candidate is obtained; then, the

candidate must be properly vetted with community involvement. He agreed that the process would take approximately nine months.

Commissioner Rodstrom agreed with transparency and use of a selection committee; though, like Commissioner Roberts, she was uncertain how a selection committee would fit in with the process. She expressed concern that a difficult budget year is pending. She thought it is important to focus on the next city manager's job requirements, rather than only on the candidate. The two most important decisions made by this Commission will be the budget and the hiring of a city manager. A specific plan must be developed for the committee or the consultant. She believed the Commission should develop this plan, rather than the consultant. She expressed her desire for involvement of a (small) selection committee. She believed appropriate time should be taken to reach a consensus, but warned against the process becoming too lengthy.

Mayor Seiler thought a consultant must be immediately retained and instructed about the desired credentials for the new city manager. The meetings with the consultant should be held in a public forum. While retaining a consultant, a selection committee should also be appointed. The consultant would complete the screening process and bring back the best candidates. The selection committee would complete the vetting process in a public forum. The process should not necessarily take a long time, but it should not be rushed. He expressed his desire to appoint a committee and retain a consultant within the next ten days. The suggestions put forth in tonight's meeting should be presented to the selection committee, but the Commission will ultimately be the decision maker.

Discussion ensued between Mayor Seiler and Commissioner Rodstrom about how responsibilities could be divided amongst the Commission, the consultant, and the selection committee. He believed the selection process would bog down the Commission; it would not be as productive as a well-appointed selection committee. The committee should not exceed seven members. Commissioner Roberts expressed his desire for a model that includes significant community involvement. Mayor Seiler reiterated that the public can attend all meetings and provide feedback. Commissioner DuBose thought the model presented by Commissioner Roberts is different than Mayor Seiler's suggested framework because it guarantees the community's feedback will be constructively used as part of the selection process. Mayor Seiler disagreed because his suggestion involved all meetings being public. He did not want to reward certain activist groups who may seek to overwhelm the process. Commissioner DuBose thought Commissioner Roberts' model is more controlled and would prevent this. Commissioner Roberts indicated the consultant could, for example, choose twenty-five people to represent the community. These community members would complete a blind vetting process. During the candidate questioning process, the community representatives would issue scores. The spoken word of community members in a public meeting setting will not provide the Commission with this type of scoring feedback. Mayor Seiler noted that scoring feedback can be included, but he reiterated his desire for a selection committee to complete the vetting process. Commissioner Roberts agreed with Mayor Seiler's proposed framework, but wanted community members' scoring feedback to be included. He elaborated upon the community cross-section represented in the police chief selection process previously discussed.

Mayor Seiler emphasized that community representatives could be chosen at some point in the future. However, in order to move the process forward, a consultant must be selected and a selection committee established. Commissioner DuBose wanted

certainty that a consensus was reached approving significant community involvement in the selection process. Vice Mayor Rogers thought the idea is conceptually sound, but he did not think it practical to involve a large community presence until the vetting process narrowed down a manageable number of candidates. Commissioner Roberts agreed, noting that community participation should be used with five to seven candidates. It is not practical to involve the community during the narrowing down process. A small selection committee cannot totally represent the community; however, the proposed community involvement brings transparency to the process.

There was consensus approval to include the element of significant community involvement during the final stage of the selection process; to retain a consultant to be directed and instructed by the Commission; and to appoint a seven-member selection committee.

In response to Commissioner DuBose, Mayor Seiler clarified that he suggested a former elected official be included on the committee because he desired an individual experienced in the process. The business representative and the former elected official would be consensus appointments. The Council of Fort Lauderdale Civic Associations (CFLCA) could designate a civic appointment that would be subject to Commission approval. Also, each commissioner would make one appointment. In response to Commissioner Rodstrom, Mayor Seiler pointed out the impossibility of fairly representing all of the boards and committees on this committee. He noted that the Budget Advisory Board's recommendations have been received and will be taken into consideration. There was consensus approval of the selection committee structure.

Mayor Seiler pointed out that the ICMA (International City/County Management Association) could serve as a consultant; but cautioned that the organization tends to only review city managers whom they have previously worked with. It is possible the right candidate is not a former city manager. Therefore, he wanted to retain a consultant that is not tied to any city manager association. In response to Commissioner DuBose, Mayor Seiler clarified that former city managers should not be ruled out. Vice Mayor Rogers indicated that this is a specialized area and there are few firms that handle this type of recruitment. He agreed the City should not limit itself to the ICMA. The best consultant should be found for an appropriate fee. Mayor Seiler thought the RFP process would delay this. Commissioner DuBose felt the process is being rushed. The item must be thoroughly addressed and all input received. His priority is to select the best city manager, regardless of how long the process takes.

Averill Dorsett, Director of Human Resources, understood that the ICMA does not screen candidates. She had contacted the ICMA regarding available resources and is awaiting a response. There are a number of (recruitment) firms; however, this is a specialized area. Discussion followed on the process for retaining a selection firm. Vice Mayor Rogers stressed the Commission's duty to provide the firm directives about what candidates should be reviewed. He thought this process should be started quickly.

Mayor Seiler supported the idea of utilizing a local firm. Mike Walker, Procurement Services, offered to review existing Broward County's contracts with the City Attorney to determine whether the City could use them. Price would be negotiated. Mayor Seiler raised the issue that Hallandale, Coral Springs, Davie, and Lauderdale-by-the-Sea have recently changed their city management. They may have retained a consultant. Commissioner Rodstrom expressed her desire for a process that is not rushed, but may

include piggybacking on another city's (recruitment contract) which could save money and time. In response to Commissioner DuBose, Mr. Walker indicated that the process would be relatively quick if the City can use an existing County contract. Vice Mayor Rogers suggested Human Resources work with Procurement Services to vet the consulting firms and narrow down the choices.

Discussion ensued about the availability of local firms. Mayor Seiler requested staff review the seven available County recruitment firms and provide information at the October 19, 2010 conference meeting. The Commission could then determine if the pool of firms should be expanded. Commissioner Rodstrom pointed out that this pool consists of firms that specifically work with municipal employees.

Mayor Seiler requested the commissioners provide their (selection committee) appointments at the November 2, 2010 meeting. In response to Commissioner DuBose, Mayor Seiler pointed out that he does not take issue with the Council of Fort Lauderdale Civic Associations (CFLCA) making a recommendation because it is a large body that represents the city's civic associations. Commissioner Roberts agreed.

In response to Mr. Walker, Mayor Seiler requested that general pricing information be obtained for the recruitment firms. The prices will be negotiated. When the consultant is selected, the Commission will then provide direction. The consultant will then work with the selection committee to narrow down the candidate choices based on Commission directives.

Mayor Seiler noted he has not been made aware of any desire to make any changes with respect to Ms. Love serving as the Acting City Manager. In response to Mayor Seiler, the Acting City Manager confirmed her willingness to continue in this role. Commissioner DuBose commended Ms. Love on her work and noted that she should be appropriately compensated. Mayor Seiler requested the City Auditor provide the Commission with salary information in her assistant city manager position so that it could be addressed on October 19, 2010. He could not support compensation in the range of the former city manager which he thought was too costly. He requested the Commission individually speak to the Acting City Manager regarding her expanded duties. Perhaps she could be compensated in the form of a bonus for an agreed-upon amount.

There being no other matters to come before the Commission, the meeting was adjourned at 9:14 p.m.

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John P. "Jack" Seiler  
Mayor

ATTEST:

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Jonda K. Joseph  
City Clerk